



**REPORT OF THE  
NCAA BOARD OF GOVERNORS COMMITTEE  
TO PROMOTE CULTURAL DIVERSITY AND EQUITY  
AUGUST 16, 2018, TELECONFERENCE**

**ACTION ITEMS.**

- None.

**INFORMATIONAL ITEMS.**

1. **Welcome and Introductions.** Katrice Albert, NCAA executive vice-president of inclusion and human resources, welcomed participants to the teleconference. Albert thanked Dianne Harrison and Mark Lombardi for agreeing to a reappointment for three years on the committee and expressed gratitude to Harrison for serving as chair for the 2018-19 academic year. Harrison acknowledged new committee member, Student-Athlete Dylan Gladney from Prairie View A&M University.
2. **Review of committee roster.** The roster was reviewed, and attendance was taken.
3. **April 14-15, 2018, meeting report.** The committee voted to approve the report of its April 2018 meeting.
4. **Inclusion and human resources update and progress on initiatives to support the Presidential Pledge.** Albert provided an update that included the following key items: 1) Work continues to operationalize the six inclusion and human resources strategic priorities with new managing directors now in place to provide leadership; 2) An educational resource to support the membership's efforts to optimize the senior woman administrator designation will be released in October; 3) Common Ground IV will be held at Brigham Young University Oct. 31 to Nov. 2; and 4) The Presidential Pledge is moving into its second phase: Advancing the Presidential Pledge: From Commitment to Action. The Pledge will be featured in a four-hour workshop from 1 to 5 p.m. January 23 at the 2019 NCAA Convention . During the convention workshop, the office of inclusion will make available a Diverse and Inclusive Hiring and Workforce Development Guide, and NCAA leadership development will introduce a Search Profile Tool for the membership that will provide access to diverse candidates for leadership positions in intercollegiate athletics.
5. **Review of meeting reports from NCAA equity, diversity and inclusion membership committees.** Amy Wilson, NCAA managing director of inclusion, provided updates on the following committees: NCAA Committee on Women's Athletics, NCAA Gender Equity Task Force and NCAA Minority Opportunities and Interest Committee.
  - a. **Committee on Women's Athletics.** The committee continues to guide and support the optimizing the senior woman administrator initiative. At its September meeting, the committee will vote on the 2018 NCAA Woman of the Year and begin to review proposals from acrobatics & tumbling, STUNT and wrestling that were submitted to the NCAA Emerging Sports for Women Program.
  - b. **Gender Equity Task Force.** The task force continues efforts to implement its recommendations that were approved by the NCAA Board of Governors in spring 2017. The

committee currently is focusing on its recommendation that all member schools conduct a once-in-five-year equity, diversity and inclusion review.

- c. Minority Opportunities and Interest Committee.** The committee is coordinating a diversity social media campaign with NCAA divisional Student-Athlete Advisory Committees that will occur October 1 to 5. The committee continues to work on its concept of an Athletics Diversity and Inclusion Designation at each NCAA member school and requests feedback from the Committee to Promote Cultural Diversity and Equity. Some initial feedback was provided, including the importance of allowing flexibility to schools on whom could be appointed to the designation and recognition of the varying sizes of staff and resources at NCAA institutions.
- 6. Discussion and approval of goals for the 2018-19 academic year.** The committee engaged in an in-depth discussion of its draft goals document with the intent of finalizing the goals for presentation at the Board of Governors October meeting. The dialogue included the following suggestions:

  - Expand the goals document's focus beyond ethnic minorities and women to include other minority cultural representation, particularly in goal four.
  - Ensure clarity around the point that the committee's work is inclusive and supportive of the important efforts of the CWA, the MOIC, the GETF and other relevant divisional working groups.
  - Set more specific goals for diversifying athletics leadership upon receiving position turnover data from NCAA research early in 2019.
  - Emphasize the importance of diversity as the Board of Governors fulfills the Commission on College Basketball's recommendation of adding five independent members to the board.
  - That NCAA staff do an analysis of the funding requirements to implement the goals.
- 7. Next steps.** NCAA staff will revise the goals document (see ATTACHMENT) based on committee feedback and distribute to the committee for final approval. Committee and Board of Governors member Satish Tripathi will present the goals to the full Board of Governors at its October meeting.
- 8. Discussion of future meetings.** The next in-person meeting will be at the 2019 NCAA Convention in Orlando, Florida.
- 9. Other business.**

  - a. 2019 NCAA Convention.** Albert stated that inclusion and human resources will facilitate a session at the NCAA Convention to present the committee's goals. NCAA staff will be in

contact with committee members about availability to serve on the panel for this session that will occur on Thursday, January 24.

- b. Division III LGBTQ Working Group updates.** Committee member Brit Katz, who is also a member of the Division III LGBTQ Working Group, explained that the working group recently completed a Nondiscrimination Policy Guide and an LGBTQ Identity Kit that includes a new Division III ONETEAM logo. These materials are being sent to the Division III membership in fall 2018.

**10. Adjournment.** The teleconference adjourned at 1:15 p.m. Eastern Time.

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

NCAA Committee to Promote Cultural Diversity and Equity August 16, 2018, Teleconference	
<b>Attendees:</b>	
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.	
Satish Tripathi, University at Buffalo, The State University of New York.	
<b>Absentees:</b>	
Dylan Gladney, Prairie View A&M University, NCAA Division I Student-Athlete Advisory Committee.	
Leslie Wong, San Francisco State University.	
<b>Guests in Attendance:</b>	
None.	
<b>NCAA Staff Support in Attendance:</b>	
Katrice Albert, Sonja Robinson and Amy Wilson.	
<b>Other NCAA Staff Members in Attendance:</b>	
Jackie Campbell and Tiana Myers.	



**NCAA BOARD OF GOVERNORS  
COMMITTEE TO PROMOTE CULTURAL DIVERSITY AND EQUITY  
2018-2019 GOALS**

**Strategic Goals:**

1. Engage and align the NCAA governance structure to achieve inclusive excellence.
2. Use metrics to galvanize accountability to diversify athletics leadership.
3. Operationalize the Presidential Pledge and Commitment to Promoting Diversity and Gender Equity in Intercollegiate Athletics/Phase 2: *Advancing the Presidential Pledge: From Commitment to Action*.

**Deliverables for Goals:**

1. Engage and align the NCAA governance structure to achieve inclusive excellence.
  - a. Conduct a review of governance structure demographics that includes an analysis of turnover for available positions.
    - Provide NCAA inclusion and human resources with direction to do the following:
      - (a) Publicize the data findings.
      - (b) Review current efforts by each of the divisions to communicate with and educate about membership opportunities for service in the NCAA governance structure.
      - (c) Engage each of the divisions about their processes for determining the nominations submitted for governance service. Recognize conferences that are and are not submitting diverse candidates and explore ways to increase accountability for diverse representation.
      - (d) Develop communication/educational plan about committee service opportunities and distribute to the membership as well as organizations, associations and outlets that primarily serve diverse populations (e.g., Minority Opportunities Athletic Association; Women Leaders in College Sports).
  - b. Provide feedback to the NCAA Board of Governors Executive Committee regarding the five independent members that could be added to the Board of Governors pending a vote by all three divisions at the January 2019 NCAA Convention.
  - c. Develop an innovative plan to:

- (1) Ensure diversity and inclusion issues are intentionally, consistently and appropriately prioritized and accounted for throughout the NCAA governance structure;
    - (2) Identify the potential barriers to move diversity and inclusion issues through the legislative process and policy development; and
    - (3) Grow diverse representation in the NCAA governance structure.
  - d. Place emphasis for consideration of the NCAA's five areas of inclusion (i.e., international student-athletes, LGBTQ, student-athletes with disabilities, race and ethnicity, and women) and other intersectional dimensions of diversity in all NCAA governance proceedings.
  - e. Create equity, diversity and inclusion accountability standards for NCAA staff, NCAA committees, councils/working groups as well as external partners and affiliate members.
2. Use metrics to galvanize accountability to diversify athletics leadership.
- a. Assess annually the diversity landscape for leadership positions in athletics at NCAA member schools and the National Office.
  - b. Analyze turnover rates for head coaches, athletics directors, commissioners, senior level athletics administrators and national office staff to create aspirational, yet realistic, goals for advancement toward a more diverse Association.
  - c. Provide IHR with direction to do the following:
    - (1) Publicize the data findings.
    - (2) Educate membership about the enormity of the challenge to change the demographic data and the importance of intentional, meaningful actions.
3. Operationalize the Presidential Pledge and Commitment to Promoting Diversity and Gender Equity in Intercollegiate Athletics/Phase 2: *Advancing the Presidential Pledge: From Commitment to Action*:
- a. Engage Division I as it considers legislation for a one-in-five-year equity, diversity and inclusion review recommended by the NCAA Gender Equity Task Force. Support the equity, diversity and inclusion self-study review processes currently in place for Division II and Division III.

- b. Collaborate with the NCAA Minority Opportunities and Interests Committee as it develops legislation to require a diversity and inclusion contact in each athletics department and conference office.
- c. Support IHR's efforts to achieve the following initiatives:
  - (1) Re-engage presidents/chancellors and conference commissioners on the Presidential Pledge.
  - (2) Create and distribute a diversity and inclusion hiring guide.
  - (3) Develop and promote to the NCAA membership a Profile Search Tool for diverse candidates.
  - (4) Implement and operate NCAA-developed, but institutionally self-sustaining leadership development programs.
  - (5) Optimize the Senior Woman Administrator designation.
  - (6) Develop an equity, diversity and inclusion app for the membership.
  - (7) Explore the feasibility of hosting an annual meeting with external partners to understand the equity, diversity and inclusion landscape and promote trainings and professional development opportunities specifically for diverse populations in intercollegiate athletics.
  - (8) Pursue base budget and sponsorship funding opportunities to support ongoing and long-term Board of Governors Committee to Promote Cultural Diversity and Equity goals.