

SECTION IV ATHLETICS Diversity, Equity, & Inclusion (DEI) Newsletter — November 2026

As we move into the winter pre-season, our commitment to fostering a safe, inclusive, and equitable environment for all student-athletes, coaches, and administrators remains our top priority. Please look for regular, vital updates directly at your upcoming local league meetings from your designated DEI representative. Connect with Your Committee Members If you have any questions, ideas, or feedback, please do not hesitate to seek out a member of our committee. We are here to support.

Creating Athletic Communities Where Everyone Belongs

Welcome to the November edition of the Section IV Athletics Diversity, Equity & Inclusion Newsletter.

The DEI Committee is committed to supporting athletic programs across Section IV in creating environments where every scholar-athlete, coach, official, athletic trainer, administrator, and family member feels seen, valued, respected, and included.

Our work is about learning together, sharing ideas, identifying challenges, and highlighting practices that are helping athletic communities become more inclusive.

Meet the Section IV DEI Committee

Our committee is made up of representatives who bring a variety of experiences and perspectives from across Section IV.

DEI Committee Members:

- Matt Hafele-MAC
- Steve West- Tri Valley
- Becca Gentile- STAC
- Rachel Andrews- Delaware League
- Erich Kramer/Murphee Hayes- IAC
- Mike Brown-Assistant Executive Director of section IV
- Samantha Little-DEI state committee Rep for section IV

Have a question, idea, concern, or resource to share?

Please reach out to a member of the DEI Committee. We want this to be a

collaborative space where athletic leaders can ask questions, share what is working, and learn from one another.

Stay Connected Through Your League

Each league has a DEI representative who serves as a connection between the league and the Section IV DEI Committee.

Look for updates at your league meetings from your DEI representative.

These conversations will help us:

- Share resources and promising practices.
- Identify common challenges across schools.
- Highlight work happening within our athletic programs.
- Bring questions and ideas back to the Section IV DEI Committee.
- Continue building a shared understanding of what inclusive athletics can look like.

We Want to Learn From You

There is already meaningful DEI work happening throughout our schools and athletic programs. We want to learn what you are doing.

We are asking Athletic Directors to complete a short survey to help the committee understand the practices, programs, professional learning, partnerships, and initiatives currently happening across Section IV.

Athletic Director DEI Survey

Your responses will help us identify:

- Practices we can share across schools.
- Areas where Athletic Directors may benefit from additional resources or support.
- Professional learning opportunities.
- Opportunities for schools to collaborate.
- Areas where the Section IV DEI Committee can be most helpful.

This is not an evaluation. We are gathering information so we can learn from one another and better understand how to support our athletic communities.

Please complete the survey by: 11/27/26

Our Shared Commitment

DEI work in athletics is not a single event, program, or initiative. It is reflected in the everyday experiences of our scholars and the choices we make as athletic leaders.

We look forward to learning together, celebrating the work already happening, and continuing to build athletic communities where **everyone belongs**.

Section IV Athletics DEI Survey

Athletic Director Input & Sharing of Practice

Purpose:

The Section IV DEI Committee would like to learn about the work happening across our schools and athletic programs to support diversity, equity, inclusion, and belonging.

This survey is not evaluative. Our goal is to learn from one another, identify promising practices, and better understand how the Section IV DEI Committee can support Athletic Directors and schools.

1. School Information

School/District:

Athletic Director:

League:

2. Current DEI Work

What are you currently doing within your athletic program to support DEI and belonging?

- ☐ Coach professional learning
- ☐ Scholar-athlete education
- ☐ Team/community-building activities
- ☐ Recruitment/access initiatives
- ☐ Inclusive team practices
- ☐ Family/community engagement
- ☐ Mentorship
- ☐ Hiring/recruitment practices
- ☐ Addressing bias or discrimination
- ☐ Supporting historically underrepresented groups
- ☐ Celebrating diverse cultures/identities
- ☐ Accessibility/accommodations
- ☐ Other: _____

Please describe one or more examples of your current work.

3. Scholar-Athlete Experience

How do you create opportunities for scholar-athletes to have voice and agency in your athletic program?

What practices help create a sense of belonging for scholar-athletes?

4. Coaches & Staff

What are you doing to support coaches and athletic staff in developing their understanding and practice around DEI?

What professional learning has been particularly useful?

5. Access & Opportunity

What strategies are you using to ensure scholars have equitable access to athletic opportunities?

Are there barriers to participation that you are currently working to address?

- ☐ Cost
- ☐ Transportation
- ☐ Equipment
- ☐ Scheduling
- ☐ Communication/access to information
- ☐ Academic requirements
- ☐ Family engagement
- ☐ Physical accessibility
- ☐ Other: _____

Please describe:

6. Challenges & Support

What are the biggest DEI-related challenges facing your athletic program right now?

What support would be most helpful from Section IV?

- ☐ Professional learning
 - ☐ Resources/toolkits
 - ☐ Guest speakers/presenters
 - ☐ Coach resources
 - ☐ Scholar-athlete resources
 - ☐ Family/community resources
 - ☐ Opportunities to share practices with other schools
 - ☐ Guidance around specific DEI concerns
 - ☐ Data or research
 - ☐ Other: _____
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7. Share Your Success

What is one practice, program, or idea happening in your athletic program that you believe other schools could learn from?

Would you be willing to have the Section IV DEI Committee highlight or share this practice with other schools?

- ☐ Yes
 - ☐ No
 - ☐ Please contact me first
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8. What Should We Know?

Is there anything else you would like the Section IV DEI Committee to know about your school's work, needs, or priorities?

Thank You

Thank you for taking the time to share your work. There is no expectation that every school is in the same place. Our goal is to learn where we are, learn from one another, and identify ways we can continue moving forward together.