



**REPORT OF THE  
NCAA MINORITY OPPORTUNITIES AND INTERESTS COMMITTEE  
SEPTEMBER 18, 2023, MEETING**

**ACTION ITEMS.**

- None.

**INFORMATIONAL ITEMS.**

1. **Welcome and announcements and review of committee mission and duties.** Minority Opportunities and Interests Committee Vice Chair Marshall Fey welcomed the group and noted this is the committee's first in-person meeting since 2019. Committee members introduced themselves, including new members. After introductions, the committee reviewed its mission and duties.
2. **Review of previous reports.** The committee approved its May 9, 2023, videoconference report.
3. **Athletics Diversity and Inclusion Designee (ADID) update.**

- a. **Programs and outreach for 2023-24.** Staff updated the committee on the scheduled 2023-24 engagements for ADIDs, including virtual Community Connections sessions as well as the second annual ADID Summit in April 2024 in conjunction with the NCAA Inclusion Forum.
- b. **Division I Strategic Vision and Planning Committee DEIB and Education Subgroup report.** Staff updated the committee about the Division I Strategic Vision and Planning Committee's DEIB and Education Subgroup proposal regarding the athletics diversity and inclusion designee. The proposal would require Division I member institutions to designate a senior level administrator with appropriate training as an athletics diversity and inclusion designee. The ADID's primary responsibilities would 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. It is anticipated that the subgroup will recommend that the Division I Council adopt the proposal as emergency legislation during its October 3-4 meeting.

MOIC members discussed the proposal at length and appreciated the subcommittee's work to enhance diversity, equity, inclusion and belonging at the senior management level. The committee also agreed that the provisions in the proposal to ensure appropriate training and resources for the ADID to effectively administer responsibilities are essential. MOIC also discussed that while the ADID proposal is a Division I-specific recommendation, that if approved, it will be shared with Divisions II and III for consideration.

4. **Division I Senior Minority Administrator discussion and next steps.** The committee continued its conversation regarding a potential Senior Minority Administrator designation in the context of state laws impacting DEI work and the Division I Strategic Vision and Planning Committee's DEIB and Education Subgroup legislative proposal, which

5. recommends an expanded role for the ADID to satisfy the Division I Transformation Committee's diversity and inclusion recommendations.

MOIC agreed that the best strategy is to establish a nine-member exploratory group 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, to explore the demographics, trends and opinions regarding how best increase the number of ethnic minorities in senior management positions and make a recommendation to MOIC at the May 2024 meeting.

6. **NCAA Student-Athlete Advisory Committee divisional updates.**

- a. **Division I.** The Division I SAAC representative was not present to provide an update.
  - b. **Division II.** The Division II SAAC representative updated the committee on SAAC's engagement efforts with Congress, noting a letter sent in June to select members of Congress stating that the DII SAAC encourages the continued evolution of college athletics with an emphasis on the student-athlete voice being critical in identifying their ever-changing needs. The Division II SAAC also refined its goals for the coming year to focus on "the three E's": (1) Empower student-athletes to make the college experience their own and prepare for success in life after sport; (2) Empathize with student-athletes to protect their mental wellness and their shared values regarding diversity, equity, inclusion and belonging; and (3) Enhance the connections among SAACs at the national, conference and campus levels to increase communication and strengthen the student-athlete voice in the Division II governance and decision-making process. The Division II SAAC also will conduct its sixth SAAC super region convention Nov. 17-19 in Atlanta for the South Region.
  - c. **Division III.** The Division III SAAC representative noted the SAAC's recent efforts to draft a statement affirming the value of intercollegiate athletics and the commitment to providing a welcoming environment and a place of belonging for all student-athletes. Division III SAAC members believe such a statement is necessary given the evolving challenges in the social justice space. The Division III SAAC representative read the draft statement to the committee and asked for feedback. MOIC members applauded the effort and urged the Division III SAAC to continue making a positive difference. The Division III SAAC also continues focusing on its working groups devoted to enhancing diversity, equity, and inclusion, and supporting student-athlete mental wellness.
7. **2023 Diversity and Inclusion Social Media Campaign.** Staff updated the committee on this year's Diversity and Inclusion Social Media Campaign, which will be conducted October 17-19. MOIC members reviewed this year's themes: (Day 1) Understanding and personalizing the "why" for supporting individuals who have different identities and experiences; (Day 2) Defining what "belonging" really means within the context of a team/athletics community; and (Day 3) Identifying the shared responsibilities and action steps for fostering belonging and

inclusive excellence. Staff noted that interviews with select student-athletes will be posted each day to help inspire conversation and interaction.

8. **Champions of Diversity and Inclusion update.** The committee reviewed its Champions of Diversity and Inclusion recognition program that was established in 2015 to honor individuals for their work in supporting ethnic minorities and other underrepresented populations in athletics. The current process is for champions to be selected in mid-April and then recognized in late spring and early summer. However, MOIC agreed that moving the nominations to November, selecting recipients in January and recognizing them in February and early spring would bring more visibility to both the recipients and the program. These changes to the process would also help distinguish the Champions of Diversity and Inclusion recognition from the Award for Diversity and Inclusion. The committee asked staff to proceed with making those changes to the process for this coming year.
9. **NCAA MOAA Award for Diversity and Inclusion information and update.** The committee reviewed the process for selecting the Award for Diversity and Inclusion and discussed the selection committee thoughts on potentially honoring three recipients (one recipient for each division) rather than the current process of selecting one overall recipient. MOIC members supported the concept and urged staff to develop more details and consult with MOAA to gauge their interest, as well as determine whether there would be a budget impact depending on how the honorees would be recognized (i.e., whether the current practice of sending a crew to the recipient's campus to create a video would be expanded or whether another recognition method would be considered). The committee agreed to maintain the current process for the 2024 award, noting that applications close October 7 and that the recipient will be announced at the NCAA Convention in January 2024. If ultimately approved, the concept of honoring divisional recipients would become effective in 2025.
10. **Selection of the NCAA Social Justice Working Group representative.** Staff updated the committee on the status of the working group, noting that its charge is to increase engagement, education and understanding of social justice issues throughout the Association, by examining current resources and areas of unmet need and creating social justice-focused program opportunities. Due to working group vacancies, staff asked for a member of MOIC to volunteer to serve on the working group and noted that the Committee on Women's Athletics will be asked to fill a vacancy as well. Femi Alao assistant, director of athletics/senior woman administrator at Roberts Wesleyan University, agreed to fill the MOIC vacancy.
11. **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 effects on diversity and inclusion. The discussion focused primarily on resources and best practices to facilitate interaction among constituents with differing viewpoints. The committee also discussed workshops that should be considered for the ADID Summit.

**12. Future meetings.** The committee will meet jointly with the NCAA Committee on Women's Athletics on Tuesday, September 19, from 8:30 a.m.-noon Eastern time. The committee also will convene twice in spring 2024.

**13. Adjournment.** The meeting adjourned at 5:15 p.m. Eastern time.

*Committee Chair:*        *Stuart Robinson, New York University.*  
*Staff Liaisons:*        *Niya Blair Hackworth, Office of Inclusion.*  
                                 *Dee Kennedy, Enforcement.*  
                                 *Sadé Sleet, Office of Inclusion.*

NCAA Minority Opportunities and Interests Committee September 18, 2023, Meeting	
<b>Attendees:</b>	
Cheryl Aaron, Wentworth Institute of Technology (via videoconference).	
Femi Alao, Roberts Wesleyan University.	
Amanda Braun, University of Wisconsin, Milwaukee (via videoconference).	
Marshall Fey, Mid-America Intercollegiate Athletics Association.	
Lonnie Folks, Maryville University of St. Louis.	
Shani Idlette, Clark Atlanta University.	
Tommye Robinson, University of Arkansas, Fort Smith.	
Myora Slaughter, Rosemont College.	
Zulma Toro, Central Connecticut State University.	
Alexis Watson, McDaniel College.	
<b>Absentees:</b>	
Lisa Freeman, Northern Illinois University.	
William Kelly, U.S. Coast Guard Academy.	
Stuart Robinson, New York University.	
Jason Johnson Jr., Alabama A&M University.	
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>	
Amanda Conklin, Kina Davis, Felicia Martin, Angela Tressel, Amy Wilson and Donovan Wilson.	