



**REPORT OF THE
NCAA MINORITY OPPORTUNITIES AND INTERESTS COMMITTEE
FEBRUARY 14, 2024, VIDEOCONFERENCE**

ACTION ITEMS.

- **None.**

INFORMATIONAL ITEMS.

1. **Welcome and announcements and review of committee mission and duties.** The acting chair of the Minority Opportunities and Interests Committee welcomed the group, including new committee members Adam Hutchinson, director of athletics at Earlham College; and Holly Sheilly, vice president and director of athletics and Transylvania University. After announcements, the committee reviewed its mission and duties.
2. **Review and approval of September 18, 2023, report.** The committee approved its September 18, 2023, report.
3. **Chair and vice chair selections.** Nominations were requested for the chair and vice chair positions, after which committee members submitted their votes via electronic ballot. During other business, the committee formally welcomed Adam Hutchinson, director of athletics at Earlham College, as its next chair; and Femi Alao, assistant director of athletics and senior woman administrator at Roberts Wesleyan University, as its next vice chair, effective immediately.
4. **NCAA Student-Athlete Advisory Committee divisional updates.**
 - a. **Division I.** The Division I SAAC representative was not present to provide an update.
 - b. **Division II.** The Division II SAAC representative updated the committee on its communication efforts. Division II SAAC met its goal of having at least 1,000 followers on its Instagram page. The platform is used to emphasize Division II SAAC's goal for this academic year: (1) empower; (2) empathize; and (3) enhance. It was noted that Division II SAAC members are preparing education guides to provide campus and conference offices with sound practices on how to utilize SAAC effectively. The guides will be released in the spring.
 - c. **Division III.** The Division III SAAC representative was not present to provide an update.
5. **Athletics Diversity and Inclusion Designee (ADID) engagement.**
 - a. **Spring activations.** Staff shared plans for ADID engagement for the spring, including a recap of the February 2024, division-specific Community Connections calls which focused on providing resources to ADIDs and discussing division specific topics. The next Community Connections call will be in May 2024. Staff also introduced a partnership with the National Conference on Race and Ethnicity (NCORE) that will provide 500 ADIDS with

free access to NCORE's virtual education sessions on DEIB topics. Staff is developing additional educational modules through LMS that should launch in fall 2024.

- b. ADID Summit.** Staff discussed the second annual ADID Summit which will take place on April 23, prior to the Inclusion Forum. The program is open to 150 ADIDs, which is an increase from 100 ADIDs at the 2023 ADID Summit. Attendees of the ADID Summit will participate in LGBTQ+ or anti-racism trainings and engage in sessions on leadership, strategic planning, and unconscious bias.
6. **2023 Diversity and Inclusion Social Media Campaign update.** The committee received an update on the 2023 NCAA/MOIC/SAAC Diversity and Inclusion Social Media Campaign analytic results. Social skins/stickers were created to increase campus engagement and utilized student-athlete voices to encourage engagement. The committee also discussed and provided feedback on ideas for the 2024 campaign.
7. **NCAA Transgender Student-Athlete Participation Policy.** Staff provided an update about a presentation to the Board of Governors during its January meeting on the landscape of state and federal laws and the application of the Transgender Student-Athlete Participation Policy. It was noted that the board will continue its discussions on the policy during its April meeting. Holly Sheilly volunteered to serve as MOIC's representative joining representatives from the Committee on Women's Athletics and the Board of Governors Committee to Promote Cultural Diversity and Equity (CPCDE) to provide input and feedback from a diversity, equity, inclusion and belonging lens to CSMAS and the CSMAS Transgender Student-Athlete Participation (TSAP) Subcommittee. Further, NCAA staff noted that members have access to Lane Changers, a virtual educational resource on this topic.
8. **Discussion and update on new NCAA championship media rights agreement with ESPN.** The committee received an update on the January 4 [announcement](#) regarding the agreement between ESPN and the NCAA on a new, eight-year media rights contract. Staff noted that the agreement provides increased coverage for the Divisions II and III women's volleyball, men's and women's basketball, and football championships.
9. **Senior Minority Administrator Working Group update.** The acting chair provided an update on the Senior Minority Administrator exploratory working group and solicited questions from the committee for the working group to consider. It was noted that the working group has four additional meetings scheduled and plans to provide a recommendation during the May meeting.
10. **Update on Association-wide committee review.** The committee received an update from a working group charged with reviewing the current structure, function, and effectiveness of the four NCAA DEI bodies. The representative group, which includes MOIC members, was appointed in January to undertake the charge from the NCAA Board of Governors for

all Association-wide committees to determine their relevance and review whether changes are necessary to better align their work with the requirements outlined in the [new NCAA Constitution](#). The working group has met twice and is working through questions the Board of Governors provided to guide the review. The group also met with representatives from the Association-wide Committee on Competitive Safeguards and Medical Aspects of Sports to better understand that committee's structure to determine whether aspects of that model could be applied to the DEI committees as well. The working group will reconvene in early March to begin considering potential models and ultimately will share final recommendations with the four DEI committees at a joint meeting later in March.

11. **Champions of Diversity and Inclusion update.** Staff provided an update on MOIC Champions of Diversity and Inclusion. Six honorees were selected as 2024 MOIC Champions of Diversity and Inclusion. Three spring honorees will be announced in March and three summer honorees will be announced in May.
12. **NCAA Woman of the Year Selection Committee.** The committee identified a representative from Divisions I and III to serve on the NCAA Woman of the Year Selection Committee. Amanda Braun volunteered to represent Division I and Alexis Watson volunteered to represent Division III. Staff will send correspondence to MOIC to solicit a representative for Division II.
13. **2024 NCAA Convention recap.** Staff provided a recap of the 2024 NCAA convention.
 - a. **Educational session.** The NCAA office of inclusion hosted an educational session during the 2024 Convention, "The Evolution of DEIB: Strategic Shifts and New Approaches." The session was well-attended and allowed attendees to discuss the new landscape in DEIB efforts and how the ADID can assist on campus. A similar session will be offered during the 2024 NCAA Inclusion Forum .
 - b. **Award for Diversity and Inclusion.** The University of Notre Dame was recognized as the 2024 Award for Diversity and Inclusion winner at the NCAA Convention Welcome and Awards Presentation. Pennsylvania State Athletic Conference, Kansas University and Widener University were recognized as honorable mentions. Beginning next year, a winner of the Award for Diversity and Inclusion will be chosen from each division.
14. **Current issues and impact on intercollegiate athletics discussion.** The committee discussed state legislative bans on diversity, equity and inclusion and state bans on transgender student-athlete participation. The committee expressed concerns on how these state laws could impact the membership and efforts by institutions to recruit a diverse staff.
15. **Other business.** The committee welcomed the new chair and vice chair of the committee. [See Information Item No. 3]

a. **NCAA Inclusion Forum**, April 24-26, Indianapolis, Indiana.

b. **Future meeting schedule.**

(1) May 16, 2024 (Noon to 2 p.m. Eastern time); videoconference.

(2) May 22, 2024 (1 to 3 p.m. Eastern time); Joint videoconference with the NCAA Committee on Women's Athletics.

(3) September 26-27, 2024 (Time to be determined); Joint meeting with the NCAA Committee on Women's Athletics; Indianapolis, Indiana.

a. **Adjournment.** The meeting adjourned at 1:35 p.m. Eastern time.

Committee Vice Chair: Marshall Fey, Mid-America Intercollegiate Athletics Association

Staff Liaisons: Niya Blair Hackworth, Office of Inclusion.

Dee Kennedy, Enforcement.

Sadé Sleet, Office of Inclusion.

NCAA Minority Opportunities and Interests Committee February 14, 2024, Videoconference	
Attendees:	
Femi Alao, Roberts Wesleyan University.	
Amanda Braun, University of Wisconsin, Milwaukee.	
Hamilton Cook, Metro Atlantic Athletic Conference.	
Marshall Fey, Mid-America Intercollegiate Athletics Association.	
Lonnie Folks, Maryville University of St. Louis.	
Lisa Freeman, Northern Illinois University.	
Adam Hutchinson, Earlham College.	
Shani Idlette, Clark Atlanta University.	
William Kelly, U.S. Coast Guard Academy.	
Tommye Robinson, University of Arkansas, Fort Smith.	
Holly Sheilly, Transylvania University.	
Christian Spears, Marshall University.	
Zulma Toro, Central Connecticut State University.	
Alexis Watson, McDaniel College.	
Absentees:	

Jason Johnson Jr., Alabama A&M University.
Myora Slaughter, Rosemont College.
Dwaun Warmack, Claflin University.
NCAA Staff Liaisons in Attendance:
Niya Blair Hackworth, Dee Kennedy and Sadé Sleet.
Other NCAA Staff Members in Attendance for Portions of the Meeting:
Gail Dent, Ash Lokhande, Gretchen Miron, Jean Merrill, Stephanie Quigg, Amy Wilson and Donovan Wilson.