



**REPORT OF THE  
NCAA BOARD OF GOVERNORS  
COMMITTEE TO PROMOTE CULTURAL DIVERSITY AND EQUITY  
MARCH 4, 2020, TELECONFERENCE**

**ACTION ITEMS.**

- None.

**INFORMATIONAL ITEMS.**

- 1. Welcome and introductions.** Terri Steeb Gronau, interim NCAA executive vice president of inclusion and human resources, explained her new leadership role, affirmed inclusion as a core value of the Association, and thanked the committee for its service. NCAA Board of Governors Committee to Promote Cultural Diversity and Equity Chair Mark Lombardi welcomed committee members and staff and introduced new members Sue Henderson, Tom Jackson Jr. and Jennifer Lynne Williams.
- 2. August meeting report.** The committee reviewed and approved its August 28, 2019, teleconference report.
- 3. NCAA Governance Structure and Committee Review Project.** Chair Lombardi provided context for this project that analyzes the committee member appointment and training processes relative to the ability to produce diverse and representative committees and committee members. This project aligns with the committee's main goals to engage and align the NCAA governance structure to achieve inclusive excellence and to operationalize the NCAA Presidential Pledge. Representatives from 3-Fold Group provided an overview of the "Report Summary: NCAA Committee Member Appointment Process Analysis." Subsequent discussion focused on how benchmarking for diversity goals for NCAA committees should prioritize the diversity of the student-athlete population. The committee will discuss both the summary and full reports at its April meeting and consider various action strategies and opportunities.
- 4. NCAA funding to support committee goals.** Chair Lombardi summarized how funds approved to support the committee's goals were being allocated. The majority of the funds are being used to provide professional development programming that supports the Presidential Pledge. Remaining funds are supporting Phases I and II of the "NCAA Committee Member Appointment Process Analysis" as well as partnerships with the Minority Opportunities Athletics Association and the National Conference on Race and Ethnicity in Higher Education. Staff will provide more details about programming and initiatives supported by these funds at the committee's April meeting. In addition, the committee will discuss budget allocations and goals for fiscal year 2020-21 in April.
- 5. Committee goals.** Chair Lombardi acknowledged that all committee goals are either completed or in progress. Staff highlighted a recently completed goal: all three divisions have

adopted legislation to establish an athletics diversity and inclusion designee at all institutions and conferences, effective August 1, 2020.

- a. Prioritize goals for 2020-21.** The committee supported plans for Phase II of the NCAA Committee Member Appointment Process Analysis. Phase II will focus on the remainder of the committees in the governance structure.
  - b. Diversity, equity and inclusion thought leaders/external partners meeting.** Staff provided a cost analysis for an equity, diversity and inclusion thought leaders/external partners meeting to be held in conjunction with the annual NCAA Inclusion Forum. Staff explained that the committee shares this goal with the NCAA Gender Equity Task Force. The committee will discuss this goal at its April meeting with a focus on desired outcomes.
- 6. NCAA Transgender Student-Athlete Participation Policy.** Staff provided an update on the ongoing review by various committees of the NCAA Transgender Student-Athlete Participation Policy adopted by the NCAA Board of Governors in 2011. The purpose of the review is to determine what, if any, changes to the policy are needed to ensure the policy upholds the NCAA's values of fairness and inclusion. The NCAA Committee on Competitive Safeguards and Medical Aspects of Sports reviewed and discussed the policy in December 2019. The NCAA Committee on Women's Athletics, the NCAA Minority Opportunities and Interests Committee and the Committee to Promote Cultural Diversity and Equity will review and discuss the policy at their respective April meetings.
- 7. NCAA equity, diversity and inclusion committees updates.**
  - a. Minority Opportunities and Interests Committee.** Staff informed the committee that all three divisions adopted legislation at the 2020 NCAA Convention to establish an athletics diversity and inclusion designee at all member institutions and conferences, effective August 1, 2020. The committee will discuss next steps to advance the designation throughout the Association at its April meeting, including developing resources to assist the membership.
  - b. Committee on Women's Athletics.** Staff updated the committee on the various NCAA Emerging Sports for Women Program meetings held at the 2020 NCAA Convention. Staff also provided a legislative update on proposals involving emerging sports for women. Specifically, Divisions II and III adopted legislation to add acrobatics and tumbling and women's wrestling. The NCAA Division I Council will vote on the legislative proposals to add acrobatics and tumbling and women's wrestling in April. Division III also considered, and narrowly defeated, a proposal to add equestrian as an emerging sport. All new emerging sport legislation has an August 1, 2020, effective date.

- c. **Gender Equity Task Force.** The task force's recommendation that Division I consider implementing a once-in-five-year equity, diversity and inclusion review was legislated by Division I in April 2019. The task force is supporting the office of inclusion's efforts to create an equity, diversity and inclusion review resource for the membership.

The task force engaged with NCAA legal staff about discussions on name, image and likeness during its February teleconference. Specifically, the task force noted the importance of considering equity, diversity and inclusion in ongoing membership discussions about possible policy and legislative proposals. The task force expressed support for the Board of Governors' directive that opportunities for student-athletes to benefit from name, image and likeness should be created within a framework that enhances principles of diversity, inclusion and gender equity. The task force expressed its willingness to assist with the ongoing efforts related to name, image and likeness.

## **8. Association-wide initiatives.**

- a. **NCAA Board of Governors Federal and State Legislation Working Group.** Staff described the ongoing work of the Federal and State Legislation Working Group. Based on working group recommendations in October 2019, the Board of Governors directed all 1,100 members to create a structure for future name, image and likeness opportunities for student-athletes that is consistent with the college environment in each NCAA division. Divisions I, II, and III have formed committees to work on these opportunities with anticipated initial reports at 2020 spring meetings. The working group continues to examine federal and state legislative proposals related to student-athlete name, image, and likeness and to make recommendations to the Board of Governors.
- b. **NCAA Strategic Planning Working Group.** Staff provided an update on progress of the Association-wide strategic plan, including the addition of a fifth strategic priority regarding equity, diversity and inclusion.

## **9. Future meeting dates.**

- a. April 18 in conjunction with the 2020 NCAA Inclusion Forum in Denver.

**[Note: Subsequent to the teleconference, the Inclusion Forum was cancelled due to COVID-19. A teleconference will be scheduled during the week of April 20.]**

- b. August 12, 2020 - teleconference.

## **10. Adjournment.** The teleconference adjourned at 12:15 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 March 4, 2020, Teleconference	
<b>Attendees:</b>	
Dianne Harrison, California State University, Northridge.	
Tom Jackson, Humboldt State University.	
Brit Katz, University of South Carolina-Upstate.	
Mark Lombardi, Maryville University.	
Fayneese Miller, Hamline University.	
Jennifer Lynn Williams, Alabama State University.	
<b>Absentees:</b>	
Dylan Gladney, Prairie View A&M University.	
Sue Henderson, New Jersey City University.	
Satish Tripathi, University at Buffalo, The State University of New York.	
<b>Guests in Attendance:</b>	
Azure Davey, 3-Fold Group.	
<b>NCAA Staff Liaisons in Attendance:</b>	
Terri Steeb Gronau and Amy Wilson.	
<b>Other NCAA Staff Members in Attendance:</b>	
Niya Blair, Jackie Campbell, Craig Malveaux, Jean Merrill, Tiana Myers, and Cari Van Senus.	