



**REPORT OF THE
NCAA GENDER EQUITY TASK FORCE
MAY 25, 2018, TELECONFERENCE**

ACTION ITEMS.

- None.

INFORMATIONAL ITEMS.

1. **Welcome.** Gender Equity Task Force Co-Chair Judy Sweet welcomed the task force members and conducted a roll call.
2. **Approval of February 13, 2018, teleconference report.** The task force reviewed and approved the report.
3. **Gender Equity Task Force recommendations.** Sweet provided the task force with an overview of the revised and re-formatted task force recommendations document, including a status update on several action items. The task force discussed the recommendation to promote the definition of gender equity and identify strategies and measures to increase women's participation opportunities.
 - a. **Strategies.** As part of the discussion, the task force noted the challenges many institutions face to drive enrollment, generate revenue and reduce operating budgets, often at the expense of gender equity, and suggested three possible actions:
 - (1) Establish a peer institution support network, wherein institutions that balance enrollment, revenue, operations and gender equity serve as peer-mentors to institutions seeking assistance.
 - (2) Develop a metrics-based resource to help inform institutions about gender equity assessments. It was suggested that the equity, diversity and inclusion application/Institutional Performance Program "cousin" could serve as the resource.
 - (3) Present at an Association of Governing Boards of Universities and Colleges (AGB) in-person event.

Lastly, the task force noted the growth among women in executive collegiate athletics positions and discussed contributing factors and ways to engage institutions and conferences that have incorporated diversity and inclusion into their hiring practices.

4. **Once-in-five-years equity, diversity and inclusion review updates.** Co-chair Noreen Morris reviewed results of a survey distributed to Division I conference offices regarding their member institutions' equity, diversity and inclusion reviews and conference

involvement in the reviews. Based on the results from 13 responding conferences (out of 32 Division I conferences), 60 percent of member institutions conduct equity reviews. In addition, 50 percent of institutions conduct diversity reviews while 45 percent conduct inclusion reviews. Prior to discontinuation of the NCAA Division I Athletics Certification Program in 2011, every institution was required to conduct an equity, diversity and inclusion review.

The task force discussed strategies to increase the number of Division I institutions that conduct equity, diversity and inclusion reviews. Discussions centered on the NCAA Division I Strategic Vision and Planning Committee and its intent to refer legislative and policy options to the Division I Council for consideration.

Morris informed the task force that she will present the survey results and a draft of proposed legislation to SVPC at their June in-person meeting.

- 5. Equity, diversity and inclusion app/Institutional Performance Plan (IPP) “cousin.”** NCAA staff explained the overall process to develop the equity, diversity and inclusion app/IPP “cousin,” including the office of inclusion’s engagement with the Division I SVPC. Staff noted ongoing conversations with NCAA research and information technology staff to develop a data-driven, online app that would complement the existing, and largely quantitative, IPP system.

The task force noted insufficient NCAA resources currently available to educate, assist and inform institutions on the process of conducting once-in-five-year equity, diversity and inclusion reviews and discussed ways the app could guide institutions moving forward. The app could be a useful and practical way for presidents and chancellors and athletics department leadership to support and be accountable for equity, diversity and inclusion on their campuses. The task force intends to review Divisions II and III self-studies at its fall meeting to identify additional materials.

- 6. Equity, diversity and inclusion in athletics curriculum development for sport management programs.** Morris informed the task force of continued correspondence with higher education sport management departments, leaders and faculty to develop curriculum resources, best practices and case studies to support education on equity, diversity and inclusion in intercollegiate athletics.

Morris also informed the task force of discussions with the North American Society of Sport Management’s diversity subcommittee members, who suggested a partnership with the task force to develop and distribute surveys to sport management program faculty to gauge the level of equity, diversity and inclusion education in curricula and to identify curricular gaps. Staff noted the initiative would be presented to NCAA leadership for consideration.

- 7. “Shels” initiative.** Sweet informed the task force of the “Shels” movement, an initiative that was launched by a group of leading executives in the sport industry to empower female

athletes. The WNBA is at the forefront of the initiative and plans to work with other professional women's leagues to use the power of sports to create a future of strong women. The task force discussed ways in which it could engage with leaders of the "SheIS" movement to share successful ideas and best practices as well as gain a better understanding of the initiative and how it may apply to collegiate athletics. One suggestion was to develop a derivative slogan, such as "SheDoes," an initiative that focuses on female student-athletes.

Review of additional task force recommendations. As part of the Commission on College Basketball recommendations, the task force expressed an interest in writing a letter of support to the Division I Council's Association-wide Issues Working Group to appoint independent members to the NCAA Board of Governors with a focus on equity, diversity and inclusion. Staff informed the task force that a letter may be submitted through an online form.

8. Other business. Sweet provide an update on The Women's Sports Foundation's Tara VanDerveer Fund for the Advancement of Women in Coaching. Specifically, Sweet noted Sylvia Hatchell has expressed interest in developing ways to increase opportunities for women to coach similar to the efforts supported by the Women's Sports Foundation.

9. Future meeting. The task force will schedule its next meeting for the fall.

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

*Staff Liaisons: Amy Wilson, office of inclusion
Craig Malveaux, office of inclusion
Jean Merrill, office of inclusion*

NCAA Gender Equity Task Force Report May 25, 2018, Teleconference	
Attendees:	
Charles Ambrose, Central Missouri University.	
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.	
NCAA Staff Liaisons in Attendance:	
Craig Malveaux, Jean Merrill and Amy Wilson.	