



**REPORT OF THE
NCAA MINORITY OPPORTUNITIES AND INTERESTS COMMITTEE
FEBRUARY 25, 2021, VIDEOCONFERENCE**

ACTION ITEMS.

- None.

INFORMATIONAL ITEMS.

1. **Welcome.** The chair of the NCAA Minority Opportunities and Interests Committee welcomed the committee members and staff to the videoconference, including new member Bob Caslen.
2. **Review mission and duties.** Two members read aloud the committee's mission and duties.
3. **Approval of NCAA Minority Opportunities and Interests Committee September 14, 2020, videoconference report.** The committee approved its September 14, 2020, videoconference report.
4. **NCAA Board of Governors Committee to Promote Cultural Diversity and Equity update.** Staff provided an update on the NCAA Board of Governors Committee to Promote Cultural Diversity and Equity's previous videoconferences. The committee recommended that all three divisions review the NCAA Committee Member Appointment Process Analysis Report and consider possible actions that support diverse representation in the governance structure. Per a separate recommendation of the committee, the NCAA Board of Governors reviewed the West Coast Conference's Bill Russell Rule and found it to be a useful strategy to increase diverse leadership. In a statement, the NCAA Board of Governors encouraged the rule's approval and implementation by NCAA schools and conferences, pending compliance with state laws and regulations. The committee also engaged with the Black Athletics Director Alliance and discussed ways to support the group. In addition, it was reported that the Board of Governors approved the committee's recommendation to revise its charter and appoint four new members to CPCDE to increase student-athlete representation.
5. **NCAA Board of Governors Campus Sexual Violence Policy Implementation Task Force update.** Staff provided an update on ongoing efforts to combat campus sexual violence and to educate the membership on the recent amendments to the Sexual Violence Policy. Effective with the 2022-2023 attestation, student-athletes will be required to disclose annually to their school whether their conduct has resulted in an investigation, discipline through a Title IX proceeding or a criminal conviction for sexual, interpersonal or other acts of violence. In addition, schools will need to take reasonable steps to confirm the information provided by student-athletes and to provide it to other member schools if a student-athlete attempts to enroll in a different school. The task force will make recommendations on effective methods to activate and operationalize the new amendments to the Board of Governors during its April meeting.

6. **Student-athlete mental health and well-being survey report.** Staff shared a summary of key findings of the student-athlete mental health and well-being survey report, including indications of racial disparities, as it relates to elevated mental challenges among minorities. The survey also provided insights on student-athletes' experiences regarding barriers to training, COVID-19 impact on family and friends, academic success and more.
7. **Summit on Gender Identity and Student-Athlete Participation.** Staff updated the committee on the next steps following the Summit on Gender Identity and Student-Athlete Participation. The NCAA Sport Science Institute and the office of inclusion are working with external consultants to develop a framework of consensus that may yield recommendations to the Board of Governors. A narrative review on competitive equity, inclusion and mental health has commenced to ensure that up-to-date and evidence-based research informs future considerations of the Board of Governors.
8. **Senior minority administrator role.** The committee engaged with NCAA enforcement staff and Southland Conference Deputy Commissioner John Williams, who shared a concept from the NCAA Men's Basketball Oversight Committee for a senior minority administrator role within athletics departments that would mirror the senior woman administrator, as well as complement the Athletics Diversity and Inclusion Designation. This designation would aim to address the growing disparity among ethnic minorities in key leadership positions within the Association as well as enhance diverse representation on campus to better reflect and better serve increasingly diverse student-athlete populations.

The committee provided positive feedback and invited the group to further engage on the role at its April meeting.

9. **Division Manual Inclusive Language.** Staff informed the committee of its plans to update the 2021-2022 NCAA Manuals with inclusive language to align with goals of the NCAA Eight Point Plan to Advance Racial Justice. The committee supported this action.

10. 2021 NCAA Convention and national office updates.

- a. **NCAA Convention.** Staff informed the committee on the educational sessions produced or supported by the office of inclusion during the 2021 NCAA Convention. These programs centered around racial justice conversations, student-athlete activism and student-athlete mental health, as well as the inaugural Division III LGBTQ OneTeam Recognition Awards. The program recordings are available on ncaa.org. The committee suggested partnering with the office of inclusion and CPCDE to provide similar training (unconscious bias) required for those serving on NCAA committees.
- b. **Award for Diversity and Inclusion.** Staff shared that the 2021 NCAA/MOAA Diversity and Inclusion Award winner was Towson University and debriefed members on the implemented initiatives, policies and best practices which awarded Towson this honor.

- c. **National office racial justice efforts.** Staff shared updates on the elevated efforts and focus on racial justice. As part of these efforts, the office of inclusion is providing educational programs and trainings, developing resources to support student-athlete activism, and launching a webpage designated to this topic in the spring. Internal efforts include programing for the national office staff, collaborations with the NCAA's employee engagement groups, development of unconscious bias training and a resource on inclusive language.

11. Athletics Diversity and Inclusion Designee updates. MOIC chair provided updates on recent initiatives from the office of inclusion, including the status of a newly created resource for ADIDs. This resource will be disseminated in the spring and will highlight information on the role's description and functions. Further, plans for ADIDs-specific content will be presented at the 2021 NCAA Inclusion Forum, and the office of inclusion will collaborate with the NCAA research staff to produce a survey that will evaluate and identify additional ADID needs.

12. NCAA Champion of Diversity and Inclusion. The MOIC chair updated the committee on the 2020 NCAA Champions of Diversity honorees/recipients. The honor was created in 2015 by MOIC and the office of inclusion to recognize those who have demonstrated a commitment to advocating for and advancing others in inclusive efforts around athletics. In past years, one individual was honored quarterly. However, with the social injustice and inequities seen throughout 2020, the MOIC and office of inclusion chose to honor multiple people across five categories: chancellor/president, commissioner, athletics director, community supporter and head coach. Individuals were nominated based on how they are influencers in promoting diversity and inclusion; how they are assisting in diversifying pipeline opportunities in their senior or influential position; how they are providing support to underrepresented populations; and their consistency in supporting diversity and inclusion initiatives.

The honorees are as follows:

- Tommy Amaker, head men's basketball coach, Harvard
- Jen Fry, community supporter, JenFryTalks.
- Allen Greene, athletics director, Auburn University
- Jackie McWilliams, commissioner, Central Intercollegiate Athletic Association
- John Nicklow, president, University of New Orleans

13. 2020 NCAA Diversity and Inclusion Social Media Campaign recap. The committee received a recap of the 2020 NCAA Diversity and Inclusion Social Media campaign that included data collected and compiled by the NCAA communications department. The

campaign reached over 168 million people, which was an 115% increase in reach from the previous year's campaign.

14. Discussion on joint NCAA Committee on Women's Athletics and MOIC subcommittees.

The committee continued its discussion on the prospect of creating a new joint subcommittee focused on social justice and supported the proposed charge and structure for the group. MOIC and the NCAA Committee on Women's Athletics will finalize plans for the subcommittee at its joint meeting in April.

15. 2021 NCAA Inclusion Forum.

- June 2-4, 2021, virtual.

16. Future meeting dates.

- Tuesday, April 20, 2021, videoconference.
- Thursday, April 22, 2021, joint videoconference with CWA.

Committee Chair: Dena Freeman-Patton, University of New Orleans
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 25, 2021, Videoconference	
Attendees:	
Cheryl Aaron, Wentworth Institute of Technology.	
Alisse Ali-Joseph, Northern Arizona University.	
Mark Brown, Pace University.	
Roy Brown, III, Illinois at Springfield.	
Robert Caslen, University of South Carolina.	
Marquette Dickens, William Peace University	
Dena Freeman-Patton, University of New Orleans.	
Alexis Garrett, Troy University.	
Tony Gaskew, University of Pittsburgh, Bradford.	
Kenneth Gormley, Duquesne University.	
Chaunte O'Neal, University of Miami.	
Ahleasha McNeal, Lincoln Memorial University.	
Stuart Robinson, New York University.	
Harry Stinson, Lincoln (Pa.) University.	
Dwight Watson, University of Wisconsin-Whitewater.	
Absentees:	
Christine Mayorga, Montclair State University.	
Micaiah Page, Morehouse College.	
Dwaun Warmack, Claflin University.	
Guests in Attendance:	
John Williams, Southland Conference.	
NCAA Staff Liaisons in Attendance:	
Sahar Abdur-Rashid, Michael Bazemore and Niya Blair Hackworth.	
Other NCAA Staff Members in Attendance:	
Lydia Bell, Jackie Campbell, Kina Davis, Gail Dent, Abigail Edwards, Kenneth Huber, Craig Malveaux, Jeremy McCool, Jean Merrill, Shay Wallach, Amy Wilson and Karen Wolf.	