



**REPORT OF THE
NCAA MINORITY OPPORTUNITIES AND INTERESTS COMMITTEE
FEBRUARY 14, 2018, TELECONFERENCE**

ACTION ITEMS:

1. Legislative items.

- **Athletics Diversity and Inclusion Designation for member institutions and conferences.**

(1) Recommendation. Sponsor legislation for the 2020 NCAA Convention to amend NCAA Constitution/Bylaw 3.2.4 (schools)/3.3.4 (conferences) under Conditions and Obligations of Membership to specify that all active member institutions and conference offices shall designate an Athletics Diversity and Inclusion Designee to be the primary contact and conduit for diversity and inclusion-related information.

(2) Effective date. August 1, 2020.

(3) Rationale. The designation symbolically and practically represents the Association's recognition of inclusion as a core value. It supports the 2016 NCAA Board of Governors Presidential Pledge and Commitment to Promoting Diversity and Gender Equity in Intercollegiate Athletics. It also is the responsibility of each member institution to establish and maintain an environment that values cultural diversity and gender equity as acknowledged in Constitution 2.2.2 (Cultural Diversity and Gender Equity). While the NCAA national office provides valuable resources and programming to support the membership's efforts toward creating and maintaining inclusive environments, a constant complaint received is that institution and conference personnel are not aware of available resources or opportunities. This proposal seeks to create a network of colleagues who will serve as the conduit for consistent and thorough dissemination of diversity and inclusion-related information between conference offices, campuses, the athletics departments and the NCAA. The proposal suggests that the designation be given to an existing staff member who, at minimum, would be responsible for receiving periodic informational digests and sharing the information with the necessary parties within the athletics department, the campus or conference office. The staff member given the designation may be either internal or external to the athletics department, as determined by the president/chancellor/commissioner or their proxy. Specifically, this recommendation requests that the contact information for the designated staff member be entered on each member's NCAA Sports Sponsorship and Demographics Form.

(4) Estimated budget impact. None. (Would not require hiring an additional staff member).

- (5) Student-athlete impact. This legislation will enhance the student-athlete experience by affirming that diversity and inclusion issues and initiatives are being communicated and considered in a consistent and regular manner.

2. Non-Legislative Items.

- None.

INFORMATIONAL ITEMS:

1. **Welcome and announcements.** The meeting was called to order by Anthony Grant, chair of the NCAA Minority Opportunities and Interests Committee. Grant welcomed members of the committee to the call and recognized the committee members who were joining in either their first or final meeting. Lastly, he acknowledged the passing of David Williams, current MOIC member and former Vanderbilt University director of athletics.
2. **Review mission and duties.** Committee members reviewed the mission and duties of the committee.
3. **September 5-6, 2018, Minority Opportunities and Interests Committee meeting report.** The committee reviewed and approved its September 5-6, 2018, meeting report.
4. **September 5-6, 2010, NCAA Committee on Women's Athletics meeting report.** The committee reviewed the Committee on Women's Athletics September 5-6, 2018, meeting report.
5. **September 6, 2018, CWA/MOIC joint meeting report.** The committee reviewed the CWA and MOIC September 6, 2018, joint meeting report.
6. **Discussion of current issues and impact on intercollegiate athletics.** The committee discussed current national, campus and conference matters related to the mission and duties of the MOIC.
 - a. **Esports.** The committee discussed the popularity and growth of esports while considering challenges of gender equity, violence and sexual exploitation in relation to participation rates and game content. Committee members suggested collaborating with CWA on this issue for continued monitoring and discussion.
 - b. **Campus yearbooks and historical incidents.** The group discussed the challenges campuses are currently facing with queries from the media to access yearbook and photo archives considering recent blackface and racial conflict incidents. It was noted that the

University of Richmond's fully digitized collection of yearbooks could be used as a model of transparency and open access.

- c. **Campus and community engagement.** Committee members shared positive examples of campus stakeholders, including athletics department staff and student-athletes, leading efforts toward awareness, reconciliation and community engagement. Ken Gormley, president of Duquesne University, praised the efforts of his student-athletes and coaches for their service during this year's Martin Luther King, Jr. Day recognition. The committee discussed the importance of empowering and encouraging student-athletes to take leadership roles on campus and within the community.

7. Update on committee initiatives.

- a. **Athletics Diversity and Inclusion Designation legislative proposal.** Members of the ADID Working Group discussed feedback received from the NCAA Division I Strategic Vision and Planning Committee, and the NCAA Division II and Division III Management Councils about the committee's proposal. Members of the working group shared that overall the feedback was positive, stating that the benefits outweighed any negatives, and indicating support for the designee to be implemented in both the athletics department and conference offices. Some points of consideration/clarification highlighted included: the potential impact of a new designation on the department's/conference office's capacity and workload, desire for more information about the designee's responsibilities, and questions about the designation's alignment with the campus chief diversity officer.

Committee members remarked that the raised concerns were addressed in the ADID briefing document and acknowledged that future educational materials would need to be as clear and concise as possible. The committee discussed the designation's connection to the campus chief diversity officer role and underscored that a school could designate the CDO as the ADID, if desired. The committee noted, however, that the designation should not only be considered for a CDO, citing statistics shared by staff that revealed only 438 (39 percent) member schools listed a CDO on their NCAA Sports Sponsorship, Participation and Demographics Form. The working group agreed to develop a brief document with talking points about the ADID proposal that committee members and liaisons can use for education and communication purposes (see Attachment).

- b. **Research initiatives.** Staff provided a brief update on the committee's research initiatives, sharing that the Research Agenda Working Group would have additional information to report at the April 2019 meeting.
- c. **Champion of Diversity and Inclusion.** José Rodriguez provided a review of the nomination process for the Champion of Diversity and Inclusion recognition and announced that the current honoree, Jim Phillips, director of athletics at Northwestern

University, would be profiled on the NCAA website in February. The committee reviewed and approved the nomination process for the next recipient.

8. Updates from NCAA national office staff.

- a. NCAA Board of Governors Committee to Promote Cultural Diversity and Equity goals.** Staff updated MOIC on the NCAA Board of Governors Committee to Promote Cultural Diversity and Equity's goals, reminding the group that the CPCDE was previously an ad-hoc committee created by the NCAA Board of Governors, and which fostered the Presidential Pledge. Now a standing committee, the CPCDE is focusing on efforts to operationalize the Association's commitment to inclusion in the governance structure, guide accountability for diversifying athletics leadership, and advance the Presidential Pledge initiative. The chair acknowledged that MOIC will work to ensure the committee's strategic plan and projects align with CPCDE's priorities moving forward.
- b. Resource for student-athlete voice and expression.** Staff provided an update on the resource the NCAA office of inclusion is developing surrounding student-athlete expression, voice, activism and advocacy.
- c. International student-athletes.** Staff shared an overview about the office of inclusion's work in the international space, which includes programming at the NCAA Inclusion Forum and networking with administrators across the Association to develop strategies to promote, highlight and showcase the experiences of international student-athletes.
- d. 2019 NCAA Inclusion Forum April 26-28 in Atlanta.** Staff reminded the committee about the Inclusion Forum and alerted the group of the Regional Student-Athlete Engagement Program. The program is an initiative that seeks participation of student-athletes that reside within a certain mileage to the city that will host the annual Inclusion Forum.

9. Future meeting dates.

- a.** April 24-25, 2019, Atlanta (in conjunction with the 2019 NCAA Inclusion Forum).
- b.** September 11-12, 2019, Indianapolis.

10. Adjournment. The teleconference was adjourned at 3:49 p.m.

Committee Chair: G. Anthony Grant, Metropolitan State University of Denver
Staff Liaison(s): Sonja Robinson, Office of Inclusion
 Sahar Abdur-Rashid, Championships and Alliances

NCAA Minority Opportunities and Interests Committee February 14, 2019, Teleconference	
Attendees:	
Alisse Ali-Joseph, Northern Arizona University	
Mark Brown, Pace University	
Roy Brown, University of Illinois at Springfield.	
Gerard Bryant, John Jay College of Criminal Justice.	
Soraya Coley, California State Polytechnic University, Pomona.	
Dena Freeman-Patton, California State University, Bakersfield.	
Kenneth Gormley, Duquesne University.	
G. Anthony Grant, Metropolitan State University of Denver.	
Ashley Hodges, Rosemont College.	
John Lewis, Bluefield State University	
José Rodriguez, Cabrini University.	
William Tsutsui, Hendrix College.	
Alisa White, Austin Peay State University.	
Absentees:	
Anthony Francois, John Jay College of Criminal Justice.	
Dylan Gladney, Prairie View A&M University	
Guest in Attendance:	
None.	
NCAA Staff Liaisons in Attendance:	
Sahar Abdur-Rashid and Sonja Robinson.	
Other NCAA Staff Members in Attendance:	
Kina Davis, Gail Dent, Yannick Kluch, Craig Malveaux, Jean Merrill, and Amy Wilson.	

**NCAA Minority Opportunities and Interests Committee
Briefing Document Supporting the Committee's Recommendation
for an Athletics Diversity and Inclusion Designation**

The Minority Opportunities and Interests Committee recommends legislation to mandate the designation of a named contact for diversity and inclusion for each athletics department and conference office. This document provides the context and clarifying information for this recommendation.

Questions & Answers:

1. What is the "Athletics Diversity and Inclusion Designation?"
 - The ADID would be a designation appointed by the chancellor/president or commissioner (or their proxy). At the minimum, the designee will have the responsibility of serving as the department's/office's conduit for information related to national, local and campus-level issues of diversity and inclusion; and supporting the department's/office's promoter of diverse and inclusive practices related to athletics. For example:
 - a) (At the local level) The ADID could share regular data reports reflecting the representation of minorities and women in the athletics department and campus at-large.
 - b) (From a national perspective) The ADID could receive extensive information about the recent "Optimizing the SWA" report and share relevant strategies with campus officials.

2. Who can serve as the ADID? May the designee be outside of the athletics department?
 - As appointed by the chancellor/president or commissioner or their proxy, each campus or conference office is free to determine which staff member will assume this designation.
 - The individual given the designation does not have to be employed within the athletics department but must be an employee of the institution or conference office. For example, a member school may decide to make the institution's Chief Diversity Officer the ADID.

3. What qualifications must the individual have to be named the ADID?
 - The ADID must be an employee of the institution or conference office.
 - Other suggested qualifications are that the individual:
 - a) Have access to student-athletes, coaches, and athletics administrators;
 - b) Have regular meetings and/or regular correspondence with the director of athletics or members of senior staff within the department of athletics; and
 - c) Is cleared to receive reports related to institutional demographics and diversity and inclusion metrics.

4. Would this designation require a new staff member?
 - No, the role of the designee can be an added responsibility to an existing position, similar to a staff member acting as a liaison to a committee.