



**REPORT OF THE
NCAA GENDER EQUITY TASK FORCE
SEPTEMBER 12, 2018, MEETING**

ACTION ITEMS.

- None.

INFORMATIONAL ITEMS.

1. **Welcome and announcements.** Judy Sweet and Noreen Morris, co-chairs, welcomed task force members to the meeting. The roster was reviewed and staff was acknowledged.
2. **Approval of May 25, 2018, teleconference report.** The task force reviewed the May 25, 2018, teleconference report and noted a correction to be made to Agenda Item No. 8, as it pertains to Sylvia Hatchell. The report was approved with this correction.
3. **NCAA inclusion and human resources updates.** Staff informed the task force of the new inclusion and human resources organizational structure and provided an overview of the six IHR strategic priorities that drive the IHR's work. The task force considered how these six strategic priorities align with the task force's mission, its work and goal-setting efforts moving forward. Staff noted how the NCAA Committee on Women's Athletics and the NCAA Minority Opportunities and Interests Committee support and carry out the external efforts of the strategic priorities.

Staff informed the task force that the NCAA Board of Governors Committee to Promote Cultural Diversity and Equity had moved from ad hoc to a standing committee in 2017 and includes five college and university presidents. The CPCDE is developing strategic goals to present to the NCAA Board of Governors in October.

Staff highlighted the development of a search profile tool, a diversity and inclusion initiative created by leadership development. The search profile tool was designed to identify candidates of color and women in athletics, and to create a database/pool of candidates for positions in athletics. Candidates in the database will have participated in existing NCAA programs designed to advance female athletics administrators and athletics administrators of color. In addition, staff informed the task force of resources that will be available to the membership during the 2018-19 academic year. They include an educational resource on the senior woman administrator designation, which was developed by the office of inclusion and 3 Fold Group. The resource complements the Optimization of the SWA Designation report and two-page key findings document.

4. **Division I legislation to establish a one-in-five-years equity, diversity and inclusion review.** Morris, who also serves on the NCAA Division I Council, provided a summary of how the task force's recommendation for the review has been discussed and acted on by the Council's Strategic Vision and Planning Committee. The Division I Council introduced a

proposal into the 2018-19 legislative cycle that would require Division I institutions to conduct a diversity and inclusion review once every five years. A Question and Answer document will be developed and made available to the membership to supplement the proposal.

- 5. Review of progress on 2017 GETF recommendations approved by the NCAA Board of Governors.** Sweet provided the task force with an overview of the re-formatted task force recommendations, which focus on a status update on several action items in progress. The task force discussed ways to enhance the NCAA national office staff's knowledge of diversity and equity issues to better support the legislative process, and to ensure the governance structure and the national office consider equity and inclusion implications of their practices, policies and representation on committees, councils and boards. Suggested recommendations included developing education modules with videos and other resources, and incorporating them into the new employee onboarding process for national office staff and new member orientation for new committee members in the governance structure, including unconscious bias training. In addition, the task force discussed sponsoring an annual meeting with advocacy community thought leaders to discuss diversity and inclusion issues in intercollegiate athletics, such as increasing leadership and participation opportunities for underrepresented populations. Staff noted that the CPCDE discussed a goal to hold this type of annual meeting, which may allow for the two bodies to combine efforts and resources.

Staff informed the task force of a plan to develop a new platform on the NCAA website that will focus on the pledge and include national office staff demographics. The office of inclusion is in Phase II of the Presidential Pledge: from commitment to action, which includes completing this website platform.

- 6. Collaboration with North American Society for Sport Management.** Morris informed the task force of a subcommittee of NASSM with which the task force could align. In collaboration, the task force and subcommittee could design curriculum to educate students about equity, diversity and inclusion. The task force also discussed developing a needs assessment survey to distribute to faculty who are members of the NASSM, as well as the need to inform executive leadership at the national office about the initiative.
- 7. Equity, diversity and inclusion app.** Staff informed the task force of ongoing discussions with NCAA research and information technology staffs to develop a data-driven, online app that would complement the existing, and largely quantitative, Institutional Performance Program system and serve as a guiding resource for NCAA schools conducting equity, diversity and inclusion reviews. The equity, diversity and inclusion app might include the following items: NCAA office of inclusion resources/best practices across its five core areas, demographics data, climate survey examples and a guided review of gender equity and Title IX requirements.

The task force discussed ways to support the development of the app. Suggestions included continued engagement with institutions to determine needs and ways to incorporate other

equity, diversity and inclusion focus areas (e.g. talent lifecycle management, student-athlete leadership and engagement, professional development and education).

8. Review of NCAA diversity, equity and inclusion committee reports.
 - a. **NCAA Board of Governors Committee to Promote Cultural Diversity and Equity April 14-15, 2018, meeting report.** The task force reviewed the CPCDE April 14-15, 2018, meeting report. In addition, the task force expressed support of the CPCDE and its call-to-action, which is driven by institutional presidents and chancellors.
 - b. **NCAA Committee on Women's Athletics April 12-13, 2018, meeting report.** The task force reviewed the CWA April 12-13, 2018, meeting report. Staff highlighted key items from the September 5-6 meeting, including the 2018-19 Emerging Sports for Women proposals, the 2018 NCAA Woman of the Year process and the committee's inquiry regarding sexual violence and NCAA legislation.

The task force expressed support of the committee's inquiry into the issue of sexual violence and its continued desire to engage in dialogue. The task force recommended further review of the issue of sexual assault on campuses from a legislative standpoint.

- c. **NCAA Minority Opportunities and Interests Committee April 12-13, 2018, meeting report.** The task force reviewed the MOIC April 12-13, 2018, meeting report. Staff informed the task force of the Diversity and Inclusion Social Media Campaign created in partnership between MOIC and the divisional NCAA Student-Athlete Advisory Committees. This campaign, that will be enacted October 1-5, 2018, is a platform for student-athletes, administrators, coaches and fans across the country to speak out on and promote diversity and inclusion as key elements of student-athlete success. The goal of this campaign is to use social media to create a dialogue on diversity and inclusion and to communicate the benefit of inclusive environments to the student-athlete experience.

In addition, staff informed the task force that the CPCDE supported the concept of the athletics diversity and inclusion designation during its April 16, 2018, teleconference, noting that education and communication will need to clearly state the standards and process for appointing the designee. MOIC recommended that legislation be proposed that would require an athletics diversity and inclusion designation on campus, with anticipation of a membership vote in 2020. MOIC directed committee liaisons to work with NCAA academics and membership affairs staff to develop language for the proposal, which will be included in the February 2019 MOIC teleconference report as a legislative action item.

9. **Review Commission on College Basketball recommendations.** The task force reviewed the recommendations presented by the Commission on College Basketball. The task force expressed concern about two proposals referred to the Division I Council and Men's Basketball Oversight Committee. The first proposal would eliminate the limitation of four hours of skill-

related instruction within the weekly limitation of eight hours of out-of-season athletically related and the second would allow up to two noncoaching staff members with sport-specific responsibilities to engage in coaching activities with a student-athlete during practice or skill-related instruction without counting against the coaching limits, pursuant to specific conditions. Specifically, the task force noted the same coaching opportunities would not be available for women's basketball unless the proposal and possible future actions were inclusive of women's basketball. In addition, the task force requested more information on the funding of men's basketball summer camps. The task force acknowledged that challenges in women's basketball are not the same as men's, but that there should be exploration for how new funding could support women's basketball.

10. Governance updates. Staff provided the task force with updates from all three divisions.

- a. Division I.** Staff provided updates on the NCAA Division I Board of Directors' strategic areas of emphasis for 2018-2023. During the April 24, 2018, joint meeting of the Board of Directors and the NCAA Division I Presidential Forum, the Board of Directors and Presidential Forum agreed to consider alternative approaches to best reflect the division's commitment to diversity and inclusion. The Board of Directors Administrative Committee determined that a fifth foundational goal expressing the need to improve diversity and inclusion in Division I should be added to the strategic areas of emphasis. Further, that additional language should be added to existing goals. The recommended changes reiterate the commitment to improving diversity and inclusion across the division. At the October 1-3, 2018, Division I Council meeting, there will be discussion on foundational goals and strategic areas of emphasis and ways to identify actionable items. The task force supported diversity and inclusion as a strategic goal and recommended the creation of a standing committee or working group to focus on the goal, similar to what Divisions II and III have done.
- b. Division II.** Staff informed the task force of a new Division II initiative that was approved by the NCAA Division II Presidents and Management Councils to enhance Division II participation at the NCAA Inclusion Forum. Specifically, \$350,000 funding will be available every other year, beginning September 1, 2019, to cover expenses (e.g., travel, hotel, per diem, conference registration) for teams from Division II institutions to attend the Inclusion Forum. In addition, the institutions will be required to develop action plans to be implemented on campus following their attendance at the Inclusion Forum.
- c. Division III.** Staff informed the task force that there will be an Association-wide proposal voted on at the 2019 NCAA Convention to add five independent voting members to the Board of Governors. Staff noted the additional members could present an avenue to increase representation of women and racial/ethnic minorities in the NCAA governance structure. The proposal will require a two-thirds majority vote of those present at the Association-wide business session. The NCAA Board of Governors Executive Committee

would serve as the Nominating Committee for the vetting and selection of the independent members.

Staff explained that Division III has identified division-specific issues pertaining to representation among female athletics directors and has developed initiatives to increase opportunities, as women represent just over 30 percent of athletics directors. One initiative is the Senior Woman Administrator program, which began three years ago. The program is designed to provide professional development and networking opportunities for SWAs, in particular those seeking to become athletics directors and/or conference commissioners.

In addition, staff highlighted the Division III Student Immersion Program, which annually funds 40 ethnic minority students to attend the NCAA Convention to gain exposure to Division III and its governing process. Staff also described the Division III LGBTQ Working Group and the Division III Diversity and Inclusion Working Group. The LGBTQ Working Group's charge is to examine the current LGBTQ landscape in Division III. Examination and research may lead to potential programming, resources and recognition of the LGBTQ community and its allies as well as increasing the engagement and collaboration at the institutional, conference and national levels. The Diversity and Inclusion Working Group's charge is to assess the current diversity and inclusion landscape within Division III, evaluate current initiatives and propose next steps (e.g., resources, new initiatives, policies) to the membership.

11. The role of implicit bias in student-athlete complaints and other issues facing female coaches. Thomas Newkirk, a civil rights and employment law attorney of Newkirk Zwagerman Law Firm, P.L.C., presented to the task force on the effects of gender bias in athletics and its impact on women with respect to equity in areas like hiring, pay and retention.

12. Future meeting schedule. The next teleconference will be determined at a later date.

13. Other business.

- a. **Title IX at 50.** Staff informed the task force that the office of inclusion will commission an ad-hoc group to plan for the 50th anniversary of Title IX.
- b. **Women's Sports Foundation.** Staff informed the task force of a \$25,000 grant sent to the Women's Sports Foundation Tara VanDerveer Fund for the advancement of women in coaching. This will fund a fellowship for one aspiring female coach in collegiate athletics. In partnership with universities and colleges, the fellowship will provide aspiring coaches with the support needed to jumpstart their careers. The fellowship emphasizes hands-on training and mentorship with established collegiate coaches in order to strengthen professional development, provide networking guidance and identify paths to advancement.

14. Adjournment. The meeting adjourned at 3 p.m.

Committee Chair: Noreen Morris, Northeast Conference
Judy Sweet, Gender Equity Consultant
Staff Liaison(s): Amy Wilson, Office of Inclusion
Craig Malveaux, Office of Inclusion
Jean Merrill, Office of Inclusion

NCAA Gender Equity Task Force September 12, 2018, Meeting	
Attendees:	
Amy Backus, Case Western Reserve University.	
Joan McDermott, University of San Francisco.	
Noreen Morris, Northeast Conference.	
Bernard Muir, Stanford University.	
Julie Muller, 3 Fold Group.	
Judy Sweet, Gender Equity Consultant.	
Jacqueline McWilliams, Central Intercollegiate Athletic Association.	
Absentees:	
Charles Ambrose, KnowledgeWorks.	
Jeff Orleans, Hirschfeld Kraemer LLP.	
Guests in Attendance:	
Thomas Newkirk, Newkirk Zwagerman Law Firm, P.L.C.	
NCAA Staff Liaisons in Attendance:	
Craig Malveaux, Jean Merrill and Amy Wilson.	
Other NCAA Staff Members in Attendance:	
Kelly Brummett, Gail Dent, Jennifer Fraser and Louise McCleary.	