



**REPORT OF THE
NCAA BOARD OF GOVERNORS COMMITTEE
TO PROMOTE CULTURAL DIVERSITY AND EQUITY
APRIL 27, 2019, MEETING**

ACTION ITEMS.

- None.

INFORMATIONAL ITEMS.

1. **Welcome and introductions.** Katrice Albert, NCAA executive vice-president of inclusion and human resources, welcomed participants to the meeting and to the eighth annual NCAA Inclusion Forum. Albert expressed gratitude for President Dianne Harrison’s leadership, noting that Harrison’s tenure as chair would conclude on August 31, 2019.

For the first time ever, all four of the NCAA’s equity, diversity, and inclusion committees were represented at the same meeting to engage about their major initiatives. These committees serve as the “Force of Four,” working together to achieve inclusive excellence for the membership.

2. **Approval of February 21, 2019, teleconference report.** The committee approved its February 21, 2019, teleconference report.
3. **Engagement with NCAA research on how available data can impact and support committee goals.** The committee briefly discussed the article “NSIA Looks to Diversify Intercollegiate Sports,” from *Diverse Issues in Higher Education*. The committee’s three major goals connect directly to the efforts described in the article. NCAA staff will engage in follow-up related to the article.

NCAA staff informed the committee that the NCAA inclusion and human resources staff is working on a Presidential Pledge website platform that will feature both membership and national office leadership demographic data. The goal is to launch this site in fall 2019. In addition, NCAA Champion magazine will begin running a regular feature in summer 2019 on member schools and conferences that are acting in meaningful, impactful ways on the Presidential Pledge and striving for inclusive excellence.

It was clarified that this meeting would focus on membership data, and that during the August teleconference, the committee would review national office demographic data. NCAA research staff presented data slides to the committee that addressed the following areas:

- a. **Available data for current membership and national office leadership demographics.** The committee viewed demographic data on race/ethnicity and gender for student-athletes, athletics directors, coaches, and conference commissioners for 2014 and 2018. The committee observed the increasing racial and ethnic diversity of student-athletes. In

contrast, the data generally showed stagnation or regression for ethnic minorities and women in leadership positions. The committee requested that demographic data for the Presidential Pledge website platform include data for each division. It also noted the value of presenting both quantitative data and qualitative analysis that demonstrate the challenges of diversifying intercollegiate athletics leadership. In addition, the committee emphasized the importance of presenting demographic data to presidents and chancellors.

Additional key topics of discussion included the number of women coaches being fired based on standards of behavior that are more stringent than those for male coaches, as well as the number of female student-athletes who enter college having had only male coaches. It was noted that the Women's Sports Foundation is collecting data on women coaches and reasons why they are being removed from or choosing to leave positions.

- b. Turnover data for athletics director and head coach positions.** The committee learned that recent outreach to the NCAA membership resulted in a fuller data set for coaches that includes start dates in positions. Moving forward, reliable data will be available to examine both turnover and replacement for the positions of head coaches and athletics directors. The committee requested that this data also be reviewed for minority-serving institutions.
- c. NCAA governance structure data.** The committee considered the nominating process for committees by division, noting that in Division I, conferences have the power to change the nomination slate that is proposed by the NCAA Division I Nominating Committee. The committee discussed the value of a study of the governance structure with a focus on both the processes for committee appointments and the diversity of representation.

Another topic of discussion was the dimensions of diversity that are tracked for both leadership positions and committee representation. Currently, there is not an opportunity for the membership to identify as persons with disabilities or as LGBTQ when demographic information is submitted to the NCAA. The committee acknowledged the difficulties of expanding data collection but encouraged NCAA Research to consider possibilities for methodologies that would overcome challenges.

- 4. Updates from NCAA equity, diversity and inclusion committees.** The committee received updates from the NCAA equity, diversity and inclusion committee chairs.
 - a. NCAA Minority Opportunities and Interests Committee.** MOIC Chair Anthony Grant provided an update and overview of the committee's initiatives.
 - (1) Athletics Diversity and Inclusion Designee. The committee recommended legislation that would require each member school and conference office have an Athletics Diversity and Inclusion Designee. The staff member in this role would serve as the

- main contact for the school for information about NCAA equity, diversity, and inclusion initiatives and resources. The NCAA Division I Council voted to consider this legislation at its spring 2020 meeting, and the Divisions II and III Management Councils recommended that their respective Presidents Councils sponsor the proposal for a vote at the 2020 NCAA Convention.
- (2) NCAA Diversity and Inclusion Social Media Campaign. In partnership with MOIC and the three divisional Student-Athlete Advisory Committees, the NCAA office of inclusion developed the NCAA Diversity and Inclusion Social Media Campaign during the first week of October 2018. The campaign was a tremendous success with the hashtag #NCAAINclusion ranking eighth nationally on Twitter during the week.
 - (3) Research surveys. The committee engaged with NCAA research staff about opportunities to add questions to existing surveys that are distributed to student-athletes on the national level. The committee continues to have interest in data about coaches' persistence in the profession and how the race and ethnicity of the coach factors into new job opportunities after a coach leaves a position or is fired.
- b. NCAA Committee on Women's Athletics.** CWA Chair Julie Cromer Peoples provided an update and overview of the committee's initiatives.
- (1) NCAA Emerging Sports for Women. The chair informed the Committee to Promote Cultural Diversity and Equity that CWA oversees the NCAA Emerging Sports for Women program and engages annually in a review process of submitted emerging sport proposals from August to April. At its April 2019 meeting, the committee reviewed proposals from acrobatics & tumbling, STUNT, and wrestling. The committee will inform the leadership of these sports by early June regarding whether the sport has been recommended for the emerging sport list.
 - (2) Sexual violence prevention education. During its September 2018 and April 2019 meetings, the committee engaged with NCAA staff who lead the Association's efforts on sexual violence prevention and education. The committee discussed educational opportunities and plans to continue dialogue about possible accountability measures.
- c. CWA and MOIC joint meeting.** Chairs Cromer People and Grant reported on discussion topics from the April 25, 2019, joint CWA and MOIC meeting.
- (1) Esports. NCAA staff provided an overview about the current collegiate Esports scene to CWA and MOIC. The committees posed some fundamental questions about eSports: 1) Does it fit the NCAA definition of a sport? 2) Does it align with the values of the NCAA? 3) What are the possible negative impacts on gender equity and Title IX

compliance? The committees expressed concern about the misogyny, sexism, and violence that are present in some games. The committees also had dialogue about where Esports programs are currently located on campuses, noting that they are often located outside of athletics departments.

(2) Optimization of the Senior Woman Administrator Designation initiative. The committee received an overview and update of the Optimization of the Senior Woman Administrator Designation initiative, including the October 2018 release of two educational resources: “What is the SWA” and “Are you maximizing the SWA’s impact.” In addition, SWA video spotlights were emailed to the membership and released on social media in April 2019. One of the goals of the initiative is to increase the representation of ethnic minority women in the SWA designation. The committees were engaged in small group dialogue to brainstorm about barriers to and opportunities for achieving this goal. This dialogue will inform future action strategies for the initiative.

d. NCAA Gender Equity Task Force. Co-chairs Noreen Morris and Judy Sweet reported on progress on the task force’s recommendations. The task force’s recommendation that Division I legislate a once-in-five year diversity, equity and inclusion review for member schools has been approved by the NCAA Division I Council. The legislative proposal will go before the NCAA Division I Board of Directors in early May. The Division I Council has requested a study on how a diversity, equity and inclusion review would work at the conference level. The task force’s recommendations are in progress or completed.

5. Updates about major IHR initiatives. The committee received additional updates on IHR initiatives.

a. 2019 NCAA Inclusion Forum. The previous Inclusion Forum registration record of 519 attendees was eclipsed, including a record number 136 students, which comprised 25% of participants.

b. NCAA Board of Governors. Five independent members were added to the Board of Governors. A diverse slate of very qualified candidates has been reviewed by the BOG Executive Committee and five will be presented to the full BOG for a vote during its April 30 meeting.

c. NCAA leadership development. Following a comprehensive review of leadership development programming with a focus on outcomes, a new model for programming will be launched in the 2019-20 academic year. The model will center on the pipeline for career advancement through programming that will help future and current leaders in intercollegiate athletics to launch, build and advance.

9. **Honor committee members who will conclude their service on August 31, 2019.** The committee thanked Tori Murden McClure, Jacqie McWilliams and Leslie Wong for their service.
10. **Discussion on recommendations for new committee members.** NCAA staff will provide more details about the committee’s new member needs and ask for recommendations through email.
11. **Future meeting dates.** NCAA staff will communicate through email to determine availability for an August 2019 teleconference.
12. **Adjournment.** The meeting adjourned at 9:15 p.m.

Committee chair: Dianne Harrison, Cal State University, Northridge
Staff liaisons: Katrice Albert, Office of Inclusion and Human Resources
 Amy Wilson, Office of Inclusion

NCAA Committee to Promote Cultural Diversity and Equity April 27, 2019, Meeting
Attendees:
Dylan Gladney, Prairie View A&M University.
Dianne Harrison, California State University, Northridge.
Brit Katz, Millsaps College.
Mark Lombardi, Maryville University.
Tori Murden McClure, Spalding University.
Jacqueline McWilliams, Central Intercollegiate Athletic Association.
Faynesse Miller, Hamline University.
Leslie Wong, San Francisco State University.
Absentees:
Satish Tripathi, University at Buffalo, The State University of New York.
Guests in Attendance:
Anthony Grant, Noreen Morris, Julie Cromer Peoples, and Judy Sweet.
NCAA Staff Liaisons in Attendance:
Katrice Albert and Amy Wilson.
Other NCAA Staff Members in Attendance:
Erin Irick, Jean Merrill and Tiana Myers.