



**REPORT OF THE
NCAA BOARD OF GOVERNORS COMMITTEE TO
PROMOTE CULTURAL DIVERSITY AND EQUITY
FEBRUARY 21, 2023, VIDEOCONFERENCE**

ACTION ITEMS.

- None.

INFORMATIONAL ITEMS.

1. **Welcome and announcements.** Kate Conway-Turner, chair of the NCAA Board of Governors Committee to Promote Cultural Diversity and Equity, welcomed the committee and introduced new member David Mayser, a soccer student-athlete from the University of Hawaii at Hilo representing the Division II Student-Athlete Advisory Committee.
2. **Review of previous reports.** The committee approved the report from its November 9, 2022, videoconference as presented.
3. **NCAA Student-Athlete Advisory Committee reports.** The committee received the following updates from the Student-Athlete Advisory Committee members who were present. The committee noted the importance of the student-athlete voice in NCAA deliberations and praised the SAACs for their dedication to diversity, equity and inclusion, encouraging them to take advantage of the resources available on the NCAA website and through the diversity, equity and inclusion committees in the governance structure.
 - a. **Division I.** Kaiya Johnson provided highlights from the committee's meetings earlier this month and at the 2023 NCAA Convention, noting the recommendations from the NCAA Division I Transformation Committee that were endorsed by the NCAA Division I Board of Directors in January. The Division I SAAC was able to collaborate with the Transformation Committee on many of the recommendations pertaining to the holistic model of student-athlete development. The Division I SAAC also worked on its approach to student-athlete representation within the current governance structure and began anticipating an even broader model that could include non-SAAC student-athletes if the Transformation Committee's sport oversight governance concept is implemented later this year. Other highlights included the SAAC's work on recruiting and official-visit concepts being contemplated by the Division I Modernization of the Rules Subcommittee, and solution-based initiatives that would enhance diversity and inclusion within the Division I SAAC network.
 - b. **Division II.** David Mayser provided highlights from the Division II Student-Athlete Advisory Committee's meetings at the 2023 NCAA Convention. The Division II SAAC continues to prioritize its Total Package Student-Athlete initiative, the importance of mental health, and enhancing inclusive practices. Mr. Mayser noted that the diversity within the SAAC membership contributes positively to discussions and concepts related to inclusion. Other highlights included the second annual

Division II Day activities on February 22, and preparations for the fifth Division II SAAC Super Region Convention in April for institutions in the East Region.

- c. **Division III.** The committee noted that the Division III Student-Athlete Advisory Committee will appoint a new representative to the CPCDE in March, and that individual will provide an update at the May meeting.
4. **Committee goals for 2023-24.** The committee finalized goals for 2023-24 by reviewing and approving an updated version based on previous committee feedback. The goals focus on diverse hiring, which aligns directly with NCAA Leadership Development's mission and programming and connects with the work of the office of inclusion. The hiring focus area also aligns with the charge the NCAA Board of Governors issued to the committee upon its creation to recommend initiatives and concepts that address the lack of diversity in leadership positions within intercollegiate athletics. The committee believes the goals are aspirational yet practical with measurable outcomes for success. The committee requested that staff develop a timeline for reporting on progress. (The measures for success and steps to achieve these are listed in the Attachment.)
5. **Board of Governors equity analysis referral.** The committee reviewed its recommendation to the NCAA Board of Governors to evaluate equity impact for NCAA policies. The Board of Governors considered this recommendation at its January meeting and referred it back to the committee with a request for more details about the process for the equity analysis. Referrals also occurred at the divisional level to bring this topic back to the joint Committee on Women's Athletics and the Minority Opportunities and Interests Committee meeting in May. NCAA staff is working on implementation options for review and possible recommendation for the committee to consider at its May meeting. Committee members encouraged staff to develop options that remove obstacles or barriers that could stall implementation of this important effort.
6. **Updates and request for committee representation.** The committee received updates on the following diversity, equity and inclusion-related initiatives.
 - a. **Senior Minority Administrator Working Group.** Staff reviewed the ongoing discussions surrounding the proposed senior minority administrator designation (SMA). The designation was initially proposed by the NCAA Division I Men's Basketball Oversight Committee and considered at the Division I Council but was referred back to MOIC for additional review. A working group is being established that is composed of representatives from the membership in different roles within intercollegiate athletics who have varying opinions about the designation and its purpose. The working group will meet in spring/summer 2023. The committee was asked for feedback that could help inform the working group's deliberations, and members suggested that tactically, the working group would benefit from clearly defining the difference between the proposed SMA and the already existing athletics diversity and inclusion designee (ADID). Staff noted that while the ADID serves primarily as a communication/information conduit between the national office and campus, the SMA is being proposed more as a leadership designation. The committee

believes the membership should be better informed about those distinctions. The committee also suggested that past participants from the longstanding NCAA Pathways Program could provide insight into the potential effectiveness of the SMA designation as well as potential caution points.

- b. **NCAA Committee on Competitive Safeguards and Medical Aspects of Sports and the [Transgender Student-Athlete Participation Policy](#).** Staff shared that the NCAA Committee on Competitive Safeguards and Medical Aspects of Sports (CSMAS), which oversees the transgender student-athlete participation policy, recommended and the NCAA Board of Governors subsequently approved extending Phase Two of the revised policy implementation through the 2023-24 calendar year with Phase Three to be effective in the 2024-25 academic year. Phase Two requires documentation clarifying that student-athletes are meeting the standard adopted in 2010 as well as their sport's current requirements. The Committee on Women's Athletics, the Minority Opportunities and Interests Committee, and the Board of Governors Committee to Promote Cultural Diversity and Equity were asked to volunteer one member from each committee to serve as liaisons to CSMAS as that group continues to discuss potential changes to Phase Three that would clarify the policy and provide greater consistency among sports.
- c. **USOPC and Office of Inclusion Para-College Inclusion Project.** Staff provided an update on the USOPC/NCAA Para-College Inclusion Project created to engage schools with adaptive sports to collectively increase Paralympic sport understanding, awareness and connection across the college landscape. Recent developments include partnering with the NCAA Office of Inclusion and the NCAA Eligibility Center to build a resource hub that will include relevant information; developing a database of high school and collegiate adaptive sport programs to be placed on a new website; and compiling adaptive sport management best practices related to awareness and promotions at the campus and national levels. Staff also updated the committee on efforts to showcase paralympic competitions during collegiate events in basketball, tennis, and track and field in 2023. The USOPC is seeking input and engagement from the NCAA diversity, equity and inclusion committees to help implement these initiatives and has asked for a member from the CWA, MOIC and CPCDE to serve in this capacity. Kristy Bayer volunteered to represent the CPCDE in this capacity.

In its reaction to this report, the committee pointed to what in effect has become a historic collaboration with this project that takes diversity, equity and inclusion initiatives to an even broader representation. Members called the project "a quantum leap forward" that reflects well on the both the NCAA and the USOPC in their efforts to ensure participation opportunities for all individuals.

- 7. **Updates on divisional work to address the new NCAA Constitution and DEI.** Representatives from the Divisions I, II, and III governance staffs provided the following updates about ongoing divisional work to enhance diversity, equity and inclusion.

- a. **Division I.** The committee was briefed on the referrals made based on the NCAA Division I Transformation Committee's recommendations in its final report. The committee focused primarily on the recommendations related to the holistic student-athlete model that will increase membership standards related to student-athlete health and safety and personal and professional development. Many of the membership expectation referrals also relate directly to enhancing diversity, equity, inclusion and belonging. Those recommendations will be examined by a subgroup of the Division I Strategic Vision and Planning Committee, with recommendations and potential legislative proposals expected this spring or summer. The CPCDE will provide a representative to the subgroup and will discuss these concepts further during its May videoconference, including the accompanying challenges with restrictive state laws potentially precluding national regulation for personnel and programming related to diversity, equity, inclusion and belonging. Committee members are keenly interested in these concepts, as they believe such enhancements if adopted will further position the NCAA as a leader in the DEI space.
 - b. **Division II.** Similar to the Transformation Committee in Division I, Division II appointed a 28-member Implementation Committee to review the division's policies and bylaws and recommend changes and enhancements. The committee completed its work in August 2022 with 40 recommendations that were either adopted as noncontroversial or 2023 NCAA Convention legislation or referred to existing committees within the Division II governance structure for additional review. Many of the recommendations strengthened the student-athlete voice in the division's governance structure through increased representation and voting privileges. The division also continues its grant and mentorship programs established to enhance diversity within institutional athletics departments and conference offices. In addition, Division II collaborated with the office of inclusion to fund more than 150 members from Division II institutions and conferences to attend the 2023 NCAA Inclusion Forum and develop action plans to take back to the campus or conference office for future implementation.
 - c. **Division III.** Highlights related to diversity, equity and inclusion in Division III included the division's recent increase in salaries given to the 23 annual internships at Division III institutions and conferences, and a commitment to evaluate all of the division's diversity grants to determine whether recipients are helping to achieve the desired outcomes of diversifying athletics departments and conference offices. Also, the Division III Presidents Council in January approved retaining a third party to help create an inclusive learning path for athletics professionals to improve the recruitment and retention of student-athletes that identify as Black, Indigenous, People of Color (BIPOC) while leveraging the power of athletics for positive growth.
8. **Planning for the 2023 NCAA Inclusion Forum.** Staff noted that registration for the 2023 NCAA Inclusion Forum April 21-23 in Indianapolis is open. CPCDE members were provided instructions for registering. Staff also shared information about the planning process,

specifically for the diverse hiring plenary session that President Conway-Turner will moderate.

9. Future meetings.

- Thursday, May 18, 2023, 1 to 3 p.m. Eastern time.

10. Adjournment. The meeting adjourned at 2:48 p.m. Eastern time.

Committee Chair: Kate Conway-Turner, Buffalo State College
Staff Liaisons: Felicia Martin, Inclusion, Education and Community Engagement
DeeDee Merritt, Leadership Development
Amy Wilson, Office of Inclusion

NCAA Board of Governors Committee to Promote Cultural Diversity and Equity February 21, 2023, Videoconference	
Attendees:	
Kristy Bayer, Rockhurst University.	
Michael Benson, Coastal Carolina University.	
Kate Conway-Turner, Buffalo State College.	
Paulette Dillard, Shaw University.	
Crystal Gibson, St. Mary's College of Maryland.	
Kaiya Johnson, San Jose State University.	
David Mayser, University of Hawaii at Hilo.	
Fayneese Miller, Hamline University.	
Joan Prince, University of Wisconsin-Milwaukee.	
Absentees:	
Marco Barker, University of Nebraska, Lincoln.	
Carlos Vargas-Aburto, Southeast Missouri State University.	
NCAA Staff Liaisons in Attendance:	
Felicia Martin, DeeDee Merritt, Amy Wilson.	
Other NCAA Staff Members in Attendance for Portions of the Meeting:	
Amanda Conklin, Kina Davis, Gail Dent, Niya Blair Hackworth, Maritza Jones, Jean Merrill, Gretchen Miron, Stephanie Quigg, Bill Regan, Stephanie Quigg, Sade Sleet, Jared Tidemann and Shay Wallach.	

NCAA Board of Governors Committee to Promote Cultural Diversity and Equity

2023-24 Goals

Diverse Hiring Practices.

- A. Create and circulate athletics leadership demographics information, and sound, impactful hiring practices to the NCAA membership.

MEASUREABLE SUCCESS:

Improved membership hiring practices that serve as both foundation and impetus increasing diverse leadership across intercollegiate athletics.

NEXT STEPS:

- Charge the NCAA Office of Inclusion and Leadership Development with collaborating with NCAA Research to collect hiring strategies and resources utilized by NCAA schools and conferences.
- Committee partners with NCAA Office of Inclusion and Leadership Development to create guidance document on diverse hiring.

- B. Evaluate utilization, application, and communication of the NCAA Leadership Collective that is managed and operated by NCAA Leadership Development staff.

MEASUREABLE SUCCESS:

- Set goal for number of hiring managers who use the Collective in a year.
- Track Collective candidates who are in searches and hired.

NEXT STEPS:

Use the Leadership Collective's metrics dashboard and NCAA Leadership Development's membership surveys to gather data about the Collective's effectiveness/impact.

- C. Engage the membership through NCAA programming, initiatives and engagements focused on diverse hiring.

MEASUREABLE SUCCESS:

Impact of programming, initiatives, and engagements measured through surveys and other forms of participants' feedback.

NEXT STEPS:

Identify opportunities to engage with and to provide expertise for NCAA Leadership Development and Office of Inclusion programming, initiatives, and events (e.g., plenary session on diverse hiring at 2023 Inclusion Forum).