



**REPORT OF THE
NCAA BOARD OF GOVERNORS COMMITTEE
TO PROMOTE CULTURAL DIVERSITY AND EQUITY
FEBRUARY 21, 2019, TELECONFERENCE**

INFORMATIONAL ITEMS.

1. **Welcome and Introduction.** Katrice Albert, NCAA executive vice-president of inclusion and human resources, welcomed participants to the teleconference. The committee roster was reviewed, and attendance was taken. Albert thanked the committee for their service and introduced committee chair, Dianne Harrison.
2. **August 16, 2018, meeting report.** The committee voted to approve the report of its August 16, 2018 meeting.
3. **Debrief the 2019 NCAA Convention session: “Unveiling Strategic Goals of the Committee to Promote Cultural Diversity and Equity.”** The convention session, which included committee members Harrison, Brit Katz and Jacqie McWilliams as panel members, served as a means to share the committee’s goals with the membership. The audience was invited to discuss the goals and share ideas about how to operationalize them.
 - a. **Panelists’ assessment of session.** The committee was informed that the session was well-attended, and the audience was engaged and consisted primarily of women and people of color who serve in mid-to-senior athletics administrator roles. It was noted that the session conflicted with another menu session about sports wagering in college athletics. To increase president and chancellor engagement with the goals, it was suggested that Albert and/or a representative from the committee attend divisional meetings with presidential leadership.
 - b. **Summary of narrative text analysis of session participants’ recommendations.** The narrative text analysis that emerged during the group discussions at the Convention centered on four major issues: 1) diversifying the NCAA association-wide committee structure; 2) using data-based metrics to support accountability in diversifying athletic leadership; 3) increasing funding and grants to support and advance diversity initiatives; and 4) developing a one-page, informational document that provides chancellors and presidents with tangible ways to operationalize the Presidential Pledge.
 - c. **Next Steps.** Staff noted the opportunity to gather additional membership feedback about the committee’s goals at an NCAA Inclusion Forum session in April. The session will take place prior to the start of the committee’s Saturday, April 27 evening meeting.. The committee will use input received from the NCAA Convention and the Inclusion Forum to support continued efforts to operationalize the goals.
4. **Discuss NCAA Board of Governor’s funding (\$450,000) to support committee goals.** The committee was informed that the Board of Governors has agreed to fund the committee’s work at \$450,000 for the current fiscal year and then for the next two years.

- a. Budget recommendations for the current fiscal year.** During this year, most of the funds are allocated for leadership development programming for coaches/administrators, directly supporting Presidential Pledge goals and helping to future proof the industry with talent development. Approximately \$65,000 to \$75,000 of the funds for this fiscal year will be dedicated to other important aspects of the committee's goals.
 - b. Realignment of the 2019-2020 Budget.** The committee will re-evaluate the budget at its in-person meeting in April so that it is consistent with the committee's three main goals and deliverables.
- 5. Review intercollegiate leadership position turnover data.** Staff pointed to the committee's emphasis on data-driven goals and the partnership with NCAA research to provide data that can inform the committee's work.
 - a. NCAA research staff outline possible data sets.** Data was provided for position turnover in athletics directors and head coaching positions. The data available for athletics directors was for one year. For coaches, there were more years of data; however, the data is not complete enough to use as a basis for goal setting. Research plans to engage the membership in an attempt to acquire more information about coaches so that turnover data is reliable.
- 6. Plans for goal setting at April meeting.** Staff noted that the following data sets would be available at the in-person meeting in April: demographics data for leadership positions in athletics departments and the NCAA national office; turnover data for athletics administrators; and demographics data for NCAA committees.
- 7. Discuss request to revisit the NCAA Board of Governor's Confederate flag policy's impact on hosting championships..** The committee received a request to revisit the NCAA Confederate Flag Policy. It was noted that many schools in Mississippi have removed the Mississippi state flag featuring the confederate battle emblem from their campuses; however, the state of Mississippi has not acted to remove the flag. It was requested that the committee discuss how the current policy might be negatively impacting student-athletes.

The committee considered ways to support change in Mississippi that would open opportunities for schools to host championships. The committee approved a motion requesting that the NCAA Board of Governors petition the state of Mississippi to reconsider removing the confederate battle emblem from the Mississippi state flag so that NCAA member institutions could host championships in the state.

On a request for reconsideration, the committee voted to rescind this action and to further discuss the request at its in-person meeting in April.

8. Review NCAA equity, diversity and inclusion committee/task force initiatives. Staff provided updates on the following committees: NCAA Committee on Women's Athletics, NCAA Gender Equity Task Force and NCAA Minority Opportunities and Interests Committee.

a. Committee on Women's Athletics. The committee received three NCAA Emerging Sports for Women proposals in August. Subcommittees were formed to do an in-depth study of each proposal and report findings to the full committee during its February teleconference, when the full committee will determine to: 1) accept the applicant sport; 2) deny the applicant sport; or 3) invite the applicant sport's leadership to engage with the committee during its April 24-25 meeting for further discussion and consideration.

b. Gender Equity Task Force. The task force continues efforts to implement its recommendations that were approved by the Board of Governors in spring 2017. Specifically, the committee is focusing on its recommendation that Division I schools conduct a once-in-five-year equity, diversity and inclusion review. The Division I Council introduced a proposal into the 2018-19 legislative cycle and will vote on this legislation at its April 2019 meeting. Divisions II and III already have an equity, diversity and inclusion review component in their institutional self-studies.

c. Minority Opportunities and Interest Committee. The committee has recommended that legislation be sponsored for the 2019-20 legislative cycle to amend NCAA Constitution 3.3.4 (Conditions and Obligations of Membership) to specify that all active member institutions and conference offices shall designate an Athletics Diversity and Inclusion Designee to be the primary contact and conduit for diversity and inclusion-related information. The designation symbolically and practically represents the Association's recognition of inclusion as a core value. It supports the 2016 Presidential Pledge and Commitment to Promoting Diversity and Gender Equity in Intercollegiate Athletics.

9. Discuss committee's session on April 27 at the 2019 Inclusion Forum. The committee's session will take place late afternoon (4:30 p.m.) on Saturday, April 27, immediately before the committee's meeting at 6:30 p.m. . The session will be another important opportunity to introduce the committee's goals to the membership and to gather feedback on operationalizing the goals.

10. Other Business.

a. Committee members advocated for diversity in selection of the five independent board members for the Board of Governors, noting the opportunity to add diversity to the Board. Staff stated that the NCAA is working with search firm, Heidrick & Struggles, to achieve a diverse representation.

- b. Staff congratulated President McClure on joining the Board of Governors and the Board of Governors Executive Committee.

11. Future meeting dates.

- a. Saturday, April 27 in conjunction with the 2019 NCAA Inclusion Forum in Atlanta.
- b. Fall teleconference (August 2019).

12. Adjournment. The teleconference adjourned at 2:15 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 February 21, 2019, Teleconference	
Attendees:	
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.	
Absentees:	
Dylan Gladney, Prairie View A&M University, NCAA Division I Student-Athlete Advisory Committee.	
Leslie Wong, San Francisco State University.	
Guests in Attendance:	
None.	
NCAA Staff Support in Attendance:	
Katrice Albert, Jean Merrill, Sonja Robinson and Amy Wilson.	
Other NCAA Staff Members in Attendance:	
Erin Irick, Craig Malveaux and Tiana Myers.	