

**REPORT OF THE
NCAA COMMITTEE ON WOMEN'S ATHLETICS
May 18 – 19, 2009**

ACTION ITEMS.

1. Legislative Items.

- None.

2. Nonlegislative Items.

INFORMATIONAL ITEMS.

- 1. Committee Appointments.** Faith Shearer, Associate Director of Athletics, Elon University was elected to serve as chair of the Committee on Women's Athletics beginning September 2009 and Stan Williamson, Director of Athletics, Campbell University was elected to serve as vice-chair.
- 2. Diversity Leadership Strategic Planning Committee (DLSPC) Issues.** The committee reviewed the programmatic and legislative recommendations from the final report of the DLSPC and discussed which initiatives they were interested in addressing in the area of Support, Promote and Integrate Women's Sports. The committee continues to support and requests staff to provide additional information regarding the following recommendations:
 - a.** Develop and implement, for the membership, an interactive Web-based gender-equity education training program on the status of women's athletics.
 - b.** Annually publish the gender-equity data collected by the Association on an individual institutional basis and also by division and conference.
 - c.** Develop a process by which to standardize gender-equity planning for all three divisions.
- 3. NCAA Woman of the Year.** The committee received an update regarding the 2009 application process. 418 institutional submissions are being reviewed by the participating conferences. The timeline for the process was provided and committee members will select the winner from the nine finalists in August.

- 4. Strategic Planning Subcommittee.** The strategic planning subcommittee had a follow-up meeting to identify the priorities for the committee. The subcommittee expressed their desire to assist schools evaluating gender equity in challenging economic times. The committee developed and shared a position paper (attached) with athletic directors, conference commissioners, campus senior woman administrators, faculty athletics representatives and Title IX coordinators electronically and via mail. For 2009-10, the CWA identified two overarching themes to employ when prioritizing its areas of focus. First, the CWA will focus its efforts on awareness for the NCAA membership of the available opportunities in existing professional development programs and educational materials and resources. Second, the CWA will provide and serve as a resource for the membership as it evaluates and makes decisions during these challenging economic times. In both cases, the CWA's goal is to provide assistance to the appropriate audiences and be relevant to the present.

At its May 2009 meeting, the CWA identified five areas of its strategic plan that contribute to these two overarching themes. These are in no particular order and the first three relate to female professional development/opportunity issues attempting to address some of the findings of the 2009 NCAA Barriers Study report:

- a.** Gender equity training/best practices and resources, including work/life balance. (Goal III, Objective 3, Items 6, 7 and 8) (Goal IV, Objective 1, Items 1, 2 and 3) (Goal IV, Objective 2, Items 1, 2, 3 and 4) (Goal IV, Objective 5, Item 1).
- b.** Officiating. (Goal IV, Objective 4, Items 2 and 3).
- c.** Senior Woman Administrator resources and ongoing development of the position. (Goal I, Objective 2, Items 1 and 2).
- d.** Development of gender equity web-based training program as a result of the DSPLC report. (Goal III, Objective 3, Items 6, 7, and 8).
- e.** Education/outreach to campus Title IX coordinators. (Goal III, Objective 3, Item 2)

5. Emerging Sports for Women Program Updates.

- a. Squash: The committee requested an update on the status of the recommendations outlined in the 2008 action plan from sport contacts. No response has been received to date. An invitation will be extended to representatives from the squash community to attend the September meeting to present and answer questions relative to assisting the committee in determining next steps.
- b. Sand Volleyball: Division I adopted NCAA Division I Proposal No. 2008-59 (as it relates to the addition of sand volleyball to the emerging sports for women list), effective August 1, 2010. Division II adopted NCAA Division II Proposal No. 2009-5 which included the addition of sand volleyball to the list, effective August 1, 2010. The Divisions I and II governance structures, in consultation with the American Volleyball Coaches Association, are beginning their work to develop the necessary regulations (e.g., financial aid, playing and practice seasons, and minimum contest/participant requirements) for the sport. Those legislative concepts will be considered during the 2009-10 Division I legislative cycle and, for Division II, at the 2010 NCAA Convention.
- c. CWA will examine the process recently used in identifying an emerging sport for women to be added to the list, to explore developing additional guidelines in assisting other sports seeking emerging sport sponsorship.
- d. Olympic softball initiative and women's baseball: The committee was provided an informational update on the efforts being made to reinstate softball into the 2016 Olympics. The committee also discussed efforts to grow women's baseball.
- e. Equestrian. Division I and II are interested in continuing discussions regarding the ongoing development in increasing sports sponsorship of equestrian. The committee has requested to have representatives from the sport to provide a presentation during the September meeting to assist in determining next steps.

6. Updates on Women's Professional Development Opportunities. The committee received an update on the following programs.

- a. **NCAA Women's Leadership Symposium.** Cambridge, Massachusetts. The committee had an opportunity to review the agenda and evaluative summary

of the event. 169 participants registered for the symposium which was successful in its efforts to encourage young administrators to pursue coaching and/or administration as a profession.

b. Beyond the Baseline. April 6, 2009, St. Louis, Missouri, Division I Women's Final Four. The committee received an update regarding the one day program designed to establish a template for future "legacy programs" matching executive women as mentors ("coaches") with at-risk girls from the local community. The program received excellent feedback from both the coaches and participants.

c. Gender Equity and Issues Forum. April 27-29, 2009, San Diego, California. The committee received an overview of the program, 165 participants registered for the event.

7. Review of NCAA Diversity and Gender Professional Development Programming. Dr. Bernard Franklin, Executive Vice President of the NCAA met with the committee to provide an update on the status of the gender equity and diversity programs under review. The committee received an initial draft of the programs which account for approximately \$5 million dollars of the national office budget. The programs are being reviewed to determine baseline measures of successful programs through qualitative analysis, a quantitative study and focus groups. The Executive Committee will receive the final report in October.

8. Title IX Update. The committee received an update on the following Title IX related matters.

a. News articles.

i. Quinnipiac University cutting athletics teams and related Title IX lawsuit.

ii. Fresno State, Senate Majority Leader introducing legislation to help hold public educational institutions responsible for upholding the principles of Title IX.

iii. Landmark settlement in Arizona State University rape case. The committee requested additional information about the university's development of a security professional to help improve campus efforts to prevent sexual assaults.

iv. President Obama's support of Title IX improved enforcement.

- b. **Equity in Athletics Disclosure Act Changes.** The committee was informed that the Department of Education is advising institutions to count male practice players in its EADA reporting. The NCAA is seeking additional information about this change.
- c. **U. S. Commission on Civil Rights.** A report is expected on the 2007 briefing on the 2005 Office of Civil Rights Clarification on third-prong accommodation of interests and abilities compliance methods.

9. National Office Updates.

- a. **Health and Safety.** The committee received an update from NCAA staff regarding ongoing health and safety initiatives: drug testing and research, the Campus Climate survey, injury surveillance program, nutrition and performance web site and the resource exchange center.
- b. **Branding and Communication.** Members of the Branding and Communications senior staff provided the committee with an update on current initiatives. BC staff members took the initiative to review the current CWA strategic plan and were supportive of continuing the partnership to forecast and develop messaging on issues of significance to the committee.
- c. **NCAA Intern Program.** The 2009-10 intern class will begin on June 8, 2009. The diversity of the class of 19 is as follows: minority males – 4, minority females – 2, white females – 10 and white males – 3.
- d. **Women's Basketball Issues.** The committee was provided with an update on current issues:
 - i. The development of a leadership institute for the sport as a development opportunity.
 - ii. Monitoring of the NCAA/NBA Youth Basketball Initiative to determine what role the women's game will play in the process.
 - iii. Review of Division I, II and III items of importance.
- e. Plans for creation of a national student-athlete training forum for those interested in careers as coaches and eventually for those interested in administrative and officiating careers. Educational Affairs is conducting a pilot program in Florida this month.

10. Other Business.

- a. Negative Recruiting Resources.** The committee received an update on the upcoming Think Tank on the Inclusion of Transgender Athletes in High School and Collegiate Athletics sponsored by the National Center of Lesbian Rights and the Women's Sports Foundation on October 25 and 26 in Indianapolis, Indiana. The committee suggested a best practices document be developed as a resource tool for coaches regarding negative recruiting with suggestions as to the roles and responsibilities of those involved in the recruiting process.
- b. Diversity and Inclusion Award.** Data collection for Division III is in the process of being completed. The selected 2009 institutions for Division I and Division II have not been announced at this time. More information will be provided to the committee when it becomes available.
- c. Hiring Report Card.** An informational update was provided.
- d. Women of Color Symposium.** The Women of Color Symposium took place in Indianapolis, Indiana, May 7 and 8. The symposium was a collaborative effort between the NCAA and the Black Women's in Sport Foundation. The committee will be provided with a complete update in September by Charlotte Westerhaus, Vice President for Diversity and Inclusion.

11. Future Meeting Dates and Sites.

- a.** September 14-15, 2009, Indianapolis, IN, (Joint meeting with the Minority Opportunities and Interests Committee).
- b.** February 11, Conference Call, TBD.
- c.** May 24-25, 2010, Cambridge, MA

Committee Chair: Patrick Nero, America East Conference
Staff Liaison(s): Kimberly Ford, Diversity and Inclusion
Lynn Holzman, Academic and Membership Affairs
Karen Morrison, Gender Initiatives