



**REPORT OF THE  
NCAA MINORITY OPPORTUNITIES AND INTERESTS COMMITTEE  
MAY 16, 2024, VIDEOCONFERENCE**

**ACTION ITEMS.**

- None.

**INFORMATIONAL ITEMS.**

1. **Welcome, announcements and review of mission and duties.** The vice chair of the Minority Opportunities and Interests Committee welcomed the group, including new members Karla Meija, head athletic trainer at New Jersey City University; Ashlee Williams, director of diversity and inclusion for athletics, deputy Title IX coordinator for athletics, and athletics academic support coordinator at Eastern University; and Oliver Williams, student-athlete at Westfield State University representing the Division III Student-Athlete Advisory Committee. After announcements, the committee reviewed its mission and duties.
2. **Review and approve the NCAA Minority Opportunities and Interests Committee February 14, 2024, videoconference report.** The committee approved the February 14, videoconference report.
3. **Athletics Diversity and Inclusion Designee (ADID) engagement.**
  - a. **ADID Summit recap.** NCAA staff updated the committee on the ADID Summit that was held in conjunction with the annual NCAA Inclusion Forum in April. There was an increase in attendance this year and feedback from the attendees indicated that the educational sessions, workshops and networking opportunities were relevant and helpful.
  - b. **Diversity, Equity and Inclusion (DEI) Modules.** Staff updated the committee on efforts underway to develop two education modules that will be available in the fall 2024 through the NCAA learning portal for athletics diversity and inclusion designees (ADIDs). These modules will assist in providing foundational diversity, equity, inclusion and belonging education. While the modules will be for ADIDs within all three divisions, the modules will support the new Division I legislation, effective in August 2025. The legislation requires member schools to appoint a senior-level administrator with appropriate training as an athletics diversity and inclusion designee. The modules will emphasize the training component and provide users with tools to foster an inclusive and welcoming environment on their campuses. A total of four to six modules are expected to be completed by the fall 2025.
4. **NCAA Student-Athlete Advisory Committee updates.**
  - a. **Division I.** The Division I SAAC representative was not present to provide an update.

- b. **Division II.** The Division II SAAC representative provided an update on the completion of its Division II campus SAAC guide, which provides best practices for campuses on engaging SAAC. The Division II conference SAAC guide will be complete in the coming weeks. The representative promoted the DII University modules on the NCAA learning portal and noted Division II SAAC's commitment to supporting the 2024 Diversity and Inclusion Social Media Campaign to increase student-athlete engagement.
  - c. **Division III.** The Division III SAAC representative provided an update on Division III SAAC's April meeting where representatives were engaged in discussions related to current transfer legislation, student-athletes as institutional employees, sports betting and efforts student-athletes can engage in to influence congressional opinions on issues related to student-athletes.
5. **2024 Diversity and Inclusion Social Media Campaign themes and dates.** The committee reviewed and approved the 2024 campaign dates and themes, which will be conducted October 15-17. This themes for the 2024 social media campaign are as follows: (1) Who am I – identifying an aspect of an individual's identity that makes them who they are, how they provide leadership in the team environment and how they see the world; (2) Leveling the Playing Field – discussing what's being done on campus to recognize and value minoritized student-athletes, coaches, and administrators; and (3) The 1% Rule – action steps on how participants can be one-percent better with their individual and collective DEIB efforts going forward.
6. **Senior Minority Administrator (SMA) Working Group update.** The SMA Exploratory Working Group chair and staff provided an overview to the committee on the history of the SMA proposal and why the working group was established. The chair summarized the working group's February and March meetings, noting that the group's charge was to explore the feasibility of the SMA designation and make a recommendation to MOIC at its May 2024 meeting. After extensive discussion and review of data and research, along with presentations from constituents and stakeholders, the exploratory working group arrived at the following recommendation for MOIC to consider:
- a. Create a resource for the NCAA membership detailing the value and importance of diverse representation within leadership roles in intercollegiate athletics (highlighting relevant leadership development programs, relevant research, and other initiatives/programs related to diverse hiring from the office of inclusion). The resource should be actively shared with the NCAA membership at the NCAA Convention, Inclusion Forum, and other platforms that target athletics directors and presidents/chancellors.
  - b. Obtain feedback from the Division I membership regarding the senior minority administrator concept/proposal, including the relevance, need, name, etc., of the SMA.

- c. Pause moving forward with the SMA designation with Division I until the previously noted actions have been completed.
- d. Make recommendations to Divisions II and III based on direction moving forward with Division I and consider the unique differences that Divisions II and III will face if the SMA designation is implemented.

The committee supported the recommendation and acknowledged the working group's efforts to reach this recommendation.

7. **Award for Diversity and Inclusion new process.** The committee noted the new process for selecting the 2025 NCAA Award for Diversity and Inclusion recipients honoring three recipients, one representing each division, rather than the current process of selecting one overall recipient. The new process will begin in the 2024-25 academic year, and recipients will be recognized at the 2025 NCAA Convention.
8. **2024 MOIC Champions of Diversity and Inclusion Honorees.** Staff informed the committee of the three individuals who were selected for their work in supporting ethnic minorities and other underrepresented populations in athletics. Those recipients will be officially recognized with a release on the NCAA website in May.
9. **Current issues and impact on intercollegiate athletics discussion.** The committee discussed current issues that may have an impact on intercollegiate athletics, particularly as it relates to the impacts on diversity and inclusion. The discussion focused primarily on the new ADID requirements in Division I and whether similar legislation would be beneficial for Divisions II and III. The committee agreed that the Divisions II and III leadership councils should be asked to provide feedback regarding the potential benefits and challenges of adopting such a proposal before moving forward. Staff also updated the committee on trends regarding international student-athletes and adaptive sport student-athletes, highlighting initiatives in 2024 related to the NCAA's partnership with the United States Olympic and Paralympic Committee.
10. **Other business.** The committee formally recognized the contributions from outgoing members, Marshall Fey, Lonnie Folks, Jason Johnson Jr. and Dwaun Warmack, who are completing their terms on the committee.
11. **Future meetings.** The committee will meet jointly with the NCAA Committee on Women's Athletics on Wednesday, May 22, from 1 to 3 p.m. Eastern Time. The committee will meet in-person September 26-27, 2024, at the NCAA national office.
12. **Adjournment.** The meeting adjourned at 1:52 p.m. Eastern time.

Report of the NCAA Minority Opportunities and Interests Committee

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*Committee Chair:* Adam Hutchinson, Earlham College.  
*Staff Liaisons:* Niya Blair Hackworth, Office of Inclusion.  
Dee Kennedy, Enforcement.  
Sadé Sleet, Office of Inclusion.

NCAA Minority Opportunities and Interests Committee May 16, 2024, Videoconference	
<b>Attendees:</b>	
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.	
Karla Meija, New Jersey City University.	
Tommye Robinson, University of Arkansas, Fort Smith.	
Christian Spears, Marshall University.	
Zulma Toro, Central Connecticut State University.	
Ashlee Williams, Eastern University.	
Oliver Williams, Westfield State University.	
<b>Absentees:</b>	
Adam Hutchinson, Earlham College.	
Jason Johnson Jr., Alabama A&M University.	
William Kelly, Christopher Newport University.	
Holly Sheilley, Transylvania University.	
Myora Slaughter, Rosemont College.	
Dwaun Warmack, Claflin University.	
<b>NCAA Staff Liaisons in Attendance:</b>	
Niya Blair Hackworth, Dee Kennedy and Sadé Sleet.	
<b>Other NCAA Staff Members in Attendance for Portions of the Meeting:</b>	
Debbie Brown, Gary Brown, Gail Dent, Maritza Jones, Ashlesha Lokhande, Louise McCleary, Gretchen Miron, Stephanie Quigg, Amy Wilson and Donovan Wilson.	