



**REPORT OF THE
NCAA BOARD OF GOVERNORS
COMMITTEE TO PROMOTE CULTURAL DIVERSITY AND EQUITY
AUGUST 28, 2019, TELECONFERENCE**

ACTION ITEMS.

- None.

INFORMATIONAL ITEMS.

1. **Welcome and introductions.** Staff welcomed participants to the teleconference and took attendance.
2. **Approval of April 27, 2019, meeting report.** The committee reviewed and approved its April 27, 2019 meeting report.
3. **Committee goals discussion.** The committee discussed its goals with a focus on completion status.
 - a. **Progress on goals.** Completed goals, such as supporting the appointment of diverse independent members to the NCAA Board of Governors were acknowledged. The committee discussed the goal of the NCAA hosting a meeting with external partners to understand the equity, diversity, and inclusion landscape for athletics and ways to maximize collaboration and impact. It was determined that the annual NCAA Inclusion Forum would be a desirable location for this discussion and that research could begin on the cost for hosting the meeting. The committee noted that many of the goals in progress are being facilitated by the NCAA inclusion and human resources staffs, including the review of the governance structure to achieve inclusive excellence, the development of a Leadership Profile Platform to provide information to the membership about diverse candidates who are seeking jobs in intercollegiate athletics, and the creation of an equity, diversity, and inclusion review resource for the membership.
 - b. **Prioritization of goals for 2020 – 2021.** The committee concurred that three of its goals, for which work has not yet started, should be prioritized over the next two years.
4. **NCAA Governance Structure and Committee Review Project.** 3 Fold Group consultants provided the committee with an update about a project sponsored by the NCAA office of inclusion to analyze the NCAA committee member appointment and training processes relative to the ability to produce diverse and representative committees and committee members that feel prepared to begin committee work. Areas of analysis include committee appointment processes, composition requirements and demographics. A report on key findings and possible next steps will be completed in November. The committee will review the report during its February 2020 teleconference.

5. Board of Governor's approved funding to support committee goals. Staff explained that the Board of Governors approved funding for the committee's work at \$450,000 for fiscal year 2019-20. The funds will support projects and initiatives that advance the goals of the Presidential Pledge.

6. Association-wide equity, diversity and inclusion topics.

- a. Women and fetal rights bills.** The committee was informed that the chairs and vice-chairs of the Committee to Promote Cultural Diversity and Equity, the NCAA Committee on Women's Athletics, the NCAA Gender Equity Task Force, and the NCAA Minority Opportunities and Interests Committee discussed whether the NCAA should have a role in the national conversation around fetal rights bills and women's health. Feedback was shared with the Board of Governors. The Board of Governors determined that this is not an issue that requires any action and directed staff and appropriate membership committees to continue to monitor the issue as part of their regular gender equity analysis.
- b. Presidential Pledge Platform on ncaa.org.** Staff explained that the Presidential Pledge Platform on ncaa.org will include demographic data by gender and race/ethnicity for employees in membership athletics departments and conferences, NCAA committee members and NCAA national office staff.
- c. Transgender Student-Athlete Participation Policy.** Staff provided background information about the 2011 NCAA Board of Governors Transgender Student-Athlete Policy, as well as updates on the evolution of language and ongoing discussions about trans-inclusion. Staff reminded the committee that the 2011 policy remains applicable.

7. NCAA inclusion and human resources updates.

- a. Staff.** The office of inclusion recently hired Niya Blair as the new director of inclusion. Leadership development has launched a search for an inaugural managing director.
- b. Budget.** Inclusion and human resources received budget increases for fiscal year 2019-20 for the NCAA Post Graduate Internship Program, HBCU initiatives and the NCAA Inclusion Forum.
- c. Partnerships.** Inclusion and human resources continue to build and enhance relationships with entities such as *Diverse Issues in Higher Education*, 100 Black Men of America, the Tom Joyner Radio Show and the National Conference on Race and Ethnicity in Higher Education.

8. NCAA equity, diversity and inclusion committee updates.

- a. Minority Opportunities and Interests Committee.** The September MOIC meeting will focus on the second annual Diversity and Inclusion Social Media Campaign that will take place October 22-25 as well as on the Athletics Diversity and Inclusion Designee legislation that the membership will be voting on in 2020.
- b. Committee on Women's Athletics.** Priority items to be discussed at the September CWA meeting include determining the winner of the 2019 NCAA Woman of the Year Award and considering matters related to the NCAA Emerging Sports for Women Program.
- d. Gender Equity Task Force.** The task force's recommendation that Division I consider implementing a once-in-five-year equity, diversity and inclusion review was legislated by Division I in April 2019. The task force is supporting the office of inclusion's efforts to create an equity, diversity and inclusion review resource for the membership. The task force's next teleconference is in October.

9. 2020 NCAA Convention updates. Staff informed the committee of IHR-related programming at the 2020 NCAA Convention.

10. Future meeting dates. Staff will solicit availability for February and August 2020 teleconferences. The spring meeting will be conducted April 16, 2020, in conjunction with the 2020 NCAA Inclusion Forum in Denver.

11. Announcement of new chair and committee members. The committee thanked President Dianne Harrison for her service as chair and welcomed President Mark Lombardi as the new chair. Additionally, the following new committee members will begin their service in September: Sue Henderson, New Jersey City University; Tom Jackson, Jr., Humboldt State University; and Jennifer Lynne Williams, Alabama State University.

12. Adjournment. The teleconference adjourned at 2:30 p.m. Eastern time.

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 August 28, 2019, Teleconference	
Attendees:	
Satish Tripathi, University at Buffalo, The State University of New York.	
Dianne Harrison, California State University, Northridge.	
Brit Katz, Millsaps College.	
Mark Lombardi, Maryville University.	
Jacqueline McWilliams, Central Intercollegiate Athletic Association.	
Faynesse Miller, Hamline University.	
Absentees:	
Tori Murden McClure, Spalding University.	
Dylan Gladney, Prairie View A&M University.	
Leslie Wong, San Francisco State University.	
Guests in Attendance:	
Leah Kareti, 3 Fold Group.	
Azure Davey, 3 Fold Group.	
NCAA Staff Liaisons in Attendance:	
Katrice Albert and Amy Wilson.	
Other NCAA Staff Members in Attendance:	
Niya Blair, Jackie Campbell, Jean Merrill and Tiana Myers.	