



**REPORT OF THE
NCAA MINORITY OPPORTUNITIES AND INTERESTS COMMITTEE
SEPTEMBER 26, 2024, MEETING**

ACTION ITEMS.

- **None.**

INFORMATIONAL ITEMS.

1. **Welcome, announcements and review of mission and duties.** The chair of the NCAA Minority Opportunities and Interests Committee welcomed the group, including new members, Megan Sanger, associate commissioner for conference programming and compliance/senior woman administrator at the South Atlantic Conference and Madison Mathews, student-athlete at Northern Illinois University. After announcements, the committee reviewed its mission and duties.
2. **Review and approval of the NCAA Minority Opportunities and Interests Committee May 16, 2024, videoconference report.** The committee approved its May 16 videoconference report.
3. **Division I Senior Minority Administrator Working Group recommendations timeline and next steps.** NCAA staff provided an overview of the Senior Minority Administrator Working Group recommendations for next steps and the timeline for completion. The committee discussed the timeline of executing the recommendations and agreed that some recommendations such as the creation of the diverse hiring resource can be completed before MOIC is potentially sunset in August 2025. If the three NCAA divisions adopt legislation in January 2025 to establish a new Association-wide DEIB committee, the remaining recommendations will be under the purview of the new committee.
4. **2024 Diversity and Inclusion Social Media Campaign.** Staff updated the committee on the communications efforts for this year's social media campaign, which will take place October 15-17. The themes are as follows: Day 1 - Who Am I, which encourages sharing aspects of identity; Day 2- Leveling the Playing Field, highlighting what student-athletes, administrators and institutions are doing to provide equal opportunities and resources for those with historically underserved identities; and Day 3 - One Step Forward, where action steps are shared on how to improve individual and collective efforts toward inclusion and belonging. Staff also shared their engagement with SAAC liaisons about the campaign and highlighted attendees from the 2024 NCAA Student-Athlete Symposium in the kick-off videos.
5. **NCAA Student-Athlete Advisory Committee updates.**
 - a. **Division I.** The Division I SAAC representative provided an update on partnering with The Team organization, leading conversations around civic engagement for student-athletes. The representative also noted that its strategic planning committee is preparing to deliver letters that advocate for conference SAACs to have a vote in the conference governance structure.

- b. **Division II.** The Division II SAAC representative provided a recap on the Division II SAAC 2023-24 goals and an update on its 2024-25 goals. The representative noted focusing on two activations, civic engagement and creating continuity documents as veteran SAAC representatives are preparing to graduate. The representative also noted that select members visited Capitol Hill to educate Congress on SAAC's role and advocate for legislation against student-athletes being classified as employees. Additionally, the representative emphasized Division II SAAC's continued support of the 2024 Diversity and Inclusion Social Media Campaign.
- c. **Division III.** The Division III SAAC representative was unable to participate in the meeting; however, the representative provided the committee with a report via email. The representative noted that during its July meeting, the Division III SAAC engaged with NCAA President Charlie Baker regarding issues of sports betting and progress with banning prop betting in multiple states. It was also noted that SAAC engaged with the leadership of Division III governance. Finally, it was noted that Division III SAAC created multiple subcommittees, and the representative currently serves on the Sports Ethics subcommittee.

6. **Athletics Diversity and Inclusion Designee (ADID) engagement.**

- a. **Diversity, Equity and Inclusion (DEI) Modules.** Staff updated the committee on the first two education modules scheduled to be available on the NCAA Learning Portal in mid-October. While the modules will be available for ADIDs in all three divisions, the modules will support the new Division I ADID legislation set forth in Bylaw X (title of bylaw), effective August 2025. The legislation requires member schools to appoint a senior-level administrator with appropriate training as an athletics diversity and inclusion designee. The committee provided suggestions for the remaining four modules that are currently in development. The committee also discussed the development of a new ADID resource.
- b. **2024-25 engagement plan.** Staff provided an overview of programs and initiatives for ADIDs for the upcoming academic year. Staff highlighted Community Connections, an ongoing virtual opportunity for ADIDs to connect and receive tools and resources related to diversity, equity, inclusion and belonging, which will be held in September 2024, November 2024 and February 2025. Staff also shared an ongoing partnership with the National Conference on Race and Ethnicity (NCORE), which provides 150 ADIDs free registration to its fall virtual conference, NCORE Connects. Additionally, staff shared plans to update the ADID webpage with relevant and timely resources.

7. **NCAA/MOAA Award for Diversity and Inclusion update.** Staff provided an update on the Award for Diversity and Inclusion, noting that a webinar was conducted September 10 to provide more details on the new award recognition process and best practices on submitting a strong nomination. The committee also recognized members who serve on the selection subcommittee, alongside leadership from the Minority Opportunities Athletics Association and members of the Committee on Women's Athletics.
8. **MOIC Champions of Diversity and Inclusion update.** The committee received an update on its Champions of Diversity and Inclusion recognition program and timeline. The nomination process will open in early November and close in January 2025. Staff asked for two additional members of MOIC to volunteer to serve on the selection subcommittee.
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 civic engagement on campus. The committee discussed various avenues to engage student-athletes in voter registration and social justice initiatives. Staff highlighted an upcoming webinar, Dialogue over Debate: Fostering Civil Discourse in Athletics, where attendees will receive valuable insight into the components and significance of civil discourse and practical steps for improving dialogue. The committee also discussed the importance of supporting international student-athletes, noting the challenges they may experience around global issues. Finally, the committee discussed the perceived challenges around diverse hiring and provided feedback on how to educate the membership on its importance.
10. **Other business.**
 - a. **DEI Committee Review.** Staff provided an overview of the DEI Committee Working Group recommendations, and committee members shared challenges that should be considered when forming the new DEI committee. Staff invited committee members to engage in further discussion on this topic during the joint MOIC/CWA meeting Friday, September 27.
 - b. **Future meeting.** The committee will meet jointly, in-person, with the NCAA Committee on Women's Athletics Friday, September 27, from 8:30 a.m. to noon Eastern Time. The committee will also meet virtually February 10, 2025, from noon to 2 p.m. Eastern Time, and May 6, 2025, from noon to 2 p.m. Eastern Time.
11. **Adjournment.** The meeting adjourned at 4:28 p.m. Eastern time.

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 September 26, 2024, Meeting	
Attendees:	
Femi Alao, Roberts Wesleyan University.	
Amanda Braun, University of Wisconsin, Milwaukee.	
Hamilton Cook, Metro Atlantic Athletic Conference.	
Adam Hutchinson, Earlham College.	
Shani Idlette, Clark Atlanta University.	
Madison Mathews, Northern Illinois University.	
Karla Mejia, New Jersey City University.	
Tommye Robinson, University of Arkansas, Fort Smith.	
Megan Sanger, South Atlantic Conference.	
Christian Spears, Marshall University.	
Ashlee Williams, Eastern University.	
Oliver Williams, Westfield State University.	
Absentees:	
Lisa Freeman, Northern Illinois University.	
Zulma Toro, Central Connecticut State University.	
NCAA Staff Liaisons in Attendance:	
Niya Blair Hackworth, Dee Kennedy and Sadé Sleet.	
Other NCAA Staff Members in Attendance for Portions of the Meeting:	
Joshua Perez Sales and Amy Wilson.	