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

***ACTION ITEMS*.**

- **None.**

***INFORMATIONAL ITEMS*.**

Association-wide.

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

2. **Discussion regarding composition of the search committee for NCAA president.** The subcommittee discussed the composition of the search committee and inquired about the process of identifying a search firm for the new NCAA president. The subcommittee also discussed the importance of diversity and inclusion in the search process for a new president.

3. **Discussion regarding the Executive Committee Subcommittee on Gender and Diversity Issues.** Staff provided an overview of the rationale for the creation of the Executive Committee Subcommittee on Gender and Diversity Issues from the ad hoc committee to review issues related to gender and ethnicity in August 1999. The subcommittee noted in the rationale for creating the subcommittee, that the concept of a standing committee of presidents with the assistance of the NCAA Committee on Women's Athletics (CWA) and NCAA Minority Opportunities and Interest Committee (MOIC) would help expedite diversity efforts at member institutions and conferences. It also was noted that CWA and MOIC have been charged with areas related to staffing, student-athlete participation rates, championships, officiating, marketing, licensing and promotions and access for minority students; however, presidents remain the most effective way the Association can continue to advance these issues and provide equitable access for all constituents.

   The subcommittee discussed the development of a recommendation to require that the chair of the Executive Committee Subcommittee on Gender and Diversity Issues be a voting member of the Executive Committee. Further, the subcommittee discussed a second recommendation to seek a legislative amendment that would modify NCAA Constitution 2.7 to include language that speaks to promoting diversity of representation

within its various divisional governance structures and substructures, as well as Association-wide committees and substructures. The subcommittee requested that drafts of these two recommendations should be reviewed by its April 2010 meeting.

4. **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 shared with the subcommittee the key findings of the report and recommendation for improvements of the programs. Staff discussed the need for a working definition of diversity, vision statement, development and implementation of a data-gathering and tracking instrument. Finally a timeline noting key responsibilities for gender initiatives and diversity and inclusion was shared with the group.

5. **Update regarding the review of Association-wide gender and diversity issues.** Staff provided an update regarding representational diversity in Association-wide committees and the overall demographic composition of the committee structure since the governance structure federated in 1997. The subcommittee noted that three out of the 13 Association-wide committees were without racial/ethnic representation. Additionally, since federation, sports committees show the lowest levels of racial/ethnic diversity at six percent. It also was noted that since federation all Association-wide committees racial/ethnic representation has been steady at 24 percent overall. Further, Association-wide committees have had representation of male racial/ethnic minorities since federation. Finally, female racial/ethnic minorities have been involved with all Association-wide committees with the exception of the High School Review Committee.

6. **Minorities Opportunities and Interest Committee report.** The chair of MOIC provided the subcommittee with an overview of MOIC's September report. MOIC reviewed each of the division's priorities related to diversity and included it in MOIC's strategic plan. MOIC is in the process of working on its strategic plan and has developed subcommittees to assist it with the plans development. MOIC has commissioned a report to study the perceived barriers related to people of color considering a career in intercollegiate athletes. The timeline for the process includes the development of the methodology and construct, survey development, review by multiple constituent groups, data collection and a final report. MOIC discussed correspondence with the Faculty Athletics Representative Association and efforts to work collaboratively to address MOIC concerns regarding the lack of representation of ethnic minorities within faculty athletics representative position.

MOIC also discussed educational efforts regarding Sudden Cardiac Arrest. The current chair of the MOIC Rudy Keeling, commissioner, Eastern Collegiate Athletic Conference, reported that he is rotating off the committee and the new chair will be Dawn Reynolds, associate athletics director of business operations at the University of Miami.

7. **Committee on Women's Athletics.** The chair of CWA provided the subcommittee with an overview of CWA's September report. CWA indicated that the committee would like to see Division I and II Dashboard Indicators include current gender equity and athletically related financial aid information. The subcommittee agreed to review the matter at a future meeting. CWA also is working on its strategic plan, which includes visioning, trends and measures for success. Further, CWA reviewed the Emerging Sports for Women Programs, which included Sand Volleyball, Squash, Equestrian, Competitive Cheer and Triathlon. Division II will consider legislation for sand volleyball at the 2010 NCAA Convention. It was noted that the NCAA Woman of the Year event had exceptional finalists and winner, which was Lacey Nymeyer, University of Arizona. CWA also received updates from Title IX recent court cases. Finally, CWA received a report regarding Division I Academic Performance Program. The report indicated that female student-athletes graduate at a higher rate than male student-athletes and male and female students. 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.

8. **New chair for the subcommittee.** Staff informed the subcommittee that the current chair's term will expire in January 2010. The subcommittee "congratulated" the current chair for his service and for a job well done. The subcommittee discussed the process for selecting a new chair and agreed to discuss this topic at its next meeting.

9. **January 2010 meeting.** The subcommittee will meet in January during the NCAA Convention. The subcommittee noted that the date and time of other conference and governance meetings should be considered prior to scheduling.

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