



**REPORT OF THE
NCAA COMMITTEE ON WOMEN'S ATHLETICS
AND MINORITY OPPORTUNITIES AND INTERESTS COMMITTEE AND
SEPTEMBER 19, 2023, JOINT MEETING**

ACTION ITEMS.

- None.

INFORMATIONAL ITEMS.

1. **Welcome and introductions.** Committee on Women's Athletics Chair, Ragean Hill, and Minority Opportunities and Interests Committee Vice Chair, Marshall Fey, welcomed members from both committees and previewed key agenda items.
2. **Review and approval of joint reports.** The committees approved their October 22, 2022, and May 12, 2023, videoconference joint reports.
3. **Chair updates.** Representatives from both committees provided key takeaways from the Committee on Women's Athletics and the Minority Opportunities and Interests Committee's September 18 meetings.
 - a. **Committee on Women's Athletics.** CWA welcomed nine new members; selected the 2023 NCAA Woman of the Year; received updates from six emerging sports; discussed the potential transition of women's wrestling from an emerging sport to championship sport status; discussed trends in women's sports and interest in the emerging sports for women program; suggested edits to the emerging sports process guide and application form; reviewed and agreed to oppose 2024 NCAA Convention Division II Proposal No. 2024-1 (playing and practice seasons – football – preseason practice and first contest – first permissible contest) regarding the football playing and practice season; and reviewed the NCAA Board of Governors Policy on Campus Sexual Violence, its six components and the attestation deadline for the 2022-23 academic year.
 - b. **Minority Opportunities and Interests Committee.** MOIC welcomed four new members; reviewed the diversity and inclusion social media campaign slated for October 17-19; discussed a potential new process for the NCAA/MOAA Award for Diversity and Inclusion to recognize winners in all three divisions rather than one overall winner starting in 2025; revised the schedule of nominations, selection and recognition for the MOIC Champions of Diversity and Inclusion recognition to bring more visibility to the recipients; and reviewed the schedule of engagements with athletics diversity and inclusion designees for the 2024-25 academic year.
4. **Social Justice Working Group status.** Staff updated the committees on the status of the working group, which included their August meeting and key takeaways. Staff also shared the working group's charge, which is to provide leadership and assistance to the Association in its efforts to advance initiatives related to social justice, and to strategize intentional actions that members can use with the purpose of creating safe, inclusive, and equitable environments across the membership. The working group is comprised of current and previous members of

the CWA and MOIC. Due to some of the members having rotated off the working group, staff requested participation from one member from MOIC and one from CWA to fill vacancies.

5. **Update on Division I DEIB legislation and national issues.** The committees discussed the proposal the Division I Strategic Vision and Planning Committee's DEIB and Education Subcommittee is recommending that the Division I Council adopt as emergency legislation during its October 3-4 meeting [see NCAA Division I Proposal No. 2023-43 (division membership – active membership – conditions and obligations of membership – athletics diversity and inclusion designee)]. The proposal specifies that an active Division I member institution shall designate a senior level administrator with appropriate training as an athletics diversity and inclusion designee, whose primary responsibilities shall include initiatives related to the institution's obligation to create environments and an atmosphere of respect for and sensitivity to the dignity of every person as required by the NCAA constitution. The proposal emerged in response to recommendations made by the Division I Transformation Committee, and the Board of Directors directed the development of legislation to enhance membership expectations in support of the Association's constitutional commitment to promoting environments and an atmosphere of respect and sensitivity to the dignity of every person.
6. **Senior Minority Administrator (SMA) status.** It was noted that MOIC agreed not to recommend the SMA proposal introduced in 2021. Instead, the committee agreed to establish a nine-member group to explore the demographics, trends, research and viewpoints regarding how best to increase the number of ethnic minorities in senior management positions within intercollegiate athletics. The exploratory group will be composed of four members of the MOIC, two members from the NCAA Committee on Women's Athletics, and one member each from the Minority Opportunities Athletics Association, LEAD1, and the Asian American & Pacific Islander Athletics Alliance. The group will make a recommendation to MOIC at the May 2024 meeting.
7. **Gender equity review update.** The committees received a presentation outlining NCAA external gender equity reviews and noted items from the recent progress report from Lewis Rice LLC that supports the NCAA's efforts to implement gender equity principles to enhance student-athletes' experiences, especially for those participating at NCAA championships across all sports. The presentation highlighted that nearly all recommendations from the external gender equity reviews are addressed or in progress. The report also acknowledged the strong leadership from membership committees, particularly the DEI committees, in ensuring the NCAA's commitment to equity. In the two years since the initial external report was issued, the national office has made substantial progress on effective ways to assess equity at NCAA championships.
8. **Status of the equity definition and equity review process.** Staff updated the committees on the status of the process underway to address recommendation 1.8 in the Phase I Report issued in August 2021. The recommendation from the NCAA Minority Opportunities and Interests Committee and NCAA Committee on Women's Athletics was to request that the divisional committees require an evaluation of equity impact prior to approving legislation and that the

NCAA Board of Governors require an evaluation of equity impact prior to it approving any policy action. In October 2021, the CWA and MOIC collaborated with the Board of Governors' Committee to Promote Cultural Diversity and Equity and the NCAA Gender Equity Task Force to create the Gender Equity Review Process to support recommendation 1.8. The committees also agreed to expand the statement to encompass all equity, not just gender equity.

CWA and MOIC members offered feedback on a draft equity statement and recommended that the Social Justice Working Group be consulted for input as well. Staff noted that an updated statement would be presented at the joint committee meeting in winter 2024. The Board of Governors Committee to Promote Cultural Diversity and Equity and the Gender Equity Task Force will review the definition at their upcoming meetings.

9. **NCAA Board of Governors review of Association-wide committees.** Staff updated the committees on the Board of Governors review of the Association-wide committees in the NCAA governance structure following the adoption of the new NCAA constitution. The board is examining the function and duties of the Association-wide committees to assess whether potential changes would better align the committees' work with the new constitution and determine how to streamline the Association-wide governance structure. The NCAA DEI committees, including CWA and MOIC, are the next committees to conduct the review. The committees agreed to appoint a small working group of representatives to join representatives from the other two DEI groups to begin answering the prescribed questions. The initial reaction from the committees was to note that diversity, equity and inclusion, and gender equity, are separate principles in the new NCAA Constitution, and that accordingly, the working group should ensure that the committees are aligned with those principles.

10. NCAA transgender student-athlete participation policy updates.

- **Update on DEI representatives engaging with the Committee on Competitive Safeguards and Medical Aspects of Sports (CSMAS) and the Sport Science Institute.** Staff from the Sport Science Institute walked the committees through a comprehensive overview of the NCAA's transgender student-athlete participation policy. It was noted that in January 2023, the Board of Governors voted to extend Phase 2 of the policy through the 2023-24 academic year and thus delayed implementation of Phase 3 with Phase 3 to be effective in the 2024-25 academic year. The CSMAS is continuing to evaluate whether implementation of Phase 3 in 2024-25 is feasible or whether it should recommend that the Board of Governors extend Phase 2 for another academic year. It was noted that CSMAS intends to finalize its recommendation for the Board of Governors to consider during its meeting at the January 2024 NCAA Convention. CSMAS is also monitoring the Office for Civil Rights 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. SSI staff confirmed that previously identified DEI committee members will have the opportunity to engage with CSMAS as they continue to determine policy next steps and recommendations.

11. Other business,

- a. Schedule of relevant events.** The committees reviewed notable dates of events during the 2024 Convention, including the Woman of the Year Award Ceremony and the Award for Diversity and Inclusion, and the second annual ADID Summit April 23-24, 2024, to be conducted in conjunction with the NCAA Inclusion Forum April 24-26, 2024.
- b. Conflict of interest forms.** Staff reminded committee members to complete the 2023-24 conflict of interest statement if they have not done so already.

12. Future meetings. The next joint meeting will be in spring 2024 on a date to be determined.

13. Adjournment. The meeting adjourned at 10:54 a.m. Eastern time.

Committee Chairs: CWA: Ragean Hill, University of North Carolina at Charlotte.
MOIC: Marshall Fey, Mid-America Intercollegiate Athletics Association

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 Committee on Women's Athletics and Minority Opportunities and Interests Committee September 19, 2023, Joint Meeting	
Attendees:	
Cheryl Aaron, Wentworth Institute of Technology (via videoconference).	
Femi Alao, Roberts Wesleyan University.	
Greg Bamberger, Fairmont State University.	
Amanda Braun, University of Wisconsin, Milwaukee (via videoconference).	
Katherine Rowe Fell, University of Findlay.	
Marshall Fey, Mid-America Intercollegiate Athletics Association.	
Lonnie Folks, Maryville University of St. Louis.	
Sharief Hashim, Susquehanna University.	
Ragean Hill, University of North Carolina at Charlotte.	
Shani Idlette, Clark Atlanta University.	
Marybeth Lamb, Bridgewater State University.	
Katherine Loh, Florida Southern College.	
LaWanda Miller, Fayetteville State University.	
Michael Perez, California State University, Fullerton.	
Tommye Robinson, University of Arkansas, Fort Smith.	
Quinton Ross, Alabama State University.	
Tracy Shoemaker, Texas State University.	
Myora Slaughter, Rosemont College.	
Steve Stoute, Canisius University.	
Sean Sullivan, Salve Regina University.	
Zulma Toro, Central Connecticut State University.	
Dawn Turner, Lander University	
Alexis Watson, McDaniel College.	
Marion Terenzio, State University of New York at Cobleskill.	
Absentees:	
Lisa Freeman, Northern Illinois University	
Elise Byun, University of California, Berkeley.	
Gabby Elliott, Denison University.	
William Kelly, Christopher Newport University	
Laura Amaya, Roberts Wesleyan University.	
Stuart Robinson, New York University.	
Chuck Sack, Neumann University	
Dwaun Warmack, Claflin University.	
NCAA Staff Liaisons in Attendance:	
Niya Blair Hackworth, Maison Hubbard, Dee Kennedy, Micaela Liddane, Ashlesha Lokhande, Gretchen Miron, and Sadé Sleet.	

Other NCAA Staff Members in Attendance for Portions of the Meeting:
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Gary Brown, Kina Davis, Gail Dent, Felicia Martin, Jean Merrill, Stephanie Quigg, Jennifer Roe, Anne Rohlman, Amy Wilson, and Donovan Wilson
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