



**REPORT OF THE
NCAA COMMITTEE ON WOMEN'S ATHLETICS AND
MINORITY OPPORTUNITIES AND INTERESTS COMMITTEE
MAY 22, 2024, JOINT VIDEOCONFERENCE**

ACTION ITEMS.

- None.

INFORMATIONAL ITEMS.

1. **Welcome and announcements.** NCAA Committee on Women's Athletics chair, Ragean Hill, welcomed members from both committees, including those members who are new to their respective committees, and previewed key agenda items.
2. **Review of previous reports.** The committees approved the September 19, 2023, joint meeting report.
3. **Updates from the CWA and MOIC May meetings.** Representatives from both committees provided key takeaways from the Committee on Women's Athletics and the NCAA Minority Opportunities and Interests Committee's meetings in early May.
 - a. **Committee on Women's Athletics.** It was noted that the committee received biannual updates from the six sports in the Emerging Sports for Women Program and reviewed a draft of the Emerging Sports for Women program guide to help support the current sports. The committee also provided feedback on whether Division II should sponsor legislation to eliminate the current legislation that precludes an active member institution or conference that does not sponsor football from voting on issues affecting only football. In addition, the committee reviewed the NCAA Woman of the Year process, including the application procedures. Finally, the committee received updates related to recently released Title IX regulations and the Government Accountability Office report.
 - b. **Minority Opportunities and Interests Committee.** It was noted that the committee reviewed and approved the proposed dates and themes for the 2024 NCAA Diversity and Inclusion Social Media Campaign, which will be conducted October 15-17. The committee also reviewed the new process, which will begin in the 2024-25 academic year, for selecting the NCAA Award for Diversity and Inclusion to honor three recipients (one representing each division) rather than the current process of selecting one overall recipient. Finally, the committee reviewed programs and initiatives designed to increase engagement among athletics diversity and inclusion designees.
4. **Gender equity evaluation update.** The committees received a historical summary of the external gender equity review and ongoing efforts within the NCAA national office to assess operations from an equity perspective proactively. NCAA staff noted that modules are in development for national office staff to address equity in all aspects – not just gender – in their work. It is anticipated that the modules will be available in the fall.

5. **Ongoing efforts to expand opportunities for student-athletes.**

- a. **NCAA Emerging Sports for Women Program and women's wrestling.** The committees received updates on the six current emerging sports, including possible legislation in all three divisions during the 2025 NCAA Convention that would establish a national collegiate championship and sport committee in women's wrestling. Staff noted that the NCAA Board of Governors approved the budget to support the championship and committee during its April videoconference. If the proposals are introduced and adopted, the first NCAA National Collegiate Women's Wrestling Championship would be conducted in winter 2026.
- b. **Women's flag football.** Staff informed the committees that women's flag football is expected to submit its application to the Emerging Sports for Women program by the August 1 deadline.
- c. **Para-College Inclusion Project and paralympic sports.** The committees received updates on initiatives to engage NCAA schools with adaptive sports while simultaneously increasing Paralympic sport understanding, awareness and connection across the collegiate landscape. These initiatives include competitive wheelchair events conducted at this year's Division I Women's Final Four, Division I Men's and Women's Tennis Championships, and Division I Men's and Women's Outdoor Track and Field Championships. It was noted that a new and innovative online hub highlighting collegiate sport for adaptive athletes is close to launching. The United States Olympic & Paralympic Committee and NCAA designed the site to grow Para sport programs and athlete participation across campuses. The site is expected to be completed before the 2024 Olympic Games in Paris.
- d. **HBCU engagement.** Staff updated the committees regarding ongoing efforts to better support and communicate with HBCU administrators and student-athletes, including roundtable sessions with HBCU commissioners, supporting six HBCU student-athletes to attend the annual Black Student-Athlete Summit as NCAA HBCU Fellows, and sessions at the 2024 NCAA Inclusion Forum during which HBCU leaders shared how they support and lead diversity, equity and inclusion (DEI) efforts at their institutions and conferences.

6. **NCAA transgender student-athlete participation policy updates.** Staff updated the committees on the NCAA transgender student-athlete participation policy and the legal/legislative landscape impacting transgender student-athletes.

7. **Senior Minority Administrator (SMA) status.** MOIC representatives updated the committees on the recommendations from the SMA Exploratory Working Group. The SMA Working Group was charged to explore the feasibility of the SMA designation and make a recommendation to MOIC at its May 2024 meeting. The following recommendations were approved by MOIC during its meeting:

- a. Create a resource for the NCAA membership detailing the value and importance of diverse representation within leadership roles in intercollegiate athletics (highlighting relevant leadership development programs, relevant research, and other initiatives/programs related to diverse hiring from the office of inclusion). The resource should be actively shared with the NCAA membership at the NCAA Convention, Inclusion Forum, and other platforms that target athletics directors and presidents/chancellors.
 - b. Obtain feedback from the Division I membership regarding the senior minority administrator concept/proposal, including the relevance, need, name, etc., of the SMA.
 - c. Pause moving forward with the SMA designation with Division I until the previously noted actions have been completed.
 - d. Make recommendations to Divisions II and III based on direction moving forward with Division I and consider the unique differences that Divisions II and III will face if the SMA designation is implemented.
8. **NCAA Student-Athlete Advisory Committee updates.** The Division II SAAC representatives from CWA and MOIC updated the committees on the April meetings and other ongoing initiatives, including congressional engagement efforts. The Division II SAAC also finalized its campus guide for SAAC best practices and will complete the conference guide in the coming weeks. The Division III SAAC representative from MOIC provided an update on Division III SAAC's April meeting where representatives were engaged in discussions related to current transfer legislation, student-athletes as institutional employees, sports betting and efforts student-athletes can engage in to influence congressional opinions on issues related to student-athletes. A report from Division I SAAC was not provided, as those representatives were unable to attend the videoconference.
9. **Board of Governors review of Association-wide committees.** The committees received updates from the NCAA DEI Committees Review Working Group assigned with reviewing the charge from the NCAA Board of Governors to examine the function and duties of the committees to assess whether potential changes would better align the committees' work with the new constitution and determine how to streamline the Association-wide governance structure. The working group is in the process of developing a model that would establish one centralized committee that would include subcommittees and an Administrative Committee to manage specific topics within the DEI space. The recommended model will be reviewed by all four DEI groups in June before the Board of Governors reviews the recommendation in August.
10. **Social Justice Working Group update.** Staff noted that the group met earlier this month and agreed to sunset the working group due to the Association-wide committees' review. Rather than continuing as a separate entity, the group determined that the foundational work it has accomplished would be better incorporated into the future committee structure.

11. The working group members agreed that these contributions will be of value going forward for the new committee.
12. **NCAA Inclusion Forum recap.** The committees received updates from the 2024 NCAA Inclusion Forum conducted in April. Staff noted the increased attendance, summarized the sessions, and acknowledged positive feedback from participants. Staff also provided summaries of the ADID Summit and the inaugural Student-Athlete Symposium, which were conducted in conjunction with the Forum.
13. **Future meetings.** It was noted that both committees will conduct separate in-person meetings September 26, and then convene jointly September 27 at the NCAA national office in Indianapolis.
14. **Adjournment.** The meeting adjourned at 2:25 p.m. Eastern time.

Committee Chairs: CWA: Ragean Hill, University of North Carolina at Charlotte.
MOIC: Adam Hutchinson, Earlham College.

Staff Liaisons (CWA): Maison Hubbard, Academic and Membership Affairs.
Micaela Liddane, Championships and Alliances.
Ashlesha Lokhande, Office of Inclusion.
Gretchen Miron, Office of Inclusion.

Staff Liaisons (MOIC): Niya Blair Hackworth, Office of Inclusion.
Dee Kennedy, Enforcement.
Sadé Sleet, Office of Inclusion.

NCAA Committee on Women's Athletics and Minority Opportunities and Interests Committee May 22, 2024, Joint Videoconference	
Attendees:	
Committee on Women's Athletics	
Laura Amaya, Roberts Wesleyan University.	
Greg Bamberger, Fairmont State University.	
Ragean Hill, University of North Carolina at Charlotte.	
Marybeth Lamb, Bridgewater State University.	
Katherine Loh, Florida Southern College.	
LaWanda Miller, Fayetteville State University.	
Quinton Ross, Alabama State University.	
Chuck Sack, Neumann University.	
Tracy Shoemake, Texas State University.	
Steve Stoute, Canisius College.	
Dawn Turner, Lander University.	

Minority Opportunities and Interests Committee
Femi Alao, Roberts Wesleyan University.
Amanda Braun, University of Wisconsin, Milwaukee.
Marshall Fey, Mid-America Intercollegiate Athletics Association.
Lisa Freeman, Northern Illinois University.
Adam Hutchinson, Earlham College.
Shani Idlette, Clark Atlanta University.
Jason Johnson Jr., Alabama A&M University.
Karla Mejia, New Jersey City University.
Tommie Robinson, University of Arkansas, Fort Smith.
Ashlee Williams, Eastern University.
Oliver Williams, Westfield State University.
Absentees:
Committee on Women's Athletics
Elise Byun, University of California, Berkeley.
Katherine Rowe Fell, University of Findlay.
Sharief Hashim, Susquehanna University.
Gabriella Miller, Wisconsin Lutheran College.
Michael Perez, California State University, Fullerton.
Sean Sullivan, Salve Regina University.
Marion Terenzio, State University of New York at Cobleskill.
Minority Opportunities and Interests Committee
Hamilton Cook, Metro Atlantic Athletic Conference.
Lonnie Folks, Maryville University of St. Louis.
William Kelly, Christopher Newport University.
Holly Sheilley, Transylvania University.
Myora Slaughter, Rosemont College.
Christian Spears, Marshall University.
Zulma Toro, Central Connecticut State University.
Dwaun Warmack, Claflin University.
NCAA Staff Liaisons in Attendance:
Niya Blair Hackworth, Maison Hubbard, Dee Kennedy, Ashlesha Lokhande, Gretchen Miron and Sadé Sleet.
Other NCAA Staff Members in Attendance for Portions of the Meeting:
Geoff Bentzel, Debbie Brown, Gary Brown, Gail Dent, Jean Merrill, Stephanie Quigg, Jared Tidemann, Shay Wallach, Amy Wilson and Donovan Wilson.