



**REPORT OF THE
NCAA COMMITTEE ON WOMEN'S ATHLETICS
FEBRUARY 18, 2021, VIDEOCONFERENCE**

ACTION ITEMS.

- None.

INFORMATIONAL ITEMS.

1. **Welcome and announcements.** The chair welcomed committee members to the videoconference, including new member Betsy Mitchell.
2. **Approve NCAA Committee on Women's Athletics September 14, 2020, videoconference report.** The committee approved its September 14, 2020, videoconference report.
3. **NCAA Board of Governors Committee to Promote Cultural Diversity and Equity update.** NCAA staff provided an update on the Committee to Promote Cultural Diversity and Equity's November and December 2020, videoconferences. In November, the committee recommended that NCAA Divisions I, II, and III review the NCAA Committee Member Appointment Process Analysis Report and consider possible actions that support diverse representation in the governance structure. The committee also had extensive conversation about the West Coast Conference's Bill Russell Rule and engaged with the leadership from the Black Athletics Director Alliance. In December, the committee recommended the NCAA Board of Governors review the West Coast Conference's Bill Russell Rule and endorse the rule in principle. The Board of Governors reviewed the rule in January and encouraged NCAA member institutions and conferences to implement the rule, where compliant with state laws and regulations.
4. **NCAA Board of Governors Campus Sexual Violence Policy Implementation Task Force update.** NCAA staff informed the committee about the work of the task force, which the Board of Governors commissioned to provide guidance to the membership on new requirements in the Association-wide sexual violence prevention policy. The task force will provide a report to the Board of Governors in April. Attestation of the additional policy requirements are effective beginning with the 2022-23 academic year.
5. **Student-athlete mental health and well-being survey report.** NCAA staff shared a summary of key findings of the student-athlete mental health and well-being survey report, including indications of racial disparities, as it relates to elevated mental challenges among minorities. The survey also provided insights on student-athletes' experiences regarding barriers to training, COVID-19 impact on family and friends, academic success and more.
6. **2021 NCAA Convention updates.** NCAA staff informed the committee on the educational sessions developed or supported by the NCAA office of inclusion during the 2021 NCAA Convention. The programs focused on racial justice conversations, student-athlete activism, and student-athlete mental health, as well as the inaugural Division III LGBTQ OneTeam Recognition Awards. In addition, staff shared that the 2021 NCAA/MOAA Diversity and

Inclusion Award winner was Towson University, and debriefed members on the implemented initiatives, policies and best practices which awarded Towson the honor.

7. **Athletics Diversity and Inclusion Designee updates.** NCAA staff provided an update on the newly created resource for Athletics Diversity and Inclusion Designees. The resource will be disseminated spring 2021 and will highlight information on the role's description and functions. Further, plans for ADID-specific content will be presented during the 2021 NCAA Inclusion Forum, as well as collaborating with the NCAA research staff to produce a survey that will evaluate and identify additional ADID needs.
8. **Social justice initiatives update.** NCAA staff shared updates on the elevated efforts and focus on racial justice. As part of these efforts, the office of inclusion is providing educational programs and trainings, developing resources to support student-athlete activism, and launching a webpage designated to this topic in the spring. Internal efforts include programing for the national office staff, collaborations with the NCAA's employee engagement groups, development of unconscious bias training and a resource on inclusive language. Staff also highlighted the success of the diversity and inclusion fall 2020 social media campaign, which reached over 168 million people.
9. **Summit on Gender Identity and Student-Athlete Participation.** NCAA staff updated the committee on the next steps following the Summit on Gender Identity and Student-Athlete Participation held in October 2020. The NCAA Sport Science Institute and the office of inclusion are working with external consultants to develop a framework of consensus that may yield recommendations to the Board of Governors. A narrative review on competitive equity, inclusion and mental health has commenced to ensure that up-to-date and evidence-based research informs future considerations of the Board of Governors. Staff also provided an update on state and federal bills impacting transgender athlete participation. Some committee members expressed concern and disappointment with the NCAA's statement surrounding this topic and the need for a stronger statement in support of transgender student-athletes.
10. **NCAA Women of the Year Award updates.** NCAA staff recapped the virtual 2020 NCAA Woman of the Year awards ceremony held in November. The program honored a record 605 student-athletes across Divisions I, II and III, 161 conference-level honorees and the 2020 Woman of the Year Award winner, Asia Seidt, swimming and diving student-athlete from the University of Kentucky. Staff and the Woman of the Year selection committee members continue to discuss potential modifications and areas of improvement for the 2021 nomination process, taking into consideration the challenges caused by COVID-19, including the impact of canceled championships and competition.
11. **Title IX at 50 updates.** NCAA staff shared an update on the inaugural NCAA Title IX at 50 Advisory Group videoconference. The internal group consists of staff from all areas in the national office. The group is tasked with planning the 50th anniversary of Title IX, a celebration that will begin at the 2022 NCAA Inclusion Forum and conclude at the 2023 joint

women's basketball championship in Dallas. The group aims to collaboratively initiate, implement, steward and support programming, educational resources, and recognition opportunities to commemorate the milestone across the Association and its many platforms. The group discussed initial ideas for the year-long celebration, with the purpose to increase awareness, engagement and advocacy surrounding the topic of gender equity across the membership.

12. Joint CWA and NCAA Minority Opportunities and Interests Committee subcommittees discussion. The committee continued its discussion on the prospect of creating a new joint subcommittee focused on social justice and supported the proposed charge and structure of the group. MOIC will review the proposal during its February videoconference. The two committees will utilize its joint videoconference in April to finalize plans.

13. Ethnic Minority and Women's Enhancement Graduate Scholarship Selection Committee. Staff solicited for a volunteer to serve on the selection committee. Miriam Merrill volunteered to fill the vacancy.

14. 2021 NCAA Inclusion Forum.

- June 2-4, 2021, virtual.

15. Future meeting schedule.

- Wednesday, April 21, 2021, videoconference.
- Thursday, April 22, 2021, joint videoconference with MOIC.

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Committee chair: Suzette McQueen, Central Intercollegiate Athletic Association

Staff Liaisons: Sarah Hebbard, Academic and Membership Affairs

Jean Merrill, Office of Inclusion

Shay Wallach, Office of Inclusion

NCAA Committee on Women's Athletics, February 18, 2021, Videoconference
Attendees:
Renee Bostic, Notre Dame of Maryland University.
Jason Doviak, Alfred State, the State University of New York College of Technology.
Valencia Jordan, Tennessee State University.
John Kietzmann, Metropolitan State University of Denver.
Haile Mariano, Bucknell University.
Miguel Martinez-Saenz, St. Francis College Brooklyn.
Suzette McQueen, Central Intercollegiate Athletic Association.
Miriam Merrill, Hamilton College.
Kellianne Milliner, West Chester University of Pennsylvania.
Betsy Mitchell, California Institute of Technology
Robert S. Nelsen, California State University, Sacramento.
Abigail Newkirk, Bluffton University.
Donna Price-Henry, The University of Virginia's College at Wise.
Renie Shields, Saint Joseph's University.
Emma Svagdis, Azusa Pacific University.
Absentees:
David B. Kuhlmeier, Valdosta State University.
Monica Lebron, Tulane University.
Marjorie Hass, Rhodes College.
Guests in Attendance:
None.
NCAA Staff Liaisons in Attendance:
Sarah Hebbard, Jean Merrill and Shay Wallach.
Other NCAA Staff Members in Attendance:
Niya Blair-Hackworth, Kina Davis, Gail Dent, Abigail Edwards, Jesse Faulk, Kelsey Gurganus, Craig Malveaux and Amy Wilson.