



**REPORT OF THE  
NCAA MINORITY OPPORTUNITIES AND INTERESTS COMMITTEE AND  
COMMITTEE ON WOMEN'S ATHLETICS  
MAY 15, 2023, JOINT VIDEOCONFERENCE**

**ACTION ITEMS.**

- None.

**INFORMATIONAL ITEMS.**

1. **Welcome and announcements.** Committee on Women's Athletics Chair Ragean Hill welcomed members from both committees and previewed key agenda items.
2. **Review of previous joint report.** The committee agreed to conduct an electronic vote following the videoconference to approve the October 20, 2022, joint videoconference report because there was not a quorum of committee members present at the time this item was considered.
3. **Discussion items from recent meetings.** Representatives from both committees provided key takeaways from the Minority Opportunities and Interests Committee's May 9 videoconference and the Committee on Women's Athletics' May 12 videoconference.
  - a. **Minority Opportunities and Interests Committee.** The MOIC elected a new chair (Stuart Robinson, assistant vice president and director of athletics at New York University) and vice chair (Marshall Fey, assistant commissioner at the Mid-America Intercollegiate Athletics Association) for 2023-24; reviewed and approved the 2023 Diversity and Inclusion social media campaign that will be conducted October 17-19, which will focus on ways to foster belonging and inclusive excellence; reviewed the individuals selected to be recognized as 2023 NCAA Champions of Diversity and Inclusion; and discussed the successful inaugural summit for Athletics Diversity and Inclusion Designees (ADID) held in conjunction with the 2023 NCAA Inclusion Forum.
  - b. **Committee on Women's Athletics.** The CWA conducted its annual review of emerging sports for women based on information provided by each sport's governing body; reviewed the process for an emerging sport to transition to a National Collegiate Championship sport; discussed areas for its newly created subcommittee to examine the Emerging Sports for Women Process Guide; referred a request from the Equal Distance Team regarding equal race distances for men's and women's cross country to the relevant sport and health and safety committees; received updates on the 2023 NCAA Woman of the Year award application process; received updates on issues related to Title IX and the Office for Civil Rights; and agreed not to recommend that the application for squash as an emerging sport be accepted at this time.
4. **Developments related to the NCAA transgender student-athlete participation policy.**

- a. **Phase Two status and next steps for the Committee on Competitive Safeguards and Medical Aspects of Sports and the Sport Science Institute.** Staff from the Sport Science Institute updated the committees on the policy update from the NCAA Board of Governors in 2022, which included: (1) Re-establishing that all athletes had to continue meeting the original NCAA policy approved in 2010; (2) Added sport-specific eligibility requirements established by national and international governing bodies (or in lieu of either, the 2015 IOC policy); and (3) A phased implementation approach (Phase 1 for 2022 winter and spring championships, Phase 2 for the 2022-23 academic year, and Phase 3 for the 2023-24 academic year). The Board of Governors subsequently approved extending Phase 2 through the 2023-24 academic year and thus delay implementation of Phase 3 in 2024-25 to focus on the various logistics required. The Committee on Competitive Safeguards and Medical Aspects of Sports will resume its discussion of Phase 3 implementation during its meeting in June. More information on the policy can be found [here](#).
- b. **Evolving legislative landscape related to transgender student-athlete participation.** Staff updated the committees on the current legislative landscape, noting that 21 states have enacted laws limiting or prohibiting a transgender athlete's ability to participate in sports. Only one state (California) has enacted legislation that would explicitly allow a transgender athlete to participate in sports that align with their gender identity. Also of note, 22 states and the federal government have introduced legislation that would limit or prohibit a transgender athlete's ability to participate specifically in college sports.

The committees also were apprised that in April, the Office for Civil Rights released its [notice of proposed rulemaking on athletics eligibility under Title IX](#), which offers guidance on how the office wishes to interpret transgender student-athlete participation in athletics under Title IX. The notice clarifies that Title IX prohibits discrimination against transgender students in school sports and prohibits categorical bans of transgender athletes from playing on the team of their gender identity. Prohibiting categorical bans would apply at the college and university level. Any criteria for excluding transgender athletes needs to be sport-specific and would also be specific to the level of competition, grade or educational level.

## 5. Relevant governance developments update.

- a. **Division I Strategic Vision and Planning Committee.** Staff noted that all the recommendations from the Division I Transformation Committee that affect diversity, equity, inclusion and belonging have been referred to the Division I Strategic Vision and Planning Committee (SVPC), which reports directly to the Division I Council. The SVPC created the DEIB Education subgroup to manage these areas, and the MOIC and CWA both have representation on this subgroup. Among

the issues garnering immediate attention from the subgroup is the Transformation Committee's recommendation that "a Division I athletics department must employ at least one full-time staff member, with appropriate training, whose primary focus is on diversity, equity inclusion and belonging." The subgroup is currently considering whether the existing ADID could be enhanced or modified to satisfy that recommendation, rather than creating an entirely new position. The subgroup is anticipating a formal recommendation in August .

- b. Board of Governors review of Association-wide committees.** Staff also updated the committees on the process the Board of Governors is undergoing to examine the function and duties of the nine Association-wide committees in the governance structure to determine streamlining and efficiency opportunities where appropriate. This review evolved from the adoption of the new NCAA Constitution All Association-wide committees will engage in this review and it will be an agenda item at the fall CWA and MOIC meetings.
- 6. Gender equity review update.** Staff updated the committees on the internal process underway for ensuring equitable practices and operations across NCAA championships consistent with recommendation 1.8. The update also included information on the audit being conducted by a third party to ensure that the actions implemented since the gender equity report have helped achieve gender equity within the NCAA Championships program.
- 7. Sports media update.** The committees received a presentation on the current sports media landscape.
- 8. Status update and discussion on the equity analysis process referral.** Staff updated the committees on the Board of Governors referral of a recommendation regarding the evaluation of equity impact prior to the board approving any policy back to the Committee to Promote Culture Diversity and Equity for the development of a process for implementation. In addition, staff noted that the divisional councils referred the evaluation of equity impact prior to a division adopting legislation back to the committees for the development of a process for implementation. Staff further noted that a definition of equity will be discussed and developed by the committees and the Board of Governors Committee to Promote Culture Diversity and Equity and the NCAA Gender Equity Task Force as a foundation to building these processes.
- 9. NCAA Student-Athlete Advisory Committee updates.** The committees did not receive updates from the divisional Student-Athlete Advisory Committee members as they were not available to attend the videoconference.
- 10. Social Justice Working Group update.** The committees were informed that the working group will reconvene to finalize the definition of social justice and develop a timeline moving forward.

11. **2023 NCAA Inclusion Forum recap.** Staff noted that the 2023 NCAA Inclusion Forum was a tremendous success, and that initial feedback from attendees has been overwhelmingly positive. Staff invited committee members to share feedback and ideas for future years on ways that programming can be improved to best serve the membership.
12. **Other business.**
  - **Division I Holistic student-athlete benefits model update.** Staff updated the committee on the internal process underway to develop an attestation resource for Division I institutions and conferences to use given the Board of Directors' recent adoption of the holistic student-athlete benefits model. The draft resource is expected to be available for review during the committees' fall meetings.
13. **Future meetings.** The next joint meeting will be in the fall on a date to be determined.
14. **Adjournment.** The meeting adjourned at 3:01 p.m. Eastern time.

*Committee Chairs:* CWA: Ragean Hill, University of North Carolina at Charlotte.  
MOIC: Stuart Robinson, New York University.

*Staff Liaisons (CWA):* Maison Hubbard, Academic and Membership Affairs.  
Micaela Liddane, Championships and Alliances.  
Ashlesha Lokhande, Office of Inclusion.  
Gretchen Miron, Office of Inclusion.

*Staff Liaisons (MOIC):* Niya Blair Hackworth, Office of Inclusion.  
Dee Kennedy, Enforcement  
Sadé Sleet, Office of Inclusion

NCAA Minority Opportunities and Interests Committee and Committee on Women's Athletics May 15, 2023, Joint Videoconference	
<b>Attendees:</b>	
Femi Alao, Roberts Wesleyan University.	
Greg Bamberger, Fairmont State University.	
Renee Bostic, State University of New York at New Paltz.	
Marshall Fey, Mid-America Intercollegiate Athletics Association.	
Tony Gaskew, University of Pittsburgh, Bradford.	
Ragean Hill, University of North Carolina at Charlotte.	

Shani Idlette, Clark Atlanta University.
Marybeth Lamb, Bridgewater State University.
Monica M. Lebron, University of Tennessee, Knoxville.
Katherine Loh, Florida Southern College.
Ahleasha McNeil, Lincoln Memorial University.
Miriam Merrill, Pomona-Pitzer Colleges.
Kellianne Milliner, West Chester University of Pennsylvania.
Chaunte O'Neil, University of Miami (Florida).
Maya Riddlesprigger, California State University, Fullerton.
Chuck Sack, Neumann University.
Marion Terenzio, State University of New York at Cobleskill.
Zulma Toro, Central Connecticut State University.
<b>Absentees:</b>
Cheryl Aaron, Wentworth Institute of Technology.
Laura Amaya, Roberts Wesleyan University.
Gabby Elliott, Denison University.
Lonnie Folks, Maryville University of St. Louis.
Lisa Freeman, Northern Illinois University.
Donna Price Henry, University of Virginia's College at Wise.
William Kelly, U.S. Coast Guard Academy.
Miguel Martinez-Saenz, St. Francis College Brooklyn.
LaWanda Miller, Fayetteville State University.
Robert Nelson, California State University, Sacramento.
Stuart Robinson, New York University.
Renie Shields, Saint Joseph's University.
Myora Slaughter, Rosemont College.
<b>Guests in Attendance:</b>
Jared Edelson, Endeavor.
Eddie Llano, Endeavor.
Hillary Mandel, Endeavor.
Nicholas Warke, Endeavor.
<b>NCAA Staff Liaisons in Attendance:</b>
Niya Blair Hackworth, Maison Hubbard, Dee Kennedy, Micaela Liddane, Ashlesha Lokhande, Gretchen Miron and Sadé Sleet.
<b>Other NCAA Staff Members in Attendance for Portions of the Meeting:</b>
Gary Brown, Kina Davis, Dan Gavitt, Julie Kimmons, Chelena Meadows, Jean Merrill, Stephanie Quigg, Anne Rohlman, Shay Wallach and Amy Wilson.