

# NFCA Diversity Committee-Marco Island, FL

Wednesday, December 10, 2008

In attendance: Amy Hayes (Chair, Bradley University), BJ Ferguson (Univ. of Delaware), Lee Smith (MVSU), Kim Sotomayor (UT Dallas)

## Discussion

- Why the Diversity Committee?
- What is diversity? Develop a working definition...
- Race/nationality
  - Religion
  - Sexual orientation
  - Gender
  - Etc
- Should we address diversity issues/topics during the recruiting process? If so, how? If not, why?
- Race/nationality
  - Religion
  - Sexual orientation
- Education of administrators on diversity issues
- How it affects our student-athletes?
  - How it affects our ability to relate/recruit/retain our student-athletes?
  - What is the best avenue of education?

## Questionnaire

- Must clearly identify a working definition of “diversity” for maximum effectiveness of questionnaire
- Add questions regarding “socioeconomic status” to questionnaire; current questionnaire does not address this as a potential diversity issue.

## To Do/Action steps

- Amy will speak with Lacy Lee and/or Carol Bruggeman about adding a speaker on Diversity topics to the convention for 2009
- Dorsey Reynolds, former head swimming coach at Drew University-Excellent speaker; Speaks at NCAA Women Coaches Academy/NCAA Dimension 2 events.
- Kim will look into current CHAMPS Life Skills/SAAC literature regarding how/if diversity is defined/addressed.

- How can we tie in a Diversity Curriculum with a recruiting seminar

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### Suggestions

- Use SAAC, campus cultural awareness offices, etc. as vehicles to address diversity issues.
- Talk to student-athletes!!!
- What do they need from us?
- Investigate NFCA & NCAA Diversity statements.