



**REPORT OF THE NCAA BOARD OF GOVERNORS
COMMITTEE TO PROMOTE CULTURAL DIVERSITY AND EQUITY
NOVEMBER 10, 2020, VIDEOCONFERENCE**

ACTION ITEMS.

1. Legislative items.

- **None.**

2. Nonlegislative items.

- **NCAA Committee Member Appointment Process Analysis.**

- (1) Recommendation. Divisions I, II, and III governance committees review the NCAA Committee Member Appointment Process Analysis study requested by the NCAA Board of Governors Committee to Promote Cultural Diversity and Equity (CPCDE) and completed by the NCAA office of inclusion and 3 Fold Group consultants in 2020.
- (2) Effective date. None.
- (3) Rationale. The CPCDE has goals centered on the NCAA Presidential Pledge and Commitment to Promoting Diversity and Gender Equity in Intercollegiate Athletics. The Presidential Pledge includes a commitment by NCAA member institutions to achieving ethnic and racial diversity, gender equity and inclusion to reflect the diversity of the NCAA membership and our nation. Based on its goals and the specific language of the Presidential Pledge, the committee regularly reviews demographics data of decision-makers in the NCAA, both in athletics departments and in the governance structure. To this end, at its April 2019 meeting, the committee examined racial and gender demographics of NCAA committees. In response to a lack of diversity in areas of the governance structure, the CPCDE directed the NCAA office of inclusion to retain the higher education consulting firm 3 Fold Group to examine the NCAA committee member appointment process relative to its ability to produce a diverse and representative governance structure. CPCDE recognized the differences in processes across the three divisions and the value of appropriate committees in each division reviewing the NCAA Committee Member Appointment Process Analysis study and considering possible action items that support diverse representation in the governance structure.
- (4) Estimated budget impact. None.
- (5) Student-athlete impact. Diverse representation in the governance structure better reflects and serves the increasingly diverse student-athlete population.

INFORMATIONAL ITEMS.

- 1. Welcome and introductions.** CPCDE chair Mark Lombardi convened the meeting at approximately 2 p.m. Eastern time and welcomed committee members.

Derrick Gragg, NCAA senior vice president of inclusion, education and community engagement who serves as the primary NCAA liaison to the committee, explained his new leadership role with the NCAA national office and expressed that he looks forward to working with the committee.

- 2. Review of NCAA Board of Governors Committee to Promote Cultural Diversity and Equity roster.** The committee reviewed its roster, and chair Lombardi introduced new members Marco Barker, Mark Becker, Kate Conway-Turner and Talia Williams.
- 3. Approval of Committee to Promote Cultural Diversity and Equity August 12, 2020, videoconference report.** The committee reviewed and approved its August 12, 2020, videoconference report.
- 4. Dialogue with Black Athletics Director Alliance.** The committee engaged with the co-chairs of the Black Athletics Director Alliance, Allen Greene and Brandon Martin, who provided an overview of the recently established group. The Alliance aims to foster and promote the growth, development and elevation of Black athletics administrators in intercollegiate athletics. Smaller task forces also have been established within the Alliance to focus on the following: race and social justice, pipeline and recruitment, allyship, Historically Black Colleges and Universities, student-athlete wellness and development and ambassadors. Further discussion centered on meaningful ways the committee can support the Alliance's goals, continue dialogue and collaborate to grow opportunities for Black athletics administrators.
- 5. West Coast Conference's Bill Russell Rule.** The committee continued its discussion on the West Coast Conference's recently adopted 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. Chair Lombardi reminded the committee of the letter of commendation that the committee sent to West Coast Commissioner Gloria Nevarez in August 2020. The letter offered full support of the Russell Rule and recommended it as a best practice for all NCAA conferences. Conference commissioners in all three divisions were copied on the letter.

The committee discussed meaningful ways to continue to support NCAA membership's adoption of initiatives like the Russell Rule. The dialogue focused on engaging about the Russell Rule at divisional conference commissioner meetings and at the NCAA Convention. At the request of the committee, staff clarified that guidance provided by the NCAA office of

legal affairs continues to advise that NCAA policy or legislation that mandates the Russell Rule could conflict with state laws.

Chair Lombardi informed the committee that his university's conference, the Great Lakes Valley Conference, is implementing the Russell Rule. The committee will invite West Coast Conference Commissioner Gloria Nevarez and possibly other conference leaders to its next meeting to provide insights on how to implement and operationalize the Russell Rule.

6. **Summit on Gender Identity and Student-Athlete Participation update.** Staff reported on the Summit on Gender Identity and Student-Athlete Participation, which was conducted October 5-6 by leadership from the NCAA Sport Science Institute and the office of inclusion. The summit sought feedback about creating a framework that could inform policy and practice development in the area of gender identity and participation in collegiate sport, with a focus on inclusion, fairness, student-athlete well-being, and health and safety. Information gathered during the summit assisted in identifying knowledge gaps and will serve to inform strategies on how to address those gaps.

The committee inquired about student-athlete participation in the summit. Staff explained that student-athletes who identify as transgender, non-binary and cisgender were summit participants and that ongoing efforts will continue to prioritize student-athletes' voices and experiences.

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

- a. **NCAA leadership development.** Staff noted its efforts last year to restructure leadership development, streamline its current programs and services and introduce new programs such as the Athletes Using Their Power series, which educated student-athletes on the power they have and how they can use it to effectively enact meaningful change. The new structure allows leadership development to center student-athletes and aims to foster the growth, development and elevation of student-athletes and those who teach and lead them throughout the Association. In addition, staff highlighted the development of a Lessons in Management leadership program and a search profile tool titled the Leadership Collective. The Leadership Collective, which is set to launch in 2021, was designed to identify candidates of color and women in athletics, and to create a database/pool of candidates for positions in athletics. Candidates in the database will include individuals who have participated in existing NCAA programs designed to advance female athletics administrators and athletics administrators of color.
- 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.

The office of inclusion facilitates the NCAA's three standing committees that address diversity, equity and inclusion. The main initiative for the NCAA Minority Opportunities and Interests Committee is maximizing understanding and the impact of the recently legislated Athletics Diversity and Inclusion Designee. The office of inclusion is partnering with an MOIC subcommittee to create a resource to support the ADID that will be ready for dissemination in early 2021. The key initiative for the NCAA Committee on Women's Athletics is the NCAA Woman of the Year program. At its September meeting, the NCAA Committee on Women's Athletics voted on the 2020 NCAA Woman of the Year. The NCAA Woman of the Year virtual program will be held on November 13 at 7 p.m. EST and will be accessible on the NCAA's Twitter feed as well as ESPN3.

Staff shared that programming in development for the 2021 NCAA Convention will focus on how to have difficult conversations about race, student-athlete mental health and student-athlete activism and voice. Lastly, staff shared that the 2021 NCAA Inclusion Forum will be a virtual experience that will be held in late May or early June.

8. Discuss goals.

- a. **NCAA Eight-Point Plan to Advance Racial Equity.** Staff provided an overview and update on the NCAA Eight-Point Plan to Advance Racial Equity. Staff focused on the goal to enact 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 document.** Chair Lombardi facilitated discussion about CPCDE goals, noting that some goals are completed, and most 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.

9. **Review next steps for NCAA Committee Member Appointment Process Analysis.** The committee discussed next steps to utilize the data and information available in the NCAA Committee Member Appointment Process Analysis report (2020). The committee voted to recommend that all three divisions review the report and consider possible action items that support diverse representation in the governance structure.

10. **Expanded committee approved by NCAA Board of Governors.** Chair Lombardi stated that the NCAA Board of Governors approved the committee's recommendation to expand from nine to 13 members. NCAA inclusion, education and community engagement staff will work with governance staffs on the process of expanding the committee.

11. Future meeting schedule. February and April videoconferences will be scheduled before the Thanksgiving holiday.

12. Adjournment. The videoconference adjourned at approximately 4 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

NCAA Committee to Promote Cultural Diversity and Equity November 10, 2020, Videoconference
Attendees:
Marco Barker, University of Nebraska-Lincoln.
Kate Conway-Turner, Buffalo State College.
Sue Henderson, New Jersey City University.
Tom Jackson, Humboldt State University.
Mark Lombardi, Maryville University.
Jennifer Lynne Williams, Alabama State University.
Talia Williams, Carleton College.
Absentees:
Mark Becker, Georgia State University.
Dianne Harrison, California State University, Northridge.
Guests in Attendance:
Allen Greene, Auburn University.
Brandon Martin, University of Missouri-Kansas City.
Dena Freeman-Patton, University of New Orleans.
NCAA Staff Liaison (or Staff Support if subcommittee) in Attendance:
Derrick Gragg, DeeDee Merritt and Amy Wilson.
Other NCAA Staff Members in Attendance:
Jackie Campbell, Kina Davis, Gail Dent, Niya Blair Hackworth, Craig Malveaux, Tiana Myers.