



**REPORT OF THE NCAA BOARD OF GOVERNORS
COMMITTEE TO PROMOTE CULTURAL DIVERSITY AND EQUITY
DECEMBER 3, 2020, VIDEOCONFERENCE**

ACTION ITEMS.

1. Legislative items.

- None.

2. Nonlegislative items.

- **West Coast Conference's Bill Russell Rule.**

(1) Recommendation. NCAA Board of Governors review the West Coast Conference's newly-adopted Bill Russell Rule at its next scheduled meeting, endorse the rule in principle for the Association and explore ways NCAA membership institutions may implement the rule in compliance with state employment laws and regulations.

(2) Effective date. None.

(3) Rationale. The NCAA Board of Governors Committee to Promote Cultural Diversity and Equity was established to review, endorse and make recommendations regarding diversity and inclusion matters that impact the Association. In addition, the committee promotes, supports and advocates for policies and approaches that enhance diversity and inclusion in collegiate athletics. To this end, at its August 2020 meeting, CPCDE examined the West Coast Conference's adoption of the Bill Russell Rule, which requires each member institution to include a person from a traditionally underrepresented community in a pool of final candidates for every athletics director, senior administrator, head coach and full-time assistant coach position in the athletics department. In an effort to support diverse hiring practices throughout the Association, the committee identified the Bill Russell Rule as a best practice for the membership and discussed meaningful ways to support the Association's adoption of diversity, equity and inclusion initiatives like the Bill Russell Rule. CPCDE acknowledges how various state employment laws and regulations create challenges for enacting NCAA policy or legislation and determined the rule could be endorsed in principle by the Board of Governors for the Association.

(4) Estimated budget impact. None.

(5) Student-athlete impact. Diverse representation in leadership throughout the Association better reflects and serves the increasingly diverse student-athlete population.

INFORMATIONAL ITEMS.

- 1. Welcome.** CPCDE chair Mark Lombardi convened the meeting at approximately 2:30 p.m. Eastern time and welcomed committee members.
- 2. Continue discussion of the West Coast Conference's Bill Russell Rule and determine next steps.** The committee discussed next steps and meaningful ways to continue to support the Association's adoption of initiatives like the Bill Russell Rule. The committee voted to recommend the Board of Governors review the rule at its next scheduled meeting, endorse the rule in principle and consider ways to support membership institutions in implementing the rule in compliance with state employment laws and regulations.
- 3. Adjournment.** The videoconference adjourned at approximately 3 p.m. Eastern time.

Committee chair: Mark Lombardi, Maryville University
Staff liaisons: Derrick Gragg, Inclusion, Education and Community Engagement
DeeDee Merritt, Leadership Development
Amy Wilson, Office of Inclusion

NCAA Committee to Promote Cultural Diversity and Equity December 3, 2020, Videoconference	
Attendees:	
Marco Barker, University of Nebraska-Lincoln.	
Kate Conway-Turner, Buffalo State College.	
Dianne Harrison, California State University, Northridge.	
Sue Henderson, New Jersey City University.	
Tom Jackson, Humboldt State University.	
Mark Lombardi, Maryville University.	
Jennifer Lynne Williams, Alabama State University.	
Talia Williams, Carleton College.	
Absentees:	
Mark Becker, Georgia State University.	
NCAA Staff Liaison in Attendance:	
Derrick Gragg and DeeDee Merritt.	
Other NCAA Staff Members in Attendance:	
Jackie Campbell, Gail Dent, Craig Malveaux, Tiana Myers and Jared Tidemann.	