



REPORT OF THE NCAA GENDER EQUITY TASK FORCE JANUARY 12, 2018, TELECONFERENCE

ACTION ITEMS.

- None.

INFORMATIONAL ITEMS.

1. **Welcome and roster.** The Gender Equity Task Force commenced business at 11 a.m. Eastern time Friday, January 12. Judy Sweet and Noreen Morris, co-chairs, welcomed task force members to the teleconference. Following a review of the roster, NCAA staff informed the task force that Nancy Hogshead Makar and Greg Sankey will no longer serve as members of the task force but may be consulted on pertinent matters. Lastly, the task force welcomed Craig Malveaux and Jean Orr, new staff members in the NCAA Office of Inclusion.
2. **Review Gender Equity Task Force recommendations.** The task force reviewed a draft of the Gender Equity Task Force recommendations document and suggested future dialogue on-going priorities and actions, items in process, and accomplishments.
3. **Discuss Equity, Diversity and Inclusion Review resource.** The task force discussed its recommendation that schools engage in at minimum a one-in-five-year equity, diversity and inclusion reviews. Currently, Divisions II and III have self-study instruments that include diversity and inclusion components; however, Division I has no formal review process in place. NCAA staff explained that the Division I Strategic Vision and Planning Committee (SVPC) discussed the recommendation at its October 2017 meeting and would continue the discussion at its January 2018 meeting. NCAA Office of Inclusion staff have engaged with the SVPC about the one-in-five-year equity, diversity, and inclusion review recommendation and have proposed developing an online resource to support the NCAA membership's efforts with these reviews.

The task force noted the importance of developing a strategic plan for submitting a proposal for an equity, diversity and inclusion review in the 2019 legislative cycle. The task force stated the importance of including language in the proposed legislation to prohibit institutions from deferring an implementation process to the fifth year. In addition, the task force reviewed a preliminary draft of the Diversity and Inclusion Resource (Institutional Performance Program (IPP)/ "Cousin" App), a concept in development by the Office of Inclusion to support all NCAA schools' institutions' equity, diversity and inclusion reviews. NCAA staff noted that Office of Inclusion and Academic and Membership Affairs staff discussed how an IPP/ "cousin" app might complement the existing, and largely quantitative, Division I IPP. Further, the task force noted that the proposed resource could be a useful and practical way to reach presidents and to accelerate

a sense of institutional responsibility for equity, diversity and inclusion on their campuses. It was also suggested that presidents who sign the NCAA presidential pledge could subsequently use the IPP/ “cousin” app to review their institutions’ statuses. As part of its review of the proposed resource, the task force underscored the need to solicit additional feedback from various governance groups, including the Committee to Promote Cultural Diversity and Equity (CPCDE), the Committee on Women’s Athletics (CWA), and the Minority Opportunities and Interests Committee (MOIC).

- 4. Review SWA Research Project.** Julie Muller, task force member and senior associate of 3Fold Group, presented a summary of the “Optimization of the Senior Woman Administrator Designation” report published by the NCAA Office of Inclusion. The task force discussed highlights and areas of concern from the report. Muller also informed the task force that the Winter 2018 edition of Champion magazine includes an article about the report. The task force inquired about the opportunity to develop a press kit for the report to ensure all NCAA presidential groups and other constituent groups are aware of the findings. NCAA staff confirmed that the national office will develop a strategic communication plan. Additionally, the task force discussed the possibility of partnering with the National Association for Collegiate Directors of Athletics (NACDA). Specifically, the task force suggested exploring the possibility of sponsoring a joint panel presentation and/or webinar to address how directors of athletics and SWAs develop supportive and positive working relationships. NCAA staff informed the task force of next steps. Specifically, a subcommittee of the CWA will review the six opportunities to optimize the SWA designation that are detailed in the report and make recommendations to the entire CWA for feedback and endorsement during their February 2018 teleconference. Prior to the CWA’s in-person meeting, the task force will review the CWA subcommittee’s recommendations on a teleconference.

5. **Discuss new tax laws and implications for college athletics.** The task force discussed the recently passed bill entitled Tax Cuts and Jobs Act of 2017 and its implications on Title IX compliance. The task force raised concern regarding the possible elimination of Olympic sports at NCAA member institutions, many of which are women’s sports. The task force agreed that it should consider preemptive actions rather than taking a wait-and-see approach, including jointly appealing to the Board of Governors, via the CPCDE, with CWA and MOIC. The task force endorsed this statement on the issue:

“The NCAA Gender Equity Task Force recognizes concerns that have been expressed recently about possible effects of changes in federal tax law on the financing of college athletes. At the same time, the Task Force also is concerned with reported references to “Olympic sports” possibly bearing the brunt of any such effects, a result that would clearly injure women’s sports. The Task Force assumes that institutions and conferences will try to respond to these challenges in ways that make the continued welfare of all student athletes the highest priority. But the Task Force also believes it would be very helpful for the Board of Governors and the Committee to Promote Cultural Diversity and Equity to promptly and publicly urge that institutional and conference responses to financial issues not impair opportunities for women and minority athletes, coaches, staff and administrators.”

6. **Next steps.** The task force will have a teleconference in February to review a draft of the Senior Woman Administrator Research Report action plan. The task force will continue to support efforts to implement its recommendations that were approved by the Board of Governors in April 2017.
7. **Adjournment.** The meeting adjourned at 11:57 a.m. Eastern time.

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

*Staff Support: Craig Malveaux, Office of Inclusion
Jean Orr, Office of Inclusion
Amy Wilson, Office of Inclusion*

NCAA Gender Equity Task Force January 12, 2018, Teleconference	
Attendees:	
Charles Ambrose, University of Central Missouri.	
Amy Backus, Case Western Reserve University.	
Joan McDermott, University of San Francisco.	

Jacqueline McWilliams, Central Intercollegiate Athletic Association.
Noreen Morris, Northeast Conference.
Bernard Muir, Stanford University.
Julie Muller, 3Fold Group.
Jeff Orleans, Hirschfeld Kraemer LLP.
Judy Sweet, Gender Equity Consultant.
Absentees:
None.
Guests in Attendance:
None.
NCAA Staff Support in Attendance:
Craig Malveaux, Jean Orr and Amy Wilson.
Other NCAA Staff Members in Attendance:
None.