



**REPORT OF THE NCAA BOARD OF GOVERNORS
COMMITTEE TO PROMOTE CULTURAL DIVERSITY AND EQUITY
AUGUST 12, 2020, VIDEOCONFERENCE**

ACTION ITEMS.

- None.

INFORMATIONAL ITEMS.

1. **Welcome and introductions.** President Lombardi welcomed participants to the videoconference.
2. **Report of the May 22, 2020, Board of Governors Committee to Promote Cultural Diversity and Equity teleconference.** The committee reviewed and approved the report of its May 22, 2020, teleconference.
3. **Overview of NCAA actions to support the racial justice movement.** Staff reported on NCAA actions since May to address racial and social justice and gave an overview of the recently created NCAA national office plan titled “Initial Actions to Advance Racial Equity.” The committee suggested that goal #7, “Review the NCAA Academic Progress Rate and its impact on HBCUs,” be expanded to include minority-serving institutions. The committee agreed to assist the incoming NCAA senior vice-president of inclusion, education and community engagement with goal #5, “Enact a consortium of external organizations, businesses, and associations to develop solutions and actionable efforts to address racism in society.”
4. **West Coast Conference “Russell Rule.”** Chair Lombardi led a discussion about the West Coast Conference’s recently adopted “Russell Rule,” which requires each member institution to include a person from a traditionally underrepresented community in the pool of final candidates for every athletics director, senior administrator, head coach and full-time assistant coach position in the athletics department. Relevant to the discussion of the “Russell Rule,” staff informed the committee of a recent letter to NCAA senior leadership and petitions on Change.org calling for the NCAA to adopt a version of the National Football League’s “Rooney Rule.” The committee discussed how various state employment laws and regulations created challenges for enacting NCAA policy or legislation. The committee identified the West Coast Conference’s “Russell Rule” as a best practice for the membership to support diverse hiring practices and agreed to send a letter of commendation to the West Coast Conference with all NCAA conference commissioners copied on the letter.
5. **Budget support for committee goals.** Staff explained how funds allocated for committee work were spent in 2019-20 and the positive impact on the membership. The funding supported new programs such as “Lessons in Management” that was offered at the 2020 NCAA Convention to an all-female cohort of entry-level administrators. The Leadership Collective, which is a database of minority candidates that the membership can consult for

positions in their athletics departments, will be piloted in fall 2020. Staff reported that leadership development programming served 344 female student-athletes and 317 student-athletes of color and that some athletics department personnel who participated in programming earned promotions to athletics director and head coaching positions. While funding is limited for fiscal year 2020-21 due to the impact of the pandemic, leadership development and the office of inclusion will continue to support the committee's goals and will seek the committee's guidance for creative ways to continue high-quality programming and initiatives.

- 6. Discussion about 2020-21 goals and priorities in context of racial justice movement and the pandemic.** Chair Lombardi facilitated a discussion about committee priorities for 2020-21 goals in the context of the ongoing racial justice movement and the impact of the pandemic. The committee discussed the importance of leadership demographics data being readily available for the membership and evaluated at conference meetings. In addition, the committee recognized the newly formed Black AD Alliance and considered ways to support the Alliance's goals. The committee agreed that it would be worthwhile to invite representatives from the Alliance's leadership to the committee's November videoconference. The committee affirmed its support of a new goal in partnership with the incoming NCAA senior vice president of inclusion, education and community engagement: enact a consortium of external organizations, businesses, and associations to develop solutions and actionable efforts to address racism in society.
- 7. NCAA Transgender Student-Athlete Participation Policy review update.** Chair Lombardi thanked the committee for engaging in the July 31 meeting to discuss the NCAA Transgender Student-Athlete Participation Policy. Staff reported that the NCAA Board of Governors endorsed a summit in fall 2020 on transgender student-athlete participation as recommended by several NCAA committees, including this one. Leadership from the NCAA Sport Science Institute and the office of inclusion will facilitate the summit that will include representation from across the membership, particularly student-athletes.
- 8. NCAA senior vice-president for inclusion, education, and community engagement hiring process update.** The committee was informed that the candidate pool for the new senior vice-president position was strong and has been narrowed to three finalists, with the goal of an August hire.

Chair Lombardi thanked Terri Gronau for the tremendous leadership she has provided for the office of inclusion and leadership development since February.

- 9. NCAA Governance Structure and Committee Review Project next steps.** Chair Lombardi reminded the committee that 3 Fold Group consulting and the office of inclusion partnered to conduct a review of the NCAA governance structure through a lens of equity, diversity and inclusion that was completed in February 2020. The committee had initial dialogue about the

report during its May meeting and will resume that conversation and consider possible action items at upcoming meetings.

10. Committee roster updates.

- a. Recognition of members ending service on August 31, 2020.** Chair Lombardi thanked three members of the committee who end their service on August 31, 2020: Vice-Chancellor Brit Katz, President Fayneese Miller, and President Satish Tripathi. The committee expressed gratitude for these colleagues' contributions and their ongoing commitment to diversity, equity and inclusion.
- b. Update on committee appointments.** Staff is preparing invitations for new committee members based on the criteria outlined in the committee charter and on recommendations from governance staff.
- c. Committee expansion.** Chair Lombardi raised the issue of expanding the committee's size considering the scope and significance of its work. He noted that a nine-person committee is relatively small in comparison to other committees in the governance structure. Chair Lombardi proposed expanding the size by four members, which would allow for additional student-athlete representation and an additional member from each division. The committee agreed that expansion could further diversify the committee and bring additional voices and expertise to its work.

The committee voted to recommend to the Board of Governors that the committee be expanded to 13 members

- 11. Other business.** Brit Katz provided an update on his role in representing the committee at the August 10-11 NCAA Summit on Diverse Student-Athlete Mental Health and Well-Being. . Katz provided a positive account of the summit and stated that he will join other participants in providing feedback on foundational statements and action items that are products of the summit.

- 12. Adjournment.** The videoconference adjourned at 3:45 p.m. Eastern time.

Committee chair: Mark Lombardi, Maryville University

Staff liaisons: Terri Steeb Gronau, Office of Inclusion and Human Resources

Amy Wilson, Office of Inclusion

NCAA Committee to Promote Cultural Diversity and Equity August 12, 2020, Videoconference
Attendees:
Dianne Harrison, California State University, Northridge.
Sue Henderson, New Jersey City University.
Tom Jackson, Humboldt State University.
Brit Katz, University of South Carolina-Upstate.
Mark Lombardi, Maryville University.
Satish Tripathi, University at Buffalo, The State University of New York.
Absentees:
Fayneese Miller, Hamline University.
Jennifer Lynn Williams, Alabama State University.
NCAA Staff Liaisons in Attendance:
Terri Steeb Gronau and Amy Wilson.
Other NCAA Staff Members in Attendance:
Niya Blair, Craig Malveaux, Jean Merrill, DeeDee Merritt and Tiana Myers.