



**REPORT OF THE
NCAA COMMITTEE ON WOMEN'S ATHLETICS AND
MINORITY OPPORTUNITIES AND INTERESTS COMMITTEE AND
SEPTEMBER 27, 2024, JOINT MEETING**

ACTION ITEMS.

- None.

INFORMATIONAL ITEMS.

1. **Welcome and introductions.** Committee on Women's Athletics Chair, Ragean Hill, and, Minority Opportunities and Interests Committee Chair, Adam Hutchinson, welcomed members from both committees and invited them to introduce themselves.
2. **Review of previous reports.** The committees approved their May 22, 2024, videoconference joint meeting report.
3. **Updates from the CWA and MOIC September meetings.** The chairs from both committees provided key takeaways from the Committee on Women's Athletics and the Minority Opportunities and Interests Committee meetings held the previous day.
 - a. **Committee on Women's Athletics.** The committee received biannual updates from the six current emerging sports and acknowledged receipt of an application from women's flag football to the Emerging Sports for Women program. The committee provided feedback on legislative items that intersect with emerging sports. Specifically, the committee opposed NCAA Division II Proposal No. 2025-7 (eligibility – athletics eligibility – seasons of competition: 10-semester/15-quarter rule – criteria for determining season of eligibility – minimum amount of competition – up to four dates of competition – men's wrestling). The committee also reviewed next steps in the NCAA Woman of the Year process, and it engaged with NCAA President Charlie Baker on topics related to women's sports, such as the impact of the House settlement, including revenue-sharing and Title IX, and the overall landscape of college athletics.
 - b. **Minority Opportunities and Interests Committee.** The committee reviewed timeline dates for the recommendations from the Senior Minority Administrator Working Group and next steps. The committee also received an update on the communication efforts for the 2024-25 Diversity and Inclusion Social Media Campaign, which will be conducted October 15-17. In addition, the committee discussed athletics diversity and inclusion designee educational opportunities and initiatives to be offered in the coming year. The committee received an update regarding the new process beginning with the 2024-25 academic year for selecting the Award for Diversity and Inclusion to honor three recipients (one representing each division). Finally, the committee selected two members to join the Champions of Diversity and Inclusion selection committee.

4. **DEI committee review progress and next steps.** The committees were informed that the NCAA Board of Governors approved the recommendation from the DEI Committees Review Working Group to direct the divisional governance bodies to pursue appropriate legislative actions necessary to restructure the four NCAA DEI committees and task force, as follows:
 - a. Establish one centralized committee to lead the Association on diversity, equity, inclusion and belonging; and
 - b. Consolidate the Committee on Women's Athletics, the Minority Opportunities and Interests Committee, the Board of Governors Committee to Promote Cultural Diversity and Equity, and the Gender Equity Task Force.

It is anticipated that all three NCAA divisions will vote on legislation in January 2025 to establish the new committee. If approved, the new committee would begin meeting in fall 2025. As the new committee is formed, there will be a focus on continuity of service by recent and current NCAA DEI-related committee and task force members.

5. **Divisional governance updates.** Staff from the three divisional governance teams updated the committees on significant items and initiatives in each division that impact the committees' work.
6. **Legal update.** NCAA legal counsel updated the committees on current litigation affecting the Association and DEI items.
7. **Report and discussion on Signify sports wagering pilot study.** NCAA staff and representatives from Signify, an agency that specializes in identifying online abuse in sports, updated the committees on efforts to address instances of social media abuse directed at student-athletes related to sports wagering. Signify conducted a pilot study targeting seven NCAA championships and their social media posts to study the landscape surrounding sports wagering. Representatives summarized findings from the pilot study, including the specific types of abuse and noted that the abuse targeted not only student-athletes but also coaches, officials, and NCAA committee members. Members of the committees shared concerns about the abuse and agreed to include this as a future agenda item for further discussion around strategies that may help combat harassment.
8. **Gender equity updates.** Staff updated the committees on current and future gender equity work within the national office, including equity educational modules for the NCAA staff and the implementation of an equity evaluation process that allows staff to identify and address potential inequities.

9. **NCAA Student-Athlete Advisory Committee discussion.** Representatives from Divisions I, II and III Student-Athlete Advisory Committees engaged the committees on current initiatives and topics that are important to the SAACs, including civic engagement efforts during this election year, and resources that would be helpful for student-athletes before and after the election.
10. **NCAA office of inclusion educational planning updates.** The committees received updates on the educational planning from the office of inclusion, including the 2025 NCAA Inclusion Forum that will be conducted in November 2025. Staff also noted the following information: several virtual programming opportunities related to DEI education; a new resource for international student-athletes; ADID engagement opportunities, including a new program for Division I ADIDs; the Student-Athletes Symposium conducted in conjunction with the 2024 Inclusion Forum; a new USOPC/NCAA Para-Inclusion webpage and resources; and a preview of educational sessions related to DEIB scheduled for the 2025 NCAA Convention.
11. **Call for agenda items for next joint meeting.** The committees discussed potential agenda items for their next joint meeting in May 2025, including the specifics surrounding the possible new DEIB committee that will launch in fall 2025, gender bias awareness and education, and revisiting the pilot study from Signify.
12. **Other business.** Staff thanked the committee members for their time and service on both committees noting that this was the last in-person meeting of the committees pending approval of the new centralized committee.
13. **Future meetings.** The next joint CWA and MOIC meeting will be held virtually on May 7, 2025, from 1 to 3 p.m. Eastern time.
14. **Adjournment.** The meeting adjourned at 11:30 a.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 September 27, 2024, Joint Meeting	
Attendees:	
Laura Amaya, Roberts Wesleyan University (CWA).	
Greg Bamberger, Fairmont State University (CWA).	
Katherine Rowe Fell, University of Findlay (CWA).	
Sharief Hashim, Susquehanna University (CWA).	
Ragean Hill, University of North Carolina at Charlotte (CWA).	
Marybeth Lamb, Bridgewater State University (CWA).	
Katherine Loh, Florida Southern College (CWA).	
Gabriella Miller, Wisconsin Lutheran College (CWA).	
Michael Perez, California State University, Fullerton (CWA).	
Chuck Sack, Neumann University (CWA).	
Tracy Shoemake, Texas State University (CWA).	
Sean Sullivan, Salve Regina University (CWA).	
Dawn Turner, Lander University (CWA).	
Betsey Walkowiak, University of Detroit Mercy (CWA).	
Femi Alao, Roberts Wesleyan University (MOIC).	
Amanda Braun, University of Wisconsin, Milwaukee (MOIC).	
Hamilton Cook, Metro Atlantic Athletic Conference (MOIC).	
Adam Hutchinson, Earlham College (MOIC).	
Shani Idlette, Clark Atlanta University (MOIC).	
Madison Matthews, Northern Illinois University (MOIC).	
Karla Mejia, New Jersey City University (MOIC).	
Tommye Robinson, University of Arkansas, Fort Smith (MOIC).	
Megan Sanger, South Atlantic Conference (MOIC).	
Christian Spears, Marshall University (MOIC).	
Ashlee Williams, Eastern University (MOIC).	
Absentees:	
Lisa Freeman, Northern Illinois University (MOIC).	
Quinton Ross, Alabama State University (CWA).	
Steve Stoute, Canisius College (CWA).	
Marion Terenzio, The State University of New York Cobleskill (CWA).	
Zulma Toro, Central Connecticut State University (MOIC).	

Oliver Williams, Westfield State University (MOIC).
Guests in Attendance:
Gary Brown.
Jake Marsh, Signify.
Georgia Relf, Signify.
Jonathan Sebire, Signify.
NCAA Staff Liaisons in Attendance:
Niya Blair Hackworth, Maison Hubbard, Dee Kennedy, Micaela Liddane, Ashlesha Lokhande, Gretchen Miron and Sadé Sleet.
Other NCAA Staff Members in Attendance for Portions of the Meeting:
Amanda Conklin, Gail Dent, McKinzie Green, Clint Hangebrauck, Eric Hartung, Saquandra Heath, Sorelle Ineza, Corey Jackson, Jordan Jones, Ryan Jones, Felicia Martin, Stephanie Quigg, Jared Tidemann and Amy Wilson.