



**REPORT OF THE
NCAA GENDER EQUITY TASK FORCE
JANUARY 25, 2024, VIDEOCONFERENCE**

ACTION ITEMS.

- None.

INFORMATIONAL ITEMS.

1. **Welcome and introductions.** Gender Equity Task Force Co-Chairs Noreen Morris and Judy Sweet welcomed the group and introduced new members Renee Bostic, director of athletics, wellness, and recreation at State University of New York at New Paltz; and Sarah Otey, commissioner of the Ohio Athletic Conference.
2. **Review of previous reports.** The task force approved the report from its January 26, 2022, videoconference, as presented.
3. **Discussion regarding the definition of “equity.”** Staff provided an update on efforts to address the referral from the NCAA Board of Governors and the divisional governance bodies regarding its recommendation that there be an equity analysis before the adoption of NCAA policy and legislation, which emerged from Phase One of the external gender equity review (recommendation 1.8). The four NCAA DEI committees, including this task force, the Committee on Women’s Athletics (CWA), the Minority Opportunities and Interests Committee (MOIC), and the Board of Governors Committee to Promote Cultural Diversity and Equity (CPCDE), are in the process of establishing a definition of “equity” that will be foundational to clarifying the process and scope of their recommendation to require an equity analysis before adopting policy and legislation. The CWA, MOIC and CPCDE reviewed the draft statement during their recent meetings and provided feedback that was incorporated into a revised draft.

Task force members offered additional input and suggested that a visual to accompany the definition and support what equity means would be useful as well. The task force also recommended that this new definition accompany, but not replace, the original definition of gender equity the task force created in 1992. The task force revisited the 1992 definition and suggested minor revisions to be more inclusive. Staff will incorporate this feedback and share an updated version of the definition with the task force. All four DEI committees will review the definition during their special meeting in March when they consider recommendations resulting from the review of Association-wide committees (see Informational Item No. 5).

4. **Review of progress on NCAA equity work and next steps.** Staff provided an update on initiatives within the national office to implement recommendations from the external gender equity review. Specifically, staff noted the implementation of an Equity Evaluation Process that allows staff to submit an equity question to be reviewed by experts. The task force applauded this system and recommended that staff track the questions and responses for membership use. Staff noted that while questions are confidential during the review, once they are answered, responses are archived and available for broader internal

reference. Staff also noted that equity education modules are being developed to help educate NCAA staff using examples from the Equity Evaluation Process.

Additionally, staff noted the positive reviews from the recent audit Lewis Rice conducted to assess how the NCAA has managed the external gender equity report, as well as the commitment from NCAA President Charlie Baker to enhance gender equity across all NCAA platforms, including designating Felicia Martin, NCAA senior vice president of inclusion, education and community engagement, to oversee future gender equity initiatives.

5. **NCAA Board of Governors directed review of Association-wide committees.** With the adoption of the [new NCAA Constitution](#) in January 2022, the NCAA Board of Governors initiated a review of all NCAA Association-wide committees to determine their relevance and review whether changes could better align their work with the new constitution. The four NCAA DEI committees began the review by establishing a working group with representatives from each committee. The co-chairs of the task force serve on the working group. The working group is charged with reviewing the current structure, function, and effectiveness of the four NCAA DEI bodies and providing a written recommendation for consideration by the board.

The working group conducted its initial meeting in January and noted the value of considering other Association-wide committees' structural models. The working group acknowledged that the structure of the NCAA Committee on Competitive Safeguards and Medical Aspects of Sports (CSMAS) may work well for the four DEI committees, as CSMAS oversees all matters related to health, safety and well-being and contains subgroups focused on specific expertise to manage those issues. CSMAS staff liaisons will present its structure with the working group during its February meeting.

The working group will develop recommendations that will be considered at a special meeting of the four DEI committees in March. Pending approval, the recommendations would be submitted for the Board of Governors to consider during its April 2024 meeting. Those recommendations will be shared with each division's leadership councils as well. If any of the recommendations require a legislative change, those would proceed through the legislative cycle.

6. **Review progress and discuss strategy for 2017-18 task force recommendations.** Staff provided the task force with a spreadsheet listing the history of the 2017-18 task force recommendations and highlighting key successes. The task force co-chairs asked that members review the document in advance of the next meeting to discuss the recommendations and determine any necessary follow-up.
7. **NCAA Transgender Student-Athlete Participation Policy update.** Staff provided an update about a presentation to the Board of Governors during its January meeting on the landscape of state and federal laws and the application of the Transgender Student-Athlete

Participation Policy. It was noted that the board will continue its discussions on the policy during its April meeting.

8. **NCAA Emerging Sports for Women program updates and business review initiatives impacting women's sport opportunities.** Staff provided an update on the emerging sports for women program, which was created as a result of a recommendation from the original task force in 1994 and noted that women's wrestling has exceeded the threshold of 40 sponsoring institutions to be considered for a NCAA championship sport. During its February meeting, the Committee on Women's Athletics is expected to recommend that all three divisions sponsor and adopt legislation to add women's wrestling as a national collegiate championship and to establish a women's wrestling committee. Staff also noted the progress of other emerging sports that are nearing the sponsorship threshold for championship status. Finally, staff noted that NCAA President Baker's business plan emphasizes women's sports opportunities as a priority.
9. **Title IX 50th Anniversary Commemoration overview.** Staff agreed to share a brief recap of the NCAA's efforts to celebrate Title IX's 50th anniversary via email due to time constraints.
10. **Other business.**
 - a. **2024 NCAA Inclusion Forum.** Staff noted that the annual NCAA Inclusion Forum will occur April 24-26 in Indianapolis, and shared information about task force members' attendance.
 - b. **Project Division I.** Task force members mentioned the project NCAA President Baker launched recently in Division I and encouraged monitoring how any forthcoming recommendations impact gender equity. Staff agreed to assist in tracking this issue.
11. **Future meetings/videoconferences.** The task force will convene in March at a date and time to be determined.
12. **Adjournment.** The meeting adjourned at 3 p.m. Eastern time.

Committee Chairs: Noreen Morris, Northeast Conference
Judy Sweet, Gender Equity Consultant
Staff Liaisons: Gretchen Miron, Office of Inclusion
Amy Wilson, Office of Inclusion

NCAA Gender Equity Task Force January 25, 2024, Videoconference	
Attendees:	
Chuck Ambrose, Higher Education Consultant.	
Renee Bostic, State University of New York at New Paltz.	
Joan McDermott, Colorado Mesa University.	
Noreen Morris, Northeast Conference.	
Bernard Muir, Stanford University.	
Judy Sweet, Gender Equity Consultant.	
Absentees:	
Jacqie McWilliams, Central Intercollegiate Athletic Association.	
Sarah Otey, Ohio Athletic Conference.	
Guests in Attendance:	
None.	
NCAA Staff Liaisons in Attendance:	
Gretchen Miron and Amy Wilson.	
Other NCAA Staff Members in Attendance for Portions of the Meeting:	
Gary Brown, Kina Davis, Ashlesha Lokhande, Jean Merrill and Stephanie Quigg.	