



**REPORT OF THE NCAA BOARD OF GOVERNORS  
COMMITTEE TO PROMOTE CULTURAL DIVERSITY AND EQUITY  
FEBRUARY 24, 2021, VIDEOCONFERENCE**

**ACTION ITEMS.**

- None.

**INFORMATIONAL ITEMS.**

1. **Welcome and introductions.** Chair Mark Lombardi convened the meeting at approximately 3 p.m. Eastern time and welcomed the committee members and staff to the videoconference.
2. **Review of NCAA Board of Governors Committee to Promote Cultural Diversity and Equity charter and roster.** The committee reviewed its revised charter and noted the appointment of four new members. Chair Lombardi introduced and welcomed new members Kristy Bayer, Zachary Brown, Christopher Paul and Joan Prince.
3. **Approval of December 3, 2020, videoconference report.** The committee reviewed and approved its December 3, 2020, videoconference report.
4. **Referral of NCAA Committee Member Appointment Process Analysis report to Divisions I, II and III.** At its November meeting, the committee voted to recommend that all three divisions review the NCAA Committee Member Appointment Process Analysis report and consider possible action items that support diverse representation in the governance committee structure. Staff reported that the NCAA Division I Strategic Vision and Planning Committee and NCAA Divisions II and III Management Councils will review the report at their upcoming spring and summer meetings.
5. **Legislative report on proposed bills impacting transgender student-athlete participation.** NCAA government relations and legal affairs staffs provided the committee with an overview of a legislative report on proposed state bills impacting transgender student-athlete participation. The committee reviewed the most recent NCAA statement on proposed bills and considered how the anti-discrimination policy would be applicable if any of the proposed bills are signed into law.
6. **West Coast Conference's Bill Russell Rule.** The committee engaged with West Coast Commissioner Gloria Nevarez, who provided insight on the conference's adoption and implementation of the Bill Russell Rule, which requires each member school 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. The committee commended Commissioner Nevarez and the conference for implementation of the Russell Rule and expressed strong interest in continued dialogue.

Staff provided the committee with an update on its recommendation to the NCAA Board of Governors to review the Bill Russell Rule, endorse the rule in principle and consider ways to

support member institutions in implementing the rule in compliance with state employment laws and regulations. At its January 2021 meeting, the Board of Governors reviewed the West Coast Conference's Bill Russell Rule and found it to be a useful strategy to increase diverse leadership. The Board encouraged the rule's approval and implementation by NCAA schools and conferences, pending compliance with state laws and regulations. In addition, the Board urged each NCAA member to examine the results of its hiring decisions since signing the Presidential Pledge to determine whether adequate progress has been made and to share with the Committee to Promote Cultural Diversity and Equity other plans and actions that have contributed to success.

7. **NCAA Student-Athlete Well-Being Survey.** Staff summarized key findings from the NCAA Student-Athlete Well-Being Survey (Fall 2020), which are featured in two recently released studies. The study examines the impact of the COVID-19 pandemic on the physical and mental well-being of student-athletes during spring and fall 2020, while the NCAA Student-Athlete Activism and Racial Justice Engagement Study explores student-athlete perceptions and experiences in terms of civic engagement, student-athlete activism and racial justice engagement during fall 2020. The committee requested that the full studies be emailed to them following the meeting.

8. **Committee goals.**

- a. **NCAA Eight Point Plan to Advance Racial Equity and how CPCDE can support the identified action steps.** Chair Lombardi reminded the committee that the NCAA identified eight action items in June 2020 to address racial justice and equity at the national office and throughout the Association. Staff noted that the committee is tasked with supporting the goal of enacting a consortium with external organizations, businesses and associations to develop solutions and actionable efforts to address the issues of racism in society.
- b. **Committee goals and next steps.** Chair Lombardi noted that some goals are completed, and the remaining goals are in progress. The committee was reminded that the document is a "living document" that can be changed and prioritized by the will of the committee. In addition, Lombardi informed the committee that staff will solicit feedback on the goals from CPCDE members in April that can then support a substantive conversation about goals at the May meeting.

9. **NCAA inclusion, education and community engagement updates.**

- a. **NCAA leadership development.**

Staff highlighted a new search profile tool titled the Leadership Collective that launched in 2021. The Leadership Collective is a networking profile database that will allow senior athletics and school officials access to career profiles of seasoned people of color who are

athletics administrators and coaches. The profiles will detail their job experiences and responsibilities, educational backgrounds and professional development involvement. The database will include accompaniments, such as videos, as well as descriptions of their personal philosophies and interview questions and answers that provide additional insight on their experiences.

Directly supporting the goals of the Presidential Pledge, the NCAA Leadership Collective serves as a tool to progress toward an environment of diverse representation in collegiate coaching and athletics administration. The platform is currently being populated with candidate profiles and will be available to the membership in May 2021.

- b. NCAA office of inclusion.** Staff informed the committee of its ongoing internal and external efforts to educate and support the membership and national office during the current social and racial justice movement. The office of inclusion continues to operationalize the NCAA Eight-Point Plan to Advance Racial Equity, which includes initiatives such as providing racial and social justice programming for the membership and national office and implementing unconscious bias training for all national office staff.

Staff informed the committee of the virtual 2021 NCAA Inclusion Forum to be conducted June 2-4, 2021. The Inclusion Forum's theme is "A Vision for Change: Empowering Voices and Rising to Action," inspired by two late civil rights leaders: award-winning author Maya Angelou and U.S. Rep. John Lewis. The Inclusion Forum will feature specific programming for student-athletes as well as for Athletics Diversity and Inclusion Designees.

Staff also highlighted resources that have been made available on NCAA.org or are in development to assist the membership in its diversity, equity and inclusion efforts, including a resource to support and help operationalize Athletics Diversity and Inclusion Designees.

- 10. NCAA Campus Sexual Violence Policy Implementation Task Force update.** Staff reported on the work of the task force, which the Board of Governors commissioned to provide guidance to the membership on new requirements in the Association-wide sexual violence policy. The task force will provide a report to the Board of Governors in April 2021. The new policy requirements are effective beginning with the 2022-23 academic year.
- 11. Other business.** The committee discussed ways to increase engagement and representation of key leadership within the Association, particularly chancellors and presidents, at the virtual 2021 NCAA Inclusion Forum. Specifically, the committee suggested the office of inclusion develop programming at the Inclusion Forum exclusively for chancellors and presidents.

**12. Future meeting schedule.**

- May 6, 2021, videoconference.
- August 12, 2021, videoconference.

**13. Adjournment.** The videoconference adjourned at approximately 5 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

<b>NCAA Committee to Promote Cultural Diversity and Equity February 24, 2021, Videoconference</b>	
<b>Attendees:</b>	
Marco Barker, University of Nebraska-Lincoln.	
Kristy Bayer, Emporia State University.	
Mark Becker, Georgia State University.	
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.	
Christopher Paul, University of Tulsa.	
Joan Prince, University of Wisconsin, Milwaukee.	
Talia Williams, Carleton College.	
<b>Absentees:</b>	
Zachary Brown, University of North Georgia.	
Jennifer Lynne Williams, Alabama State University.	
<b>Guests in Attendance:</b>	
Gloria Nevarez, West Coast Conference.	
<b>NCAA Staff Liaison (or Staff Support if subcommittee) in Attendance:</b>	
Derrick Gragg, DeeDee Merritt and Amy Wilson.	
<b>Other NCAA Staff Members in Attendance:</b>	
Lydia Bell, Dawn Buth, Jackie Campbell, Gail Dent, Niya Blair Hackworth, Craig Malveaux, Jean Merrill, Tiana Myers and Jared Tidemann.	