



**REPORT OF THE
NCAA GENDER EQUITY TASK FORCE
FEBRUARY 12, 2020, TELECONFERENCE**

ACTION ITEMS.

- None.

INFORMATIONAL ITEMS.

1. **Welcome and roster review.** NCAA Gender Equity Task Force co-chair Judy Sweet welcomed the task force members and thanked them for their continued service and efforts to carry out the task force recommendations that were approved by the NCAA Board of Governors in 2017.
2. **Review the NCAA Gender Equity Task Force October 28, 2019, teleconference report.** The task force reviewed and approved its October 28, 2019, teleconference report.
3. **Review GETF recommendations.**
 - a. **Discuss progress on recommendations.** The task force recognized that all recommendations are in progress or completed. Staff explained that an Association-wide strategic plan is in development and will be reviewed by the NCAA Board of Governors at its April 2020 meeting. Many of the task force recommendations that are in progress are reflected in the Association-wide strategic plan.
 - b. **Prioritize 2020 goals.** The task force identified as a focus area its recommendation to develop best practices and examples for how campuses and conferences can provide professional development programming that highlights career options in athletics for women and ethnic minorities. The task force created a working group to address this recommendation. The group will meet at the 2020 NCAA Inclusion Forum in Denver. Staff noted that NCAA leadership development would be a worthwhile group to consult about this endeavor.

The task force also prioritized the recommendation that calls for the NCAA office of inclusion to sponsor a meeting of advocacy community thought leaders to discuss significant diversity, equity and inclusion issues. The task force emphasized the importance of this convening having a specific focus and list of potential outcomes. Staff provided a cost analysis for the meeting being held at the conclusion of the 2021 NCAA Inclusion Forum in Indianapolis, which the task force supported.

4. **Discussion on name, image and likeness.** Task force co-chair Noreen Morris introduced the topic, noting its complexity and the importance of considering equity, diversity and inclusion in ongoing membership discussions about possible legislative proposals. NCAA legal staff stated that implications for Title IX were being considered in discussions about name, image and likeness, and that compliance with the law occurs at the campus level. Task force members

acknowledged that the NCAA does not enforce Title IX or provide legal assistance to institutions, but emphasized the importance of briefing the Federal and State Legislation Working Group on possible Title IX issues, and of the working group acknowledging these issues in its recommendations, as well as the value of the NCAA taking the lead on assisting membership schools with understanding the possible impacts that name, image and likeness legislation would have on equity and Title IX. The task force expressed support for the Board of Governors' directive that opportunities for student-athletes to benefit from name, image and likeness should be created within a framework that enhances principle of diversity, inclusion and gender equity. The task force discussed their willingness to assist with the ongoing efforts related to name, image and likeness.

5. **Optimization of the Senior Woman Administrator update.** Staff introduced the task force to the recent senior woman administrator resources developed by the office of inclusion in partnership with 3Fold Group as part of the Optimization of the SWA project. The division-specific resources list common barriers faced by SWAs and provide tips on how to overcome them. The resources were emailed to the membership and are available on the SWA platform on ncaa.org.
6. **NCAA Convention updates.**
 - a. **NCAA emerging sports for women.** The task force received an update on NCAA emerging sports for women legislation that was voted on at the 2020 NCAA Convention. Staff noted that Division II and Division III adopted both Acrobatics & Tumbling and Wrestling as emerging sports for women, and Division I will vote in April. Division III defeated a membership-sponsored proposal to add Equestrian as an emerging sport. In addition, staff informed the task force of the office of inclusion's engagement with leadership of both current and potential NCAA emerging sports for women.
 - b. **Athletics Diversity and Inclusion Designation.** Staff informed the task force that Division II and Division III adopted the ADID legislation at the Convention.
 - c. **NCAA and Minority Opportunities Athletics Association Award for Diversity and Inclusion.** Staff informed the task force of the eighth annual NCAA and MOAA Award for Diversity and Inclusion award winner. The University of Oregon was the 2020 award recipient. The following institutions received honorable mentions: the University of Nebraska, Lincoln, Queens University of Charlotte and Loras College.
7. **NCAA Policy on Transgender Student-Athlete Participation update.** Staff provided an update on the ongoing review by various committees of the NCAA Transgender Student-Athlete Participation Policy adopted by the NCAA Board of Governors in 2011. The purpose of the review is to determine what, if any, changes to the policy are needed to ensure the policy upholds the NCAA's values of fairness and inclusion. The NCAA Committee on Competitive Safeguards and Medical Aspects of Sports reviewed and discussed the policy in December. The NCAA Committee on Women's Athletics, the NCAA Minority Opportunities and

Interests Committee and the NCAA Board of Governors Committee to Promote Cultural Diversity and Equity will review and discuss the policy at their respective April meetings. The task force will also discuss the policy during its next teleconference or in-person meeting.

- 8. 2019 NCAA Diversity and Inclusion Social Media campaign recap.** The task force received a recap of the 2019 NCAA Diversity and Inclusion Social Media campaign that reached over 78 million people, which is a 20% increase from the previous year's campaign and included data collected and compiled by the NCAA communications department.
- 9. 2020 NCAA Inclusion Forum April 17-19 in Denver.** Staff reminded the task force about the 2020 NCAA Inclusion Forum and invited members to attend.
- 10. Future meeting schedule.** The task force agreed to schedule a teleconference in May in addition to an in-person meeting at the NCAA national office in the fall.
- 11. Adjournment.** The teleconference adjourned at 3:30 p.m. Eastern time.

Task Force Chairs: *Noreen Morris, Northeast Conference*
 Judy Sweet, Gender Equity Consultant

Staff Liaisons: *Niya Blair Hackworth, office of inclusion*
 Jean Merrill, office of inclusion
 Amy Wilson, office of inclusion

NCAA Gender Equity Task Force Report February 12, 2020, Teleconference	
Attendees:	
Amy Backus, Case Western Reserve University.	
Joan McDermott, University of San Francisco.	
Jacqueline McWilliams, Central Intercollegiate Athletic Association.	
Noreen Morris, Northeast Conference.	
Julie Muller, 3 Fold Group.	
Bernard Muir, Stanford University.	
Jeff Orleans, Hirschfeld Kraemer LLP.	
Judy Sweet, Gender Equity Consultant.	
Absentees:	
Chuck Ambrose, KnowledgeWorks.	
NCAA Staff Liaison (or Staff Support if subcommittee) in Attendance:	
Niya Blair Hackworth, Craig Malveaux, Jean Merrill, Shay Wallach and Amy Wilson.	
Other NCAA Staff Members in Attendance:	
Curtis Franks.	