



REPORT OF THE
NCAA MINORITY OPPORTUNITIES AND INTERESTS COMMITTEE AND
COMMITTEE ON WOMEN'S ATHLETICS
OCTOBER 20, 2022, JOINT VIDEOCONFERENCE

KEY ITEMS.

- **Operationalizing Equity Impact Statement.** The NCAA Minority Opportunities and Interests Committee and NCAA Committee on Women's Athletics approved recommendations to request that the divisional committees require an evaluation of equity impact prior to approving legislation and that the NCAA Board of Governors adopt a policy to require an evaluation of equity impact prior to it approving any policy action. The committees agreed to forward this recommendation to the divisions, and to the NCAA Board of Governors Committee to Promote Cultural Diversity and Equity for review and consideration at its November 9, videoconference.
- **NCAA Ethnic Minority and Women's Enhancement Scholarship Working Group.** The committees approved the establishment of a working group to review applications for the NCAA Ethnic Minority and Women's Enhancement Scholarship. Previously, the committees reviewed these applications. The working group will consist of one Athletics Diversity and Inclusion Designee from each division and the chairs from the Minority Opportunities and Interest Committee and the Committee on Women's Athletics. The committees also elected two chairs.

ACTION ITEMS.

1. Legislative Items.

- None.

2. Nonlegislative Items.

- **Divisions I, II and III – Operationalizing Equity Impact Statement – Legislative Proposals.**
 - (1) Recommendation. That the divisional governance bodies adopt a policy to require a review of the equity impact of a proposal prior to approving legislation.
 - (2) Effective date. Immediate.
 - (3) Rationale. This action contributes to systemic change that prioritizes equity across the Association. This action aligns with NCAA Constitution Articles 1- F (Diversity, Equity, and Inclusion) and 1-G (Gender Equity).
 - (4) Estimated budget impact. None.

- (5) Student-athlete impact. Consideration of equity in legislative decisions provides support for the equitable treatment and experiences of student-athletes consistent with Constitution Article 1 F.
- **Board of Governors – Operationalizing Equity Impact Statement – Policy Proposals.**
- (6) Recommendation. That the Board of Governors adopt a policy to require a review of the equity impact prior to approving policy changes.
- (7) Effective date. Immediate.
- (8) Rationale. This action contributes to systemic change that prioritizes equity across the Association. This action aligns with NCAA Constitution Articles 1- F (Diversity, Equity, and Inclusion) and 1-G (Gender Equity).
- (9) Estimated budget impact. None.
- (10) Student-athlete impact. Consideration of equity in policy decisions provides support for the equitable treatment and experiences of student-athletes consistent with Constitution Article 1-F.

INFORMATIONAL ITEMS.

1. **Welcome and review of roster.** The chairs of the NCAA Minority Opportunities and Interests Committee and the Committee on Women's Athletics welcomed committee members, guests and staff to the videoconference.
2. **Review and approval of NCAA Minority Opportunities and Interests Committee and NCAA Committee on Women's Athletics joint April 25, 2022, videoconference report.** The committees reviewed and approved the April 25, 2022, joint videoconference report.
3. **Update on the NCAA Division I Transformation Committee, Division II Implementation Committee and Division III Advisory Council.**
 - a. **Division I Transformation Committee.** The Transformation Committee will complete its work in December. Any remaining items will be addressed by the Division I governance structure. The committee has focused its attention on membership expectations, student-athlete benefits and support, championships, and decision-making processes.
 - b. **Division II Implementation Committee.** Since the Implementation Committee began meeting in January, over 40 recommendations have been made by the committee. The

c. **Division III Advisory Council.** The Advisory Council is exploring several topics, such as access to championships and the impact of the new constitution on the responsibilities of the faculty athletics representative. The Advisory Council is also assisting with the review of the Division III philosophy statement.

4. **Updates and discussion related to NCAA antidiscrimination policy.** The committees received updates from the NCAA office of inclusion staff on creating a document that provides key considerations on how to create an inclusive environment at NCAA championships and events. This document is being developed after the NCAA Board of Governors discontinued the championships host questionnaire. The office of inclusion staff will seek feedback on the document from national office colleagues and membership committees. The intention is to make this document available to the membership once it is complete.
5. **Ethnic Minority and Women's Enhancement Scholarship Committee.** The committees approved the establishment of a working group to review applications for the NCAA Ethnic Minority and Women's Enhancement Scholarship. Previously, the committees reviewed these applications. The working group will consist of one Athletics Diversity and Inclusion Designee from each division and the chairs from the Minority Opportunities and Interest Committee and the Committee on Women's Athletics. The committees also elected two chairs. Stuart Robinson from the Minority Opportunities and Interest Committee and Miriam Merrill from the Committee on Women's Athletics.
6. **Progress on NCAA external gender equity review recommendations.** NCAA staff discussed the assessment report from the 2022 NCAA Division I Men's and Women's Basketball Championships, which was created by an outside entity. In the assessment report, NCAA staff highlighted the issues addressed, modifications from the recommendations, the work in progress, future considerations to enhance equity, and recommendations considered but not implemented.
 - **Gender Equity Review Phases I and II.** NCAA staff shared with the committees that they have been meeting with all championships managers regarding the ongoing review of sports in all divisions. These meetings have included using a series of questions derived from the Gender Equity checklist to evaluate every championship.
7. **Operationalizing Gender Impact Statement based on Recommendation 1.8 from the external equity review of NCAA championships.** Staff reminded the committees that the statement was originally developed by the committees with input from the Gender Equity Task Force and the Board of Governors Committee to Promote Cultural Diversity and Equity in

October 2021. The committees emphasized the consideration of equity impact broadly and that language in the impact statement reflect this focus. The committee approved the recommendations that divisional governance committees consider the equity impact of proposed legislation prior to voting on legislation and that the NCAA Board of Governors require an evaluation of equity impact prior to it approving any policy action. The committees agreed to forward these recommendations to the divisional governance committees and to the NCAA Board of Governors Committee to Promote Cultural Diversity and Equity for review and consideration at its November 9, videoconference.

8. **Updates from Social Justice Working Group.** The chair shared discussions from the group, including how social justice is defined and how the working group can be operational. The chair also shared the timeline of service and the group composition. The group will be meeting in the coming weeks to discuss future projects and budgetary needs.
9. **Chair Updates.**
 - a. **Committee on Women's Athletics.** The chair shared that the Woman of the Year winner was selected at the last videoconference and will be announced at the 2023 Convention. The chair also provided updates regarding emerging sports for women, including an application from squash. In its last meeting, the committee also discussed the recent U.S. Supreme Court decision of Dobbs v. Jackson Health Organization and any potential implications for college sports.
 - b. **Minority Opportunities and Interests Committee.** The chair shared that Brian Baptiste, Director of Athletics at LaSalle University, was elected as vice chair. The chair also discussed the committee's role with the Senior Minority Administrator working group and anticipated next steps. The fifth annual Diversity and Inclusion Social Media Campaign was also featured.
10. **Discuss key items related to the NCAA Sport Science Institute/Office of Inclusion partnerships.**
 - a. **NCAA Transgender Student-Athlete Participation Policy.** NCAA staff provided an overview of the Transgender Student-Athlete Participation Policy. The NCAA Committee on Competitive Safeguards and Medical Aspects of Sports continues to review the policy as it moves into Phase III. The committee is engaging with multiple groups to garner feedback.
 - b. **NCAA Pregnant and Parenting Student-Athlete Resources.** NCAA staff shared that the Committee on Competitive Safeguards and Medical Aspects of Sports has four recommendations for existing resources and continued work in light of recent legislation in many states around reproductive health that could impact student-athletes. These recommendations include removing errant and outdated references, improvement of the existing pregnant and parenting resources through an inclusive language review, legal

assessment to comply with the Dobbs U.S. Supreme Court decision, and the exploration of a sexual and reproductive health advisory group.

- c. **NCAA Summit on Diverse Student-Athlete Mental Health and Well-Being.** NCAA staff shared an article published in the British Journal of Sports Medicine regarding the summit's findings. The article identifies concepts that may facilitate NCAA efforts to assist member institutions in addressing the unique mental health needs of student-athletes of color.
- d. **NCAA Mental Health Advisory Group.** NCAA staff provided an update on the Mental Health Advisory Group, which is empowered by the Committee on Competitive Safeguards and Medical Aspects of Sports to update the NCAA Mental Health Best Practices and mental health materials. The Mental Health Advisory Group has 29 representatives, with 18 representatives representing external organizations with expertise in mental health and seven student-athletes. It was noted that the Mental Health Advisory Group will meet in coming weeks.

11. Other business. NCAA office of inclusion staff shared updates regarding Title IX at 50 celebrations, support for the Athletics Diversity and Inclusion Designee and the release of new resources, including the Diversity, Equity, and Inclusion Review Framework and resources to support student-athletes with disabilities and international student-athletes. Inclusion staff stated that additional resource would be released soon: the Inclusive Language Guide and the Native American Heritage Month resource

12. Future meeting schedule. Dates to be determined.

13. Adjournment. The videoconference adjourned at 2:50 p.m. Eastern time.

<i>Committee Chairs:</i>	<i>Marquetta Dickens, William Peace University</i> <i>Ragean Hill, University of North Carolina at Charlotte</i>
<i>Staff Liaisons (CWA):</i>	<i>Micaela Liddane, Championships</i> <i>Gretchen Miron, Office of Inclusion</i> <i>Shay Wallach, Office of Inclusion</i> <i>DeAnna Wiley, Academic and Membership Affairs</i>
<i>Staff Liaisons (MOIC):</i>	<i>Tiffany Alford, Academic and Membership Affairs</i> <i>Niya Blair Hackworth, Office of Inclusion</i> <i>Dee Kennedy, Enforcement</i> <i>Sade' Sleet, Office of Inclusion</i>

NCAA Minority Opportunities and Interests Committee and Committee on Women's Athletics October 20, 2022, Joint Videoconference	
Attendees:	
Brian Baptiste, LaSalle University.	
Greg Bamberger, Fairmont State University.	
Michaela Boyd, Palm Beach Atlantic University.	
Renee Bostic, State University of New York at New Paltz.	
Marquetta Dickens, William Peace University.	
Marshall Fey, Mid-America Intercollegiate Athletics Association.	
Lonnie Folks, Maryville University of St. Louis.	
Donna Price Henry, University of Virginia's College at Wise.	
Ragean Hill, University of North Carolina at Charlotte.	
William Kelly, Coast Guard Academy.	
Emma Kramer, Simon Fraser University.	
David Kuhlmeier, Valdosta State University.	
Mónica M. Lebrón, University of Tennessee.	
Miguel Martinez-Saenz, St. Francis College Brooklyn.	
Ahlesha McNeal, Lincoln Memorial University.	
Miriam Merrill, Pomona-Pitzer Colleges.	
LaWanda Miler, Fayetteville State University.	
Kelli Milliner, West Chester University of Pennsylvania.	
Betsy Mitchell, California Institute of Technology.	
Robert Nelsen, California State University, Sacramento.	
Mercy Ogutu, Trinity Washington University.	
Maya Riddlesprigger, California State University, Fullerton.	
Stuart Robinson, New York University.	
Chuck Sack, Neumann University.	
Renie Shields, Saint Joseph's University.	
Marion Terenzio, State University of New York at Cobleskill.	
Zulma R. Toro, Central Connecticut State University.	
Framroze Virjee, California State University, Fullerton.	
Absentees:	
Cheryl Aaron, Wentworth Institute of Technology.	
Gabby Elliott, Denison University.	
Lisa Freeman, Northern Illinois University.	
Tony Gaskew, University of Pittsburgh, Bradford.	

Carrie A. Michaels, Shippensburg University of Pennsylvania.
Chaunte O'Neil, University of Miami.
Olivia Summiel, Wake Forest University.
Dwaun Warmack, Claflin University.
Guests in Attendance:
Alisse Ali-Joseph, Northern Arizona University.
Sarah Wilhelmi, United States Olympic and Paralympic Committee.
NCAA Staff Liaisons in Attendance:
Niya Blair Hackworth, Dee Kennedy, Gretchen Miron and Sade' Sleet.
Other NCAA Staff Members in Attendance:
Mark Aiken, Kina Davis, Gail Dent, Clint Hangebrauck, Maritza Jones, Micaela Liddane, Felicia Martin, Jean Merrill, Bill Regan, Ann Rohlman, Solomon Siskind, Lori Thomas, Jared Tidemann, Jerry Vaughn and Amy Wilson.