



**REPORT OF THE
NCAA BOARD OF GOVERNORS
COMMITTEE TO PROMOTE CULTURAL DIVERSITY AND EQUITY
MAY 22, 2020, VIDEOCONFERENCE**

ACTION ITEMS.

- **None.**

INFORMATIONAL ITEMS.

- 1. Welcome and introductions.** President Dianne Harrison, serving as committee chair for this meeting, welcomed participants to the videoconference.
- 2. Approval of March 4, 2020, meeting report.** The committee reviewed and approved the report of its March 4, 2020, teleconference.
- 3. NCAA equity, diversity, and inclusion committee updates.**
 - a. NCAA Minority Opportunities and Interests Committee.** Staff noted that MOIC identified next steps to advance and operationalize the Athletics Diversity and Inclusion Designation throughout the Association and will develop online educational resources to assist the membership. MOIC also selected campaign themes for the 2020 NCAA Diversity and Inclusion Social Media Campaign, which will take place October 27 – 29, 2020. Additionally, the committee was informed of the changes to the selection process of the NCAA Champions of Diversity and Inclusion honorees. Lastly, the committee elected Dena Freeman-Patton, University New Orleans, as the new committee chair and Marquetta Dickens as vice chair, effective September 1, 2020.
 - b. NCAA Committee on Women’s Athletics.** Staff updated the committee on the NCAA Emerging Sports for Women Program. In April, CWA recommended to add STUNT as an emerging sport for women. Additionally, Divisions II and III adopted legislation to add acrobatics and tumbling and women’s wrestling as an emerging sport for women, effective August 1, 2020. The NCAA Division I Council may vote on the legislative proposals to add acrobatics and tumbling and women’s wrestling during one of its summer meetings.
 - c. NCAA Gender Equity Task Force.** During its February meeting, the task force identified as a focus area its recommendation to develop best practices and examples for how campuses and conferences can provide professional development programming that highlights career options in athletics for women and ethnic minorities. The task force also engaged with NCAA legal staff to discuss name, image, and likeness, emphasizing the importance of gender equity and Title IX ramifications as legislative proposals are developed. Legal staff noted that implications for gender equity and Title IX were being considered in name, image, and likeness discussions. In May, the task force sent a letter to the leadership of the Division I Board of Directors, Division II Presidents Council, DIII Presidents Council, and the three divisional Student-Athlete Advisory Committees commending them for prioritizing gender equity in their actions.

related to rule changes and legislative waivers due to effects of the COVID-19 pandemic. The task force offered its support for these ongoing discussions and decisions.

4. COVID-19 and diversity, equity, and inclusion.

- a. Results from SAAC COVID-19 Survey.** NCAA research staff provided an overview of results from the NCAA Student-Athlete COVID-19 Well-Being Study that was administered from April 10 through May 1 and had nearly 38,000 student-athlete responses. Mental health concerns were highest among respondents of color, those whose families were facing economic hardship and those living alone. In addition, racial disparities were reported in housing and food stability and access to medical care. The committee agreed that it was important to focus on these survey results as it prioritizes goals for the upcoming academic year.
- b. Prioritization of goals for 2020-21.** The committee discussed the opportunity to align its goals with the Association-wide strategic plan that is being developed under the direction of the NCAA Board of Governors. A priority for the committee's August teleconference is to strategize about how to support the Association-wide plan, particularly the strategic priority of advancing diversity, equity, and inclusion.. In addition, staff informed the committee that the national office budget reductions due the impacts of COVID-19 have reduced funding that would have supported the committee's goals.

5. NCAA Transgender Student-Athlete Participation Policy. NCAA office of inclusion staff provided an overview of the current policy that has been in effect since 2011 and briefly described federal and state legislative activity related to transgender student-athlete participation. The committee will further review the policy during a July meeting and consider feedback from the NCAA Committee on Competitive Safeguards and Medical Aspects of Sports, CWA and MOIC.

6. NCAA Governance Structure and Committee Review Project. The committee was reminded that in April 2019, it requested that the NCAA office of inclusion prioritize a research study on the NCAA governance structure through the lens of diversity, equity and inclusion. The office of inclusion partnered with 3 Fold Group to carry out the project. 3 Fold Group consultants joined the call to provide a brief overview of the report and to introduce a framework of questions to guide the committee's discussion. The committee acknowledged that establishing the desired level and nature of "representativeness" in the governance structure is foundational to any further efforts to enhance current requirements and processes. A key point for consideration is whether a diverse and representative governance structure is achieved when it reflects the diversity of the student-athlete population. The committee discussed the possibility of a more intentional focus on student affairs specialists in the governance structure; of supporting diverse committee rosters by eliminating barriers to service such as change in professional position during committee tenure; and of capturing more inclusive data on committee member service (e.g. tracking LGBTQ committee member representation). The committee will continue to review the report with the framework of guiding questions during future meetings.

7. **Future Meeting Dates.** The committee reviewed its future meeting schedule
 - a. August 12, 2020, teleconference.
 - b. April 15-16, 2021, Indianapolis (In conjunction with the 2021 NCAA Inclusion Forum).
8. **Other business.** NCAA staff recognized committee member, Dylan Gladney, for completing his term of service on May 31, 2020. The thanked them for their commitment and service.
9. **Adjournment.** The videoconference adjourned at 1:30 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 May 22, 2020, Videoconference
Attendees:
Dylan Gladney, Prairie View A&M University.
Dianne Harrison, California State University, Northridge.
Sue Henderson, New Jersey City University.
Tom Jackson, Humboldt State University.
Brit Katz, University of South Carolina-Upstate.
Jennifer Lynn Williams, Alabama State University.
Absentees:
Mark Lombardi, Maryville University.
Fayneese Miller, Hamline University.
Satish Tripathi, University at Buffalo, The State University of New York.
Guests in Attendance:
Azure Davey and Leah Kareti, 3-Fold Group.
NCAA Staff Liaisons in Attendance:
Terri Steeb Gronau and Amy Wilson.
Other NCAA Staff Members in Attendance:
Lydia Bell, Niya Blair, Jackie Campbell, Brian Hainline, Jessica Kerr, Craig Malveaux, Jean Merrill, Tiana Myers, and Jared Tiedmann.