



**REPORT OF THE
NCAA MINORITY OPPORTUNITIES AND INTERESTS COMMITTEE
FEBRUARY 26, 2020, TELECONFERENCE**

ACTION ITEMS.

- None.

INFORMATIONAL ITEMS.

1. **Welcome and announcements.** Committee Chair José Rodriguez welcomed the committee members and staff, including the following new members: Cheryl Aaron, Carrie Michaels and Micaiah Page.
2. **Review and approve the NCAA Minority Opportunities and Interests Committee September 11-12, 2019, meeting report.** The committee reviewed and approved the report of its September 11-12, 2019, meeting.
3. **Review of NCAA Committee on Women's Athletics September 11-12, 2019, meeting report.** The committee reviewed the CWA September 11-12, 2019, meeting report.
4. **Review of CWA and MOIC September 12, 2019, joint meeting report.** The committee reviewed the CWA and MOIC joint September 11-12, 2019, report.
5. **NCAA Board of Governors Committee to Promote Cultural Diversity and Equity update.** Staff provided an update on the Committee to Promote Cultural Diversity and Equity February 24, teleconference. During the teleconference, 3Fold Group consultants updated CPCDE on a project sponsored by the NCAA office of inclusion. The project is an analysis of the NCAA committee member appointment and training processes relative to the ability to produce diverse and representative committees and produce committee members that feel prepared to begin committee work. Areas of analysis for the project include committee appointment processes, composition requirements and demographics. A report on key findings and possible next steps will be completed in November.
6. **NCAA Gender Equity Task Force update.** Staff provided an update on the NCAA Gender Equity Task Force's February 12, teleconference. During the teleconference, the task force identified as focus areas its recommendations to: 1) 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; and 2) Support the efforts of the NCAA office of inclusion to sponsor a meeting of community thought leaders to discuss significant diversity, equity and inclusion issues.

The task force also reviewed gender equity issues related to the recent direction by the BOG to modernize name, image and likeness and discussed its willingness to assist with the ongoing efforts related to the topic.

- 7. Optimization of the Senior Woman Administrator update.** Staff provided an update on the ongoing initiatives to optimize the senior woman administrator designation. Specifically, staff noted that there are new division-specific resources available on ncaa.org. Further, a working group has been established to develop resources for women of color SWAs. The working group comprises members of CWA, MOIC and the Minority Opportunities Athletics Association.
- 8. 2020 NCAA Convention updates.**

 - a. Athletics Diversity and Inclusion Designation legislative proposal updates and discussion.** All three divisions adopted legislation to establish an athletics diversity and inclusion designation with an August 1, 2020 effective date. The committee discussed next steps to advance the designation throughout the Association, including developing educational resources to assist the membership.
 - b. NCAA and Minority Opportunities and Athletics Association Award for Diversity and Inclusion.** Staff provided an update on the eighth annual NCAA/MOAA Award of Diversity and Inclusion. The University of Oregon was the 2020 award recipient. The following institutions received honorable mentions: The University of Nebraska-Lincoln, Queens University of Charlotte and Loras College.
 - c. NCAA Emerging Sports for Women.** Staff updated the committee on the various 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 proposals to add acrobatics and tumbling and women's wrestling. The Division I Council will vote on the proposals to add acrobatics and tumbling and women's wrestling at its April meeting. Division III also considered, and narrowly defeated, a proposal to add equestrian as an emerging sport. All emerging sport proposals have an August 1, 2020 effective date.
- 9. 2019 social media campaign recap.** The committee received a recap of the 2019 NCAA Diversity and Inclusion Social Media campaign that included data collected and compiled by the NCAA communications department. The campaign reached over 78 million people, which was a 20% increase from the previous year's campaign.

The committee identified ways to continue growing the campaign, including adjusting the length of the campaign and developing and disseminating additional resources to member institutions to assist in the continuation of open dialogue surrounding equity, diversity and inclusion. The committee will review a draft of the 2020 campaign at its April meeting.

- 10. NCAA Champion of Diversity and Inclusion honoree discussion.** The committee received an overview of the Champion of Diversity and Inclusion award, including information about

its purpose and the selection process. The subcommittee will provide additional guidelines for the award at the April meeting.

11. 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. Specifically, the committee discussed the hiring process for female coaches particularly for women's athletics teams and the barriers prospective candidates experience, including the lack of infrastructure to support them and their families.

The committee also discussed ways institutions can leverage existing channels to expand their searches and bring in a diverse pool of applicants. Lastly, the committee discussed ways that they could connect this current issue to the NCAA Presidential Pledge and the athletics diversity and inclusion designation initiatives.

12. Name, image and likeness discussion. Staff provided informational resources related to recent name, image and likeness discussions. The CWA and MOIC will discuss equity, diversity and inclusion factors associated with name, image and likeness at the April joint meeting.

13. NCAA Ethnic Minority Scholarship selection committee. The committee received an overview of the Ethnic Minority Scholarship, including information about its purpose and the selection process. The selection committee will meet in April during the CWA and MOIC committee meetings in Denver.

14. 2020 NCAA Inclusion Forum. Staff informed the committee of the 2020 NCAA Inclusion Forum April 17-19 in Denver.

15. Future meeting dates. The committee reviewed its future meeting schedule.

- a. April 15-16, 2020, teleconference.
- b. September 14-15, 2020, Indianapolis.

Committee Chair: Jose Rodriguez, Cabrini University
Staff Liaisons: Sahar Abdur-Rashid, Championships in Alliances
 Michael Bazemore, Academic and Membership Affairs
 Niya Blair Hackworth, Office of Inclusion

NCAA Minority Opportunities and Interests Committee February 26, 2020, Teleconference
Attendees:
Cheryl Aaron, Wentworth Institute of Technology.
Alisse Ali-Joseph, Northern Arizona University.
Mark Brown, Pace University.
Roy Brown, III, University of Illinois at Springfield.
Soraya Coley, California State Polytechnic University, Pomona.
Marquetta Dickens, College of Saint Elizabeth
Anthony Francois, John Jay College of Criminal Justice.
Dena Freeman-Patton, University of New Orleans.
Tony Gaskew, University of Pittsburgh, Bradford.
Kenneth Gormley, Duquesne University.
Ahleasha McNeal, Lincoln Memorial University.
Carrie Michaels, Shippensburg University.
Chaunte O'Neil, University of Miami.
Micaiah Page, Morehouse College.
José Rodriguez, Cabrini University.
Alisa White, Austin Peay State University.
Absentees:
Khadejah Jackson, University of Oregon.
Guests in Attendance:
None.
NCAA Staff Liaisons in Attendance:
Sahar Abdur-Rashid, Michael Bazemore and Niya Blair Hackworth.
Other NCAA Staff Members in Attendance:
Craig Malveaux, Jean Merrill and Amy Wilson.