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VIA OVERNIGHT DELIVERY

MEMORANDUM

October 15, 2009

TO: NCAA Executive Committee Subcommittee on Gender and Diversity Issues.

FROM: Charlotte Westerhaus
Vice President of Diversity and Inclusion.

SUBJECT: October 28 meeting.

Enclosed are the agenda and supplements for the October 28 NCAA Executive Committee Subcommittee on Gender and Diversity Issues meeting.

The meeting will be from noon to 3 p.m. in the "Grand 3" room at the Westin Indianapolis; 50 South Capitol Avenue; Indianapolis, Indiana 46204; phone: 317/262-8100.

If you still have not made your travel arrangements, please do so as soon as possible by calling Short's Travel at 1/866-655-9215.

If you have any questions prior to the meeting, please notify James Bellamy at 317/917-6957 or jbellamy@ncaa.org.

We look forward to seeing you October 28.

CFW/TA:jrb

Enclosures

cc: Selected NCAA Staff Members

AGENDA

National Collegiate Athletic Association

Executive Committee Subcommittee on Gender and Diversity Issues

Committee Charge: The charge of the committee is to review and provide recommendations to the Executive Committee on the following four areas: a) student-athlete welfare; b) gender issues; c) minority issues; and d) youth issues. This committee is an Association-wide committee and consists of 12 college presidents (four from each NCAA division).

The Westin Indianapolis
Grand 3

October 28, 2009

1. Welcome. (Antoine Garibaldi)

   - NCAA Executive Committee Subcommittee on Gender and Diversity Issues member roster. [Supplement No. 1]

2. Review charge of the Executive Committee Subcommittee on Gender and Diversity. (Garibaldi)

3. Review of Executive Committee Subcommittee on Gender and Diversity August 5 meeting report. [Supplement No. 2] (Garibaldi)

4. Discussion regarding the Executive Committee Subcommittee on Gender and Diversity issues. [Supplement No. 3] (Garibaldi)

5. Discussion regarding composition of the search committee for NCAA president. (Garibaldi)

6. Update regarding the review of Association-wide gender and diversity issues. [Supplement No. 4] (Nicole Bracken and Charlotte Westerhaus)

7. Update on the review of NCAA diversity and gender professional development programming. (Bernard Franklin and Delise O'Meally)

8. Minorities Opportunities and Interest Committee report. [Supplement No. 5] (Rudy Keeling)

9. Committee on Women's Athletics report. [Supplement No. 6] (Faith Shearer)

10. New chair for the Executive Committee Subcommittee on Gender and Diversity Issues. (Westerhaus)

11. Discussion regarding January meeting of the Executive Committee Subcommittee (NCAA Convention). (Garibaldi and Westerhaus)

12. Other business.

13. Future meeting dates and sites.

    a. January 14 or 15. Atlanta, Georgia. (To be confirmed during October meeting)

    b. April 28, 2010. Indianapolis, Indiana.

    c. August, 11, 2010. Indianapolis, Indiana.

    d. October 27, 2010. Indianapolis, Indiana.

    e. April 27, 2011. Indianapolis, Indiana.

    f. August 10, 2011. Indianapolis, Indiana.

    g. October 26, 2011. Indianapolis, Indiana.

14. Adjournment.

2008 NCAA EXECUTIVE COMMITTEE SUBCOMMITTEE ON GENDER AND DIVERSITY ISSUES

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Vacant

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Legislation: FBS=Division I Football Bowl Subdivision; FCS=Division I Football Championship Subdivision

REPORT OF THE NCAA EXECUTIVE COMMITTEE SUBCOMMITTEE ON GENDER AND DIVERSITY ISSUES

ACTION ITEMS.

- None.

INFORMATIONAL ITEMS.

Association-wide.

1. **Review of October 2008 meeting report.** The Executive Committee Subcommittee on Gender and Diversity Issues (subcommittee) reviewed its April 2009 report.

2. **Update regarding NCAA Confederate Flag policy.** The staff provided the subcommittee with an update regarding the non-predetermined championships in Mississippi and South Carolina during the 2008-09 academic year. The NCAA Executive Committee in 2003 voted to retain a moratorium on predetermined NCAA-sponsored championship sites in Mississippi and South Carolina. Non-predetermined NCAA championship sites are determined at the end of the sports season based on a sport team's seeding and additional criteria, including a focus on the site's commitment to education and its ability to provide a quality championship experience. Further, the Executive Committee charged the subcommittee to evaluate annually the quality of the experience for participants and fans and the ability to conduct those events safely in the states of Mississippi and South Carolina. The subcommittee also is charged with evaluating the site's ability to provide all participants and its ability to promote an atmosphere of respect for and sensitivity to the dignity of every person. The championship staff has been asked to assess the areas mentioned above and present its finding to the subcommittee.

   Staff reported that out of the 14 non-predetermined championship events that took place in the states of Mississippi and South Carolina, no sites reported incidences and all provided information indicating the experiences were positive. The subcommittee requested that it receive information regarding the number of pre-determined championships versus non-predetermined championships sponsored by the NCAA.

3. **Update on the review of NCAA diversity and gender programming.** Staff provided the subcommittee with an update regarding the internal review that the NCAA national office is conducting of all of its diversity and gender related programs to assess the current status of the programs' efficiencies and effectiveness. Staff indicated that the comprehensive review has compiled data and information which is over 200 pages and covers over 19 programs. Staff reported that the initial report should be completed by October 2009.

4. **Gender and diversity within the governance structure:** The subcommittee engaged in a discussion on issues related to diversity and gender representation within the governance structure, specifically as it impacts association-wide committees. The subcommittee noted that while NCAA Constitution 2.7 speaks to the promotion of diversity of representation within the divisional governance structure, it doesn't specifically address representation on association-wide committees. The subcommittee agreed to seek additional data on diversity trends and to explore solutions to ensure appropriate representational diversity on association-wide committees. The subcommittee agreed to request a representative from the Executive Committee to participate in this review process.

5. **Subcommittee charge and structure.** The subcommittee discussed its charge, which is to review and provide recommendations to the Executive Committee regarding diversity related issues. The subcommittee noted that the timing may be appropriate to review its overall structure and composition to determine whether the subcommittee is strategically positioned to fulfill its charge effectively. The subcommittee will report back to the Executive Committee during its October 2009 meeting.

6. **Institutional intercollegiate athletics diversity assessment.** At the April meeting, the subcommittee heard a report on Diversity in Athletics: An Assessment of Exemplars and Institutional Best Practices from the research of Dr. George Cunningham and John Singer, Laboratory for Diversity in Sport, Texas A&M University. The subcommittee also learned the methodology and construct related to how the data was gathered for the diversity awards compared to the NCAA research department. The subcommittee discussed how to utilize the award to create greater awareness by presidents and chancellors. The subcommittee agreed that the information could be most useful if it can be shared at a conference or institutional level. Staff agreed to look at utilizing the dashboard concept to disseminate to the membership. Staff also agreed to determine if data other than aggregate form can be shared with the membership or if it would take legislative action to provide data similar to APR and graduations rates.

7. **Gender Equity in college coaching and administration.** Staff provided a review of the research conducted regarding the barriers to females entering athletics careers. The study, Gender Equity in College Coaching and Administration – Perceived Barriers (Barriers 2007-08), is the second study conducted by the NCAA to measure career aspirations and perceptions of careers in intercollegiate athletics among females. The staff provided information indicating that female's interest in careers in intercollegiate athletics has not changed significantly since the last study. Further the top reasons for not pursuing athletic careers have remained unchanged. The subcommittee discussed ways to provide the information to college presidents and chancellors so that it identifies the potential implications for the declining trends of women coaches in intercollegiate athletics.

8. **Review of MOIC report.** Staff provided the subcommittee with an overview of MOIC's July's report. Specifically, it was noted that MOIC discussed ways to support the Committee on Competitive Safeguards and Medical Aspects of Sports educational efforts regarding Sudden Cardiac Arrest across the Association.

   MOIC noted the importance of actively recruiting college presidents and chancellors from underrepresented groups to become more involved in the governance structure. Further, MOIC discussed ways to increase the number of ethnic minorities in the governance structure. MOIC stressed that continued dialogue with various athletic organizations and constituent groups would help build diversity among under-represented groups in the governance structure.

   MOIC discussed the CWA report and started planning for the joint meeting in September. The MOIC is looking at working with CWA on possible joint programming and receiving the preliminary report from the Women of Color symposium.

   MOIC worked on developing its strategic plan for the next few years. As part of the strategic plan the committee focused on some of the diversity related initiatives in the three divisions. MOIC also recommended that a Barriers Study for Diversity be constituted as soon as possible. Staff indicated that the study would be completed in approximately 18 months. MOIC also received a report from the NCAA Eligibility Center and the new guide for College Bound Student-Athletes which was written in Spanish and will be posted on the Eligibility Center Web site.

MOIC also noted that it has been communicating with Faculty Athletics Representatives Association (FARA) to discuss the issue of the lack of diverse representation in the association. MOIC will contact FARA and determine next steps to improve representation in the association.

9. Update on summer diversity programming for coaches and administrators.

a. Football coaches. Staff provided subcommittee with the data regarding the number of ethnic minorities head football coaches in all three divisions. Division I Football Bowl Subdivision (FBS), nine out of 119. Division I Football Championship Subdivision (FCS), seven out of 101. Division II, 2 out of 133, and Division III, three out of 229. Staff informed the subcommittee that three programs geared toward professional development for football coaches occurred this spring and summer. The programs were the NCAA Coaches Academy, Expert Coaches Forum and Champions Forum. The three programs had a total of 57 coaches participate. The subcommittee noted the success of the alumni of the programs as five became head coaches, one won the institutions first bowl game in numerous years, one won a national championship in FCS and one was named conference coach of the year.

b. Athletic administrators. Staff provided a overview of the NCAA Leadership Institute for Ethnic Minority Males and Females. The 2008-09 Class was made up of 22 participants with 12 males and 10 females. The divisional breakdown was 18 Division I participants, three Division II participants and one national office staff person. All of this year's participants were African Americans. Staff also mentioned that the 2009-10 participants were selected this spring and the program will start this fall. The subcommittee asked if the participants have a chance to network with each other after completing the program and was told that professional development conventions like the National Association of Collegiate Directors of Athletics (NACDA) were encouraged. The subcommittee suggested to staff to consider ways to market to the Division III membership.

10. **Review of Committee on Women's Athletics (CWA) report.** The chair of CWA provided the subcommittee with an overview of CWA's May's report. It was noted that CWA reviewed the programmatic and legislative recommendations from the Diversity Leadership Strategic Planning Committee's final report. Specifically, those initiatives that were in line with CWA's mission such as issues related to support, promote and integrate women's sports. CWA also expressed its desire to assist schools evaluating gender equity in a challenging economic environment. To that end, CWA crafted a position paper which was sent to athletic directors, conference commissioners, senior woman administrators, faculty athletics representatives and Title IX coordinators which provided information regarding proportionality regarding Title IX compliance. The chair also noted several stories in the news as they related to Title IX including the landmark settlement in the Arizona State University rape case. Additionally, CWA 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. Finally, Staff provided an update on summer programming for women coaches and administrators. Specifically, the Women Coaches' Academy, NACWAA/Hers and NACWA institute. Staff noted the addition of two regional continuing education programs (Boston and Harrisburg). Staff also noted the Women's Leadership Symposium will be held in Tampa, Florida on May 13-14, 2010, partnering with the University of South Florida. Moreover, plans are being considered for the women coaches academy to be held on the west coast in conjunction with the WAC conference in the fall of 2010.

11. **Usage of internal Web-based site for future subcommittee meetings. Staff reminded** the subcommittee of the national office effort to reduce cost and green initiatives. As a result, the subcommittee was informed that future meeting materials will be distributed electronically. .

Committee Chair: Antoine Garibaldi, Gannon University
Staff Liaisons: Charlotte Westerhaus, Diversity and Inclusion (primary); Troy Arthur Diversity and Inclusion; Karen Morrison, Gender Initiatives

Executive Committee Subcommittee on Gender and Diversity

Charge, History and Recommendations Regarding Composition

Charge to the Executive Committee Subcommittee on Gender and Diversity.

The charge of the committee is to review and provide recommendations to the Executive Committee on the following four areas: a) student-athlete welfare; b) gender issues; c) minority issues; and d) youth issues.

Historical information regarding the Executive Committee Subcommittee on Gender and Diversity.

The Ad hoc Executive Committee Subcommittee on Gender and Diversity Issues committee requested that the NCAA Executive Committee support the establishment of a standing subcommittee in October of 1999 which was approved.

Executive Committee Composition.

4.1.1 Composition. The Executive Committee shall consist of 20 members. The NCAA president and the chairs of the Division I Leadership Council and the Division II and Division III Management Councils shall be ex officio nonvoting members, except that the NCAA president is permitted to vote in the case of a tie among the voting members of the Executive Committee present and voting. The other 16 voting members of the Executive Committee shall include: a.) Eight chancellors or presidents from the Division I Board of Directors from Football Bowl Subdivision institutions; b.) Two chancellors or presidents from the Division I Board of Directors from Division I Football Championship Subdivision institutions; c.) Two chancellors or presidents from the Division I Board of Directors from Division I Subdivision institutions; d.) Two Division II chancellor or presidents from the Division II Presidents Council; and e.) Two Division III chancellors or presidents from the Division III President Council.

Executive Subcommittee Composition.

The Executive Committee Subcommittee on Gender and Diversity Issues consist of 12 college presidents and chancellors (three from each NCAA division).

Constitution and Bylaws

1. Review of NCAA Constitution and Bylaws related to Gender and Diversity.

   a. 2.7 The Principle of Diversity with Governance Structures. The Association shall promote diversity of representation within its various divisional governance structures and substructures. Each divisional governing body must assure gender and ethnic diversity among the membership of the bodies in the division's administrative structure.

   b. 4.02.1 Association. The "Association" as used in this Manual, refers to the National Collegiate Athletic Association, a diverse, voluntary, unincorporated Association of four-year colleges and universities, conferences, affiliated associations and other educational institutions.

Recommendations for the Executive Subcommittee

Currently, the Executive Committee Subcommittee on Gender and Diversity Issues is not a formal part of the Association's governance structure. Further there is no current body within the governance structure that has oversight to ensure Constitution 2.7 is adhered to by the Association. Further, while the subcommittee has helped the Association with challenging issues related to gender and diversity, it may be more effective if the current members of the Executive Committee serve on the Executive Committee Subcommittee on Gender and Diversity Issues. This modification will enhance the Executive Committee ability to ensure Constitution 2.7 the principles of Diversity within the Governance Structure.

Recommendation #1:

Discontinue the Executive Committee Subcommittee on Gender and Diversity Issues and create the NCAA Executive Committee Diversity Gender Committee.

The new Executive Committee Diversity Gender Committee shall consist of five members. Two chancellors or presidents from Division I Board of Directors Football Bowl Subdivision; one chancellors or presidents from either the Division I Board of Directors Football Championship Subdivision or a chancellor or president from Division I Board of Directors Subdivision. One chancellor or president from Division II Presidents Council and one chancellor or president from the Division III Presidents Council.

Recommendation #2:

Request that each Division propose legislation to permit the Executive Committee Subcommittee on Gender and Diversity Issues become an Association-Wide Committee. If approved by all three divisions, this legislation will assist the Executive Committee Subcommittee on Gender and Diversity Issues with meeting its charge and directives.

Recommendation #3:

Require that the chair of the Executive Committee Subcommittee on Gender and Diversity Issues be a voting member of the Executive Committee. This legislative proposal would ensure that the Executive Committee Subcommittee on Gender and Diversity Issues has a voting member on the Executive Committee however; it would not have a formal role in the governance structure.

To be Distributed at the Meeting

REPORT OF THE MINORITY OPPORTUNITIES AND INTERESTS COMMITTEE SEPTEMBER 14 – 15, 2009

ACTION ITEMS

1. **Legislative Items.**

   None.

2. **Nonlegislative Items.**

   None.

INFORMATIONAL ITEMS

Division I only.

1. **Review of the Division I Board of Directors/Leadership Council Report.** The Division I staff provided an update from the March 2009 meeting. The staff noted the Division I Board of Directors charged the Division I Leadership Council to seek and identify strategies to enhance the level of gender, racial, ethnic and positional diversity serving at the Division I cabinet and council levels. The staff noted that the Division I Board of Directors wants more diversity at the council and cabinet levels. As a result, the committee had a discussion about the topic of diversity at the cabinet and council levels.

Association-wide.

2. **Review of the July, 2009 MOIC Report.** The chair reviewed the work that has been accomplished by the committee regarding the strategic plan for MOIC. The chair discussed the various subcommittees that have been developed to assist the committee in the development of a comprehensive plan that would meet the needs of the membership.

   Additionally, the committee discussed correspondence with the Faculty Athletics Representative Association (FARA) and stressed its continued efforts to have work with FARA. Further, the chair wanted to continue dialogue with FARA so that MOIC and FARA can work collaboratively to address the concerns that MOIC has regarding the lack of representation of ethnic minorities within faculty athletics representative positions. The committee continues to discuss ways to support educational efforts regarding Sudden Cardiac Arrest (SCA).

3. **Review of the Committee on Women's Athletics (CWA) report.** The chair noted that CWA discussed the programmatic and legislative recommendations from the Diversity Leadership Strategic Planning Committee (DLSPC) and what initiatives CWA wanted to address. The chair also noted that CWA is continuing to have discussions within Divisions I and II regarding the development of increasing sports sponsorship of equestrian and sand volleyball.

4. **Strategic planning review discussion.** The committee has gone through the process of revising its strategic plan to determine the committee's goals and whether their priorities will better serve the needs of the membership. The committee further noted that it wanted to establish both short and long-term priorities in the plan. Further, the committee discussed the importance of having outcomes that are measurable in the plan. The committee discussed the possibility of the use of a consultant to determine whether their plan communicates its intended results.

5. **Policies and procedures manual.** The committee reviewed its policies and procedures manual and noted that it should be located on the MOIC Collaboration Zone. The committee also discussed the orientation telephone conference that was held for new committee members and the mentoring program established for new committee members. It was the sense of the committee that these new initiatives will assist in the efficiency and effectiveness of the committee long term.

6. **Perceived diversity barriers to athletics.** The staff provided an update on the research process and objectives for a study that focuses on the barriers for ethnic minorities in obtaining and pursuing careers in athletics.

   The objectives of the study are to determine what factors influence career choices in athletics, determine what motivates individuals to seek careers in intercollegiate athletics and to determine the potential obstacles institutions face in recruiting and retaining racial and ethnic minorities in coaching and administration. The timeline for the process includes the development of the methodology and constructs, survey development, review by multiple constituent groups, data collection and a final report. The study should be completed with results being issued by spring 2011.

7. **FARA discussion.** The committee discussed the organizational structure of FARA. The chair noted that FARA and MOIC will be involved in facilitating discussions pertaining to improving diversity in faculty athletics representative positions. It was noted that there are challenges to enhancing diversity in faculty athletics representatives based on the lack of ethnic minority faculty, however, the chair indicated some steps can be taken to improve the current demographic.

8. **Program updates.**

   a. Football Coaches. Staff provided the committee with the data regarding the number of ethnic minorities' head football coaches in all three divisions due to the current low number of ethnic minority head football coaches at NCAA member institutions. Staff informed the committee that three programs geared toward professional development for football coaches occurred this spring and summer. These programs assist coaches with career advancement strategies, networking and exposure opportunities. The three programs had a total of 57 coaches participate.

   b. Division III. The committee heard a report on Diversity in Athletics: An Assessment of Exemplars and Institutional Best Practices. The committee discussed the plans for the 2010 NCAA Convention in Atlanta, Georgia and the Division III award winners for each of the identified categories and overall winners based on the research of Dr. George Cunningham and John Singer Laboratory for Diversity in Sport, Texas A&M University.

   c. Fellows Leadership Development Program. The committee heard a program update regarding the Fellows Leadership Development Program. The Fellows program is an 18-month program and was developed with the specific goal of enhancing the employment and leadership opportunities for racial/ethnic minorities and women at the senior management level of intercollegiate athletics administration. Fellows will attend the 2010 NCAA Convention, workshops, seminars and other Association-related meetings.

      The program's initial meeting was held January 13, 2009, at the NCAA Convention in Washington D.C., and was followed by a media training seminar April 14 and 15, 2009, at the NCAA national office. The current 2009-10 Fellows class has 10 participants.

During its discussion of the Fellows Leadership Development program, the committee voted that no sitting athletics directors or commissioners be allowed to participate in the program, regardless of the size of the applicant pool. The committee noted that the overall goal is to get participants prepared to be future athletics directors and commissioners.

d. Matching Grants for Minority Women Coaches. The committee received a report from the Grants for Advancement of Minority Women Coaches program. Through the matching grant program, the NCAA will annually provide grants to support the development of minority women coaches and officials in intercollegiate athletics. Coaches associations and other organizations focusing on the development of minority women, as well as ethnic minorities and women coaches and officials at all levels are eligible to apply for grant funds. For the 2008-09 academic year, 14 grants were requested.

9. Other Business.

a. It was voted that Dawn Reynolds, associate athletics director of business operations at the University of Miami of Florida, will replace Rudy Keeling as chair of MOIC.

b. The committee will obtain nominations and vote on a vice chair in the near future.

c. The committee noted that as it relates to areas of diversity, it should try to work collaboratively with the National Association of Diversity Offices in Higher Education. Further discussion about this topic will be discussed at the next MOIC meeting.

10. Future Meeting Dates and Sites.

a. February 3-4, 2010. Indianapolis, Indiana.

b. July 12-13, 2010. Indianapolis, Indiana.

Committee Chair: *Rudy Keeling, Eastern College Athletic Conference*
Staff Liaison(s): *Troy Arthur, Diversity and Inclusion*
Nicole Bracken, Research
Joyce Thompson, Enforcement

REPORT OF THE NCAA COMMITTEE ON WOMEN'S ATHLETICS
September 13-15, 2009

ACTION ITEMS.

1. **Legislative Items.**

   - None.

2. **Nonlegislative Items.**

   Divisions I and II only

   a. **Division I Dashboard Indicators and Division II Dashboard Indicators: Inclusion of Gender Equity and Financial Aid Indicators**

      (1) Recommendation. The Committee on Women's Athletics recommends that the appropriate governance bodies add the following components to the Division I Dashboard Indicators and Division II Dashboard Indicators.

         i. Division I: gender equity as an indicator (e.g., participants, financial aid, recruiting and operating budgets)

         ii. Division II: current gender equity and athletically related financial aid as indicators.

      (2) Rationale. These NCAA systems are being used by institutional presidents and chancellors and other leaders on campus on a regular basis with the feedback from users being very positive. Making available gender equity and financial aid information within these same systems and at the fingertips of campus decision-makers will ensure they are informed while assessing other components about athletics departments as decisions are made about resource allocation, funding, etc. It was reported that there is over an 80% usage rate by the Division I membership for the Dashboard Indicators system. It is anticipated that the Division II system will also see a high usage rate.

      (3) Estimated Budget Impact. Minimal for programming gender equity component of the systems.

      (4) Student-Athlete Impact. Not applicable.

INFORMATIONAL ITEMS.

1. **New Committee Members.** The committee welcomed Monique Carroll, University of Arkansas, Pine Bluff and Division I Student-Athlete Advisory Committee member and Amy Chen, Newbury College and Division II Student-Athlete Advisory Committee member.

2. **Strategic Planning.** The committee engaged in a strategic planning exercise with Robyn Rickenbach, Springboard International Inc. The exercise included focusing on the committee's vision, trends, a SLOT (strengths, limitations, opportunities and threats) analysis, a review if the 2009-10 proposed objectives and how the committee will measure success. The committee will continue to develop its strategic plan over the next several months.

3. **Emerging Sports for Women Program Updates.**

   a. **Sand Volleyball**. Division I adopted NCAA Division I Proposal No. 2008-59 (addition of sand volleyball to the emerging sports for women list), effective August 1, 2010. The proposal received more than the necessary 30 override votes from the Division I membership and, therefore, an override vote of the proposal will occur during the NCAA 2010 Convention. The committee noted its continued support for the addition of sand volleyball to the emerging sports for women list and plans to develop a "Q & A" document to help ensure that accurate information about the sport is available to the Division I membership prior to the override vote. In particular the committee will note:

      (1) Per the most recent report from the Sporting Good Manufacturer's Association (SGMA), participation in beach volleyball grew by 7.6% from 2007 to 2008 and has grown 25.8% in the last two years.

      (2) In terms of participants, beach volleyball added 293,000 overall. Female participants under the age of 18 totaled 217,000 in 2007 and 240,000 in 2008. 64% of those participants report playing beach but not indoor volleyball.

      (3) Beach volleyball and equestrian are the only two sports on the list in which there are considerably more females than males competing in the under-18 age groups.

(4) Collegiately, in 2009 the number of sand volleyball events and participants again doubled from 2008 levels with the largest event being the 200-player Fiesta on Siesta Key in Florida, and the most high-profile being the third annual CBS College Alt Games Collegiate Beach Championships in California.

(5) CWA received copies of support letters for sand volleyball sent to the Division I Legislative Council from the US Olympic Committee and the Women's Sports Foundation.

(6) At the request of the Big Ten Conference, the committee engaged in a full discussion about the process of identifying new emerging sports and membership discussion of proposals, as well as whether sand volleyball should be structured as a fall or spring championship sport.

i. The committee discussed ways to highlight the details of emerging sport proposals for the membership, but supported the current governance and communication structure for such proposals. CWA noted that it published the full sand volleyball proposal (which included suggestions for financial aid, playing and practice season rules, countable coaches, competitive rules, program facilities and budget projections for conducting a sand programs) online immediately after receipt in July 2008. The committee forwarded the proposal to all three divisions for consideration, and felt that process allows for divisional debate consistent with other legislative proposals.

ii. The CWA agrees that there has been confusing rumor about the proposed structure of sand volleyball. The committee noted however that all regulations and competitive rules are drafted by and approved by the membership. No rules have been set in place...the membership is free to craft the sport's structure as most appropriate for student-athlete well-being, cost containment and competitive equity; and is doing so currently.

iii. The committee continued to support sand volleyball being a spring championship sport, noting that if it were conducted in the fall it would limit student-athlete participation opportunities and present resource issues for institutions that chose to sponsor sand and indoor volleyball (e.g., coaching and personnel, facilities). Further, the

committee observed that while sand volleyball will be played both indoors and outdoors, if conducted as a fall championship sport, weather conditions would be moving toward colder conditions as the championship approached.

(7) Division II will consider NCAA Division II Proposal No. 2010-7, which would establish the maximum institutional grant-in-aid equivalency limit, the playing and practice season regulations and the minimum contests and participant requirements for sports sponsorship, at the 2010 NCAA Convention.

b. **Squash**. The committee reviewed the College Squash Association's Women's Squash Team Development Report. The committee requested additional information be gathered for its next meeting.

c. **Equestrian**. Equestrian has now reached 10 years of being on the list of emerging sport for women. Sponsorship went up from 2006-07 to 23 Division I and II programs in 2008-09. The committee received a presentation from Megan McGee, Head Coach at South Dakota State University, and Varsity Equestrian. She presented the committee with data on the current status of the sport and the group conferred about strategies to increase the number of Divisions I and II institution's that sponsor equestrian. Varsity Equestrian will be sending representatives to the NCAA Convention to provide institutional decision-makers with informational resources regarding the sport, its structure and benefits. The committee suggested that Varsity Equestrian contact institutions that offer club programs but have not transitioned those programs to varsity status to find out why that transition has not occurred. The committee also suggested that Varsity Equestrian gather information as to why some 50 NCAA Division I institutions are competing within the IHSA but not deciding to declare the sport as NCAA varsity programs.

(1) The committee will request an action plan be submitted from Varsity Equestrian to keep the sport on the list.

(2) The committee requested NCAA staff to develop methods for promoting the sport, including increased championship coverage by NCAA news mediums.

d. Other emerging sport interest.

(1) **Competitive Cheer**. The committee reviewed the history of competitive cheer as well as the Office for Civil Rights 1975 assessment of cheerleading as a support activity and recent communication that competitive cheer can be recognized as a sport, in a case-by-case analysis and based upon structuring a program in which participants dedicate 100% of their time to the competitive team (i.e., no sideline cheering activities)

The committee was informed that a conference call occurred with institutions that offer competitive cheer as a varsity sport. The group indicated intent to develop a full proposal for CWA to consider adding competitive cheer to the emerging sport for women list. The committee discussed issues they would like to see addressed in the request. Those included addressing potential risk management issues and specific participant demographical information.

(2) **Triathlon**. The committee reviewed a preliminary proposal relating to the addition of triathlon to the emerging sport for women list. Staff noted that the process and what is required for the committee to evaluate a formal proposal has been articulated to the triathlon representatives. It was noted that there is a strong amateur club infrastructure, including at the youth level. The committee was requested to review the initial proposal and submit questions/issues to be responded to such as cost implications, playing and practice season and financial aid issues and anticipated number of cross-over student-athletes, and including health and safety issues.

4. **Review of NCAA Divisions I, II and III Legislative Proposals.** The slate of proposals in all three divisions related to the committee's mission was reviewed. No formal positions were taken by the committee at this time.

5. **Development of Female Game Officials.** The committee engaged in a discussion about strategies for increasing the pool of female game officials. CWA is interested in development of an officiating informational website by the NCAA and information to distribute to student-athletes about such opportunities, both as avocation and career.

6. **NCAA Woman of the Year.** The committee received an update regarding the 2009 NCAA Woman of the Year, including statistics related to the conference nominations, nominee demographics and plans for this year's award dinner and honoree activities on the weekend of October 17-18, 2009. It was noted that there will be an NCAA Champion magazine article about Woman of the Year award and process. CWA supported requesting a $10,000 post-graduate scholarship to the winner of the award, starting in the 2011 academic year.

7. **Updates on Women's Professional Development Opportunities.** The committee received an update on the following programs. The committee supports maintaining budget support for these programs in the next cycle.

   a. NCAA Women Coaches Academy. The committee reviewed the participant demographical information relating to the NCAA Women Coaches Academies. It was noted that regional continuing education events were offered during the summer 2009 and participant feedback was very positive. The Dimension II graduates program will be offered in the spring of 2010, possibly in the Boston area.

   b. NCAA Leadership Institute for Ethnic Minority Males and Females. The committee reviewed the participant demographical information relating to the NCAA Leadership Institute for Ethnic Minority Males and Females. There are 23 2009-10 participants with 11 males, 12 females, 15 from Division I, 6 from Division II and two NCAA staff. In addition, there are 17 African Americans, four Latino/Hispanics and two Asians in the program.

   c. NCAA Women's Leadership Symposiums. The committee received an update regarding the success of the 2009 Leadership Symposium held in Boston, Massachusetts and plans for the 2010 symposiums to take place in Tampa, Florida and in the west.

   d. Careers in Athletics. The committee discussed national office plans to conduct training events and provide resources targeting student-athletes and female students with information and encouragement to explore careers in athletics.

   e. NACWAA Institutes. The committee reviewed the programming history and financing, and supported recommendations for adjustments to future efforts.

8. **Title IX Update.** The committee received an update on the following Title IX related matters: Recent court cases; changes to the federal government EADA manual; Department of Education activity; and an anticipated U. S. Commission on Civil Rights report.

9. **Research Issues.**

   a. The committee received an overview of the data associated with the Division I Academic Performance Program. Staff shared that female student-athletes graduate at a higher rate than male student-athletes and male and female students. Women's squads tend to have higher academic performance rates, eligibility and retention rates than men's squads. Women's sports have a lower percentage of 0/2's than men's sports, but there is an increasing number of 0/2's in women's basketball, soccer and indoor and outdoor track.

   b. In its joint meeting with the Minority Opportunities and Interests Committee, CWA reviewed recent conference and institutional personnel demographics reports. CWA recommended that MOIC pull administrative assistant and SWA data out as separate report items to appropriately track professional management positions and not double-counting those designated as SWA but filling a position otherwise tracked.

   c. The committee recommends gathering current data about senior woman administrators to evaluate their inclusion on senior staff in athletic departments and the provision of appropriate resources, time and title to fulfill their expected role.

10. **Other Business.**

   a. Women of Color Symposium recommendations. The CWA and joint meeting agenda included a review of recommendations coming from the May 2009 Women of Color Symposium. CWA will continue these discussions after the NCAA completes its programmatic review.

   b. 2010 Convention topics. It was noted that staff is working with the Olympic Sports Liaison Committee to develop an association wide session relating to at-risk sports. Division II will conduct a gender equity planning session.

c. Gender Equity Resource Center. Plans include new resources: gender equity planning best practices, a web-based gender equity training resource, Title IX case studies, Title IX Coordinator brochure.

11. Future Meeting Dates and Sites.

a. February 11, 2010, Conference Call.

b. May 23-25, 2010, Cambridge, MA

Committee Chair: Faith Shearer, Elon University
Staff Liaison(s): Karen Morrison, Gender Initiatives
Kimberly Ford, Diversity and Inclusion
Lynn Holzman, Academic and Membership Affairs