



**REPORT OF THE
NCAA MINORITY OPPORTUNITIES AND INTERESTS COMMITTEE
SEPTEMBER 5-6, 2018, MEETING**

KEY ITEMS.

- **Athletics Diversity and Inclusion Designation proposal.** The Minority Opportunities and Interests Committee continued its discussion of a legislative proposal to establish an “Athletics Diversity and Inclusion Designee” within each athletics department and conference office. The committee reviewed feedback from the NCAA Board of Governors Committee to Promote Cultural Diversity and Equity and directed staff liaisons to develop legislative language and rationale to support the proposal. The committee suggested an anticipated timeline for review of the proposal by divisional committees in April, June and July 2019, and for membership vote and legislative implementation in 2020. [Informational Item No. 6b]

ACTION ITEMS.

- **None.**

INFORMATIONAL ITEMS.

1. **Welcome and announcements.** Committee Chair Anthony Grant opened the meeting and welcomed all in attendance. Grant recognized Malek Barber for his service to the committee, as the meeting would be the last of his term. Grant also welcomed Dylan Gladney, Makayla Greenwood, Taunita Stephenson and Alisa White as members attending their first meeting, and acknowledged new member Alisse Ali-Joseph, in her absence.
2. **2018-19 chart of service.** Staff explained the structure of the subcommittees and working groups, noting that the work of the groups would be informed by the strategic plans of the committee, the NCAA office of inclusion, and the Association. Subcommittee and working group vacancies were reviewed, and MOIC members were encouraged to express their interest in participating in areas that aligned with their interests and expertise.
3. **MOIC mission and duties.** The mission and duties of the committee were read and acknowledged.
4. **Review of meeting reports.** The committee approved the report of its April 12-13, 2018, meeting. The report of the NCAA Committee on Women’s Athletics April 12-13, 2018, meeting was reviewed for informational purposes.
5. **Discussion of current issues and impact on intercollegiate athletics.** Committee members discussed current national, campus and conference matters related to the MOIC charge.
 - a. **Student-athlete voice and expression.** The committee discussed continued challenges campuses face in terms of student-athlete activism and expression. Committee members pointed out that campuses and administrators need to be proactive with engaging student-

athletes, and should foster open environments for dialogue between staff, coaches and students. The committee recommended collaborating with the office of inclusion to provide a resource for campuses working with student-athlete expression around issues of social justice.

- b. Support for international and undocumented student-athletes.** The group discussed challenges that campuses currently face surrounding Deferred Action for Childhood Arrivals education, as well as the experiences and well-being of undocumented and international student-athletes. The issues of interest shared by committee members included the need for student success programs, health insurance coverage as it relates to eligibility for participation, the compounded impact of low socioeconomic status, and anxiety caused by the current socio-political environment.
 - c. Other current issues.** The committee agreed that mental health awareness, substance abuse, and sexual assault prevention remain issues of utmost importance, especially for students from underrepresented and marginalized populations. Committee members called attention to the lack of mental health resources at many member institutions, the cultural stigmas that deter students from seeking support, the rising number of at-risk students facing mental health challenges, and the national dialogue surrounding sexual assault awareness and prevention.
- 6. Update on current committee initiatives.** NCAA staff and MOIC members shared updates on the status of existing projects and activities by subcommittees and working groups.
- a. MOIC and Student-Athlete Advisory Committees diversity and inclusion social media campaign.** Committee members from the Social Media Campaign Working Group updated the full committee on the campaign dates, objectives and communication plan. Staff reviewed the campaign's four-page handout and discussed the accompanying [website](#) that provides additional information and support for participating student-athletes, sports information directors and athletics departments. The committee applauded the working group's efforts and agreed to encourage their campuses and conference offices to participate.
 - b. Athletics Diversity and Inclusion Designation legislative proposal.** Katrice Albert, NCAA executive vice president of inclusion and human resources, shared that MOIC's ADID proposal was discussed by the Committee to Promote Cultural Diversity and Equity during its April 16, 2018, teleconference. The CPCDE supported the concept of the designation, noting that education and communication will need to clearly state the standards and process for appointing the designee. The CPCDE expressed concerns about whether the designation would add additional responsibilities or require additional resources to accommodate, specifically related to the potential impact such demand could have on smaller and lower resourced schools. CPCDE members also underscored the importance of the president or chancellor being responsible for appointing, or delegating the appointment of, the athletics diversity and inclusion designee.

Members from MOIC discussed the feedback and concerns presented by CPCDE and agreed to work with staff to build a communication and education plan to support the ADID proposal. In addition, MOIC determined that the supporting documentation will include examples of how the designation could be implemented at different types of institutions, housed inside or outside of the athletics department, and at smaller and lower resourced schools. The committee approved the recommendation for legislation requiring an athletics diversity and inclusion designation, with anticipation of a membership vote in 2020. The committee directed liaisons to work with NCAA academics and membership affairs staff to develop language for the proposal which will be included in the February 2019 MOIC teleconference report as a legislative action item.

- c. Research initiatives.** Staff provided an update regarding the “coaching carousel” research project, which will focus on the experiences and trajectories of collegiate football, men’s basketball and women’s basketball coaches. The committee reviewed survey instruments for the Growth, Opportunities, Aspirations and Learning of Students in College and the National Study on Collegiate Wagering and Social Environments, that are used by the NCAA research department to study the experiences and well-being of student-athletes. The committee highlighted questions of interest and directed the Research Agenda Working Group to conduct additional analyses of the survey results with specific attention to the experiences and well-being of minority student-athletes.
- d. Champion of Diversity recognition.** Members of the Champion of Diversity Subcommittee updated the committee on the next recipient of the recognition and proposed a timeline for future nominations. Staff suggested options for additional recognition opportunities for the selected honorees. The committee approved the working group’s suggestions for an approval process timeline and recommended that a physical token of recognition be presented to recipients as part of the honor, if approved and supported by the office of inclusion.
- e. Strategic plan discussion.** The committee reviewed its 2016-2018 goals and objectives and discussed adjustments for 2018-2020. Keeping in mind the need to align priorities with Association-wide strategic planning efforts being led by the NCAA Board of Governors, the committee identified four areas of focus for 2018-2020: (1) promoting and socializing the athletics diversity and inclusion designation, (2) pursuing relevant research initiatives, (3) supporting the pipeline development for diverse administrators and coaches, and (4) engaging in strategic collaborations with other governance committees and like-missioned organizations.

7. Other business.

- a. NCAA office of inclusion updates.** Albert thanked the committee members for their continued service and commitment to supporting inclusive environments and initiatives benefitting the Association. Staff reported on the status the Diverse and Inclusive Hiring and Workforce Development Guide, shared information related to the creation of a shared

practices repository for membership-led inclusion initiatives and provided updates about the NCAA Gender Equity Task Force recommendation for a once-in-five years equity, diversity and inclusion review and the development of a related data application (the original recommendation was for all three divisions, but given the existing practice of reviews in Divisions II and III, the current recommendation from the Gender Equity Task Force is specifically for legislation in Division I).

- b. Other updates and announcements.** Staff provided information about the working groups created to address recommendations from the independent Commission on College Basketball and shared that NCAA staff were continuing to monitor the impact of sports wagering following the recent United States Supreme Court decision to overturn the Professional and Amateur Sports Protection Act. Staff reminded the committee of the deadline for the Division III Student Immersion Program applications and encouraged members to nominate minority students from Division III to participate.

8. Future meeting dates.

- a.** February 2019, teleconference.
- b.** April 24-25, 2019, Atlanta (in conjunction with the 2019 NCAA Inclusion Forum).

9. Adjournment. The meeting adjourned at 11:50 a.m.

Committee Chair: G. Anthony Grant, Metropolitan State University of Denver

*Staff Liaisons: Sonja Robinson, Inclusion
 Sahar Abdur-Rashid, Championships and Alliances
 Derrick Crawford, Enforcement*

NCAA Minority Opportunities and Interests Committee September 5-6, 2018, Meeting
Attendees:
Malek Barber, Palm Beach Atlantic University.
Gerard Bryant, John Jay College of Criminal Justice.
Dena Freeman-Patton, California State University, Bakersfield.
Dylan Gladney, Prairie View A&M University.
G. Anthony Grant, Metropolitan State University of Denver.
Mikayla Greenwood, Illinois College.
Ashley Hodges, Southern Vermont College.
José Rodriguez, Cabrini University.
Taunita Stephenson, Lander University.
Alisa White, Austin Peay State University.
Absentees:
Alisse Ali-Joseph, Northern Arizona University.

Soraya Coley, California State Polytechnic University, Pomona.
Manuel Flores, Texas A&M University, Kingsville.
Kenneth Gormley, Duquesne University.
Dawn Redd, Beloit College.
William Tsutsui, Hendrix College.
David Williams, Vanderbilt University.
Guest in Attendance:
None.
NCAA Staff Liaisons in Attendance:
Sahar Abdur-Rashid, Derrick Crawford and Sonja Robinson.
Other NCAA Staff Members in Attendance:
Katrice Albert, Yannick Kluch and Amy Wimmer-Schwarb.