



**REPORT OF THE
NCAA BOARD OF GOVERNORS COMMITTEE TO PROMOTE
CULTURAL DIVERSITY AND EQUITY
NOVEMBER 9, 2022, VIDEOCONFERENCE**

KEY ITEMS.

- **Operationalizing Equity Impact Statement.** The NCAA Board of Governors Committee to Promote Cultural Diversity and Equity approved the recommendation from the NCAA Minority Opportunities and Interests Committee and NCAA Committee on Women's Athletics to request that the divisional committees require an evaluation of equity impact prior to approving legislation and that the NCAA Board of Governors require an evaluation of equity impact prior to it approving any policy action. The committees agreed to forward this recommendation to the divisions and to the NCAA Board of Governors.

ACTION ITEMS.

1. Legislative Items.

- None.

2. Nonlegislative Items.

- **Board of Governors – Operationalizing Equity Impact Statement – Policy Proposals.**
 - (1) Recommendation. That the Board of Governors adopt a policy to require a review of the equity impact prior to approving policy changes.
 - (2) Effective date. Immediate.
 - (3) Rationale. This action contributes to systemic change that prioritizes equity across the Association. This action aligns with NCAA Constitution Articles 1- F (Diversity, Equity, and Inclusion) and 1-G (Gender Equity).
 - (4) Estimated budget impact. None.
 - (5) Student-athlete impact. Consideration of equity in policy decisions provides support for the equitable treatment and experiences of student-athletes consistent with Constitution Article 1-F.

INFORMATIONAL ITEMS.

1. **Welcome, announcements and review of charter and roster.** The chair of the Board of Governors Committee to Promote Cultural Diversity and Equity welcomed committee members

and staff to the videoconference. The committee reviewed the charter, and members were encouraged to submit roster updates and edits to staff.

2. **Review and approval of NCAA Board of Governors Committee to Promote Cultural Diversity and Equity August 18, 2022, videoconference report.** The committee approved its August 18, 2022, videoconference report.
3. **NCAA Student-Athlete Advisory Committees reports.**
 - a. **Division I.** The NCAA Division I Student-Athlete Advisory Committee representative stated that its October meeting discussion focused on the transfer portal, the eligibility model, and the NCAA diversity and inclusion social media campaign. The committee noted that the diversity and inclusion social media campaign is an impactful way to use its platform.
 - b. **Division II.** The NCAA Division II Student-Athlete Advisory Committee representative was unable to attend the meeting.
 - c. **Division III.** The NCAA Division III Student-Athlete Advisory Committee representative shared that the Division III SAAC was meeting the following week and would focus on recommendations for each Division III legislative proposal.
4. **Discuss 2023-24 committee goals.** The chair facilitated an in-depth discussion about committee goals on diverse hiring while also considering the committee's scope of influence and capacity. Staff shared context about the creation of the committee in 2016 after the NCAA Board of Governors reviewed demographics leadership data for intercollegiate athletics and expressed concern about the lack of diversity. The committee requested that staff create an updated version of the goals for review in the February meeting based on committee feedback. The updated version should include a preamble, edits to language as suggested by the committee, clearly stated outcomes, and ways to use existing resources.
5. **NCAA Committee on Women's Athletics and NCAA Minority Opportunities and Interests Committee recommendation for the external gender equity review phase I recommendation 1.8.** Staff shared with the committee that the gender equity impact statement was originally developed in October 2021 by the committee in a collaborative effort with the NCAA Gender Equity Task Force, the NCAA Committee on Women's Athletics, and the NCAA Minority Opportunities and Interests Committee. The committee discussed the value of the definition for "gender equity" from the NCAA Gender Equity Task Force in 1992 and the possibility of developing a contemporary definition for "equity" that considers intersectional identities. The committee discussed and approved the recommendation from the Committee on Women's Athletics and the Minority Opportunities and Interests Committee to request that the divisional committees require an evaluation of equity impact prior to approving legislation and that the NCAA Board of Governors require an evaluation of equity impact prior to

approving any policy action. The committee agreed to forward this recommendation to the divisions and to the NCAA Board of Governors.

6. Feedback on NCAA Committee on Women's Athletics and Minority Opportunities and Interests Committee Focus Areas.

- a. **Senior Minority Administrator referral.** Staff shared that the Minority Opportunities and Interests Committee is engaging with a referral from the Division I Legislative Committee about a legislative proposal for a Senior Minority Administrator designation in athletics departments. The original proposal for the designation came from the NCAA Division I Men's Basketball Oversight Committee. The Minority Opportunities and Interests Committee is forming a working group to study the referral that will begin its work early in 2023. During discussion about the Senior Minority Administrator, the committee inquired about the definition of "minority" for the designation.
- b. **Support for Athletics Diversity and Inclusion Designees.** Staff described the myriad of ways that the NCAA office of inclusion is providing support and education for Athletics and Diversity Inclusion Designees in athletics departments and conference offices. Most recently, the office of inclusion held virtual focus groups with Athletics Diversity and Inclusion Designees to better understand their needs and specific divisional challenges. The office of inclusion has a strategic plan to engage with Athletics Diversity and Inclusion Designees throughout 2023, including special programming at the NCAA Inclusion Forum in April.
- c. **Status of emerging sports for women.** Staff identified the sports currently designated as emerging sports, which include acrobatics and tumbling, equestrian (DI and DII only), rugby, triathlon, and wrestling. Staff explained that stunt is being considered in the divisional legislative cycles and will be voted on at the 2023 NCAA Convention, and that the Committee on Women's Athletics is reviewing a proposal from squash.
- d. **Debrief on the Committee on Women's Athletics discussion on the U.S. Supreme Court's decision in Dobbs v. Jackson Women's Health Organization and potential impact on intercollegiate athletics.** Staff shared that the Committee on Women's Athletics engaged in a discussion about supporting and advocating for healthcare access for student-athletes who may become pregnant, and how institutions may financially support pregnant student-athletes. The discussion also focused on collecting data, such as the number of student-athletes who cite pregnancy or parenting in waiver requests. Staff noted that the Committee on Women's Athletics would collaborate with the NCAA Committee on Competitive Safeguards and Medical Aspects of Sports on efforts pertaining to sexual and reproductive health, including potential implications for student-athletes in some states about access to contraception.

7. Engagement with NCAA Board of Governors Policies.

- a. **NCAA Board of Governors Transgender Student-Athlete Participation Policy.** NCAA staff provided an overview of the Transgender Student-Athlete Participation Policy that was updated by the Board of Governors in January 2021. The committee inquired if the “normative” testosterone level being used for the policy is consistent with and representative of racial and ethnic differences. The NCAA Committee on Competitive Safeguards and Medical Aspects of Sports continues to review the policy as it moves into Phase III and will maintain communication and engagement with the committee about policy implementation.
- b. **NCAA Board of Governors Anti-Discrimination Policy.** The committee received updates from the NCAA office of inclusion staff on creating a document that provides key considerations on how to create an inclusive environment at NCAA championships and events. This document is being developed after the NCAA Board of Governors discontinued the championships host questionnaire. The office of inclusion staff will seek feedback on the document from national office colleagues and membership committees. The intention is to make this document available to the membership once it is complete.

8. 2023 NCAA Inclusion Forum (April 21-23) planning. Staff shared information about the 2023 Inclusion Forum and invited feedback from the committee on session topics.

9. Other business. Staff provided an overview of the office of inclusion’s education sessions during the 2023 NCAA Convention and will send a follow-up email with more details. Session topics include diversity, equity, and inclusion reviews, Title IX, and the Athletics Diversity and Inclusion Designee.

10. Future meeting schedule. February 2023, date to be determined.

11. Adjournment. The videoconference adjourned at 3:58 p.m. Eastern Standard Time.

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

NCAA Board of Governors Committee to Promote Cultural Diversity and Equity November 9, 2022, Videoconference	
Attendees:	
Marco Barker, University of Nebraska-Lincoln.	
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.	
Fayneese Miller, Hamline University.	
Gary Olson, Daemen College.	
Talia Williams, Carleton College.	
Absentees:	
Zachary Brown, University of North Georgia.	
Carlos Vargas-Aburto, Southern Missouri State University.	
Guests in Attendance:	
None.	
NCAA Staff Liaisons in Attendance:	
Felicia Martin, DeeDee Merritt and Amy Wilson.	
Other NCAA Staff Members in Attendance:	
Niya Blair Hackworth, Zandria Conyers, Kina Davis, Gail Dent, Jean Merrill, Gretchen Miron, Stephanie Quigg, Anne Rohlman, Solomon Siskind, Sade' Sleet, and Jared Tidemann.	