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VIA ELECTRONIC MAIL

MEMORANDUM

April 12, 2010

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

FROM: Charlotte Westerhaus
Vice President of Diversity and Inclusion.

SUBJECT: April 28 meeting.

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

The meeting will be from noon to 3 p.m. in the "Cabinet" 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 April 28.

CFW/KF:jrb

Enclosures

cc: Selected NCAA Staff Members

AGENDA

A G E N D A

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).

Westin, Indianapolis April 28, 2010
Cabinet

1. Welcome. (Carolyn Mahoney)

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

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

3. Review Executive Committee Subcommittee on Gender and Diversity January 15 meeting report. [Supplement No. 2] (Mahoney)

4. Update regarding search for new NCAA president. (Wally Renfro)

5. Update from NCAA Championships staff: Confederate Flag policy and 2009 fall nonpredetermined championships held in Mississippi and South Carolina. [Supplement No. 3] (Joni Comstock and John Williams)

6. Discussion regarding Executive Committee Subcommittee on Gender and Diversity Issues. (Bernard Franklin)

7. Discussion of diversity, inclusion and gender framework. [Supplement No. 4] (Karen Morrison and Charlotte Westerhaus)

8. Committee on Women's Athletics report. [Supplement No. 5] (Faith Shearer)

9. Minorities Opportunities and Interest Committee report. [Supplement No. 6] (Dawn Reynolds)

10. Other business.

11. Future meeting dates and sites.

    a. August 11, 2010. Indianapolis, Indiana.

    b. October 27, 2010. Indianapolis, Indiana.

    c. April 27, 2011. Indianapolis, Indiana.

    d. August 10, 2011. Indianapolis, Indiana.

    e. October 26, 2011. Indianapolis, Indiana.

12. Adjournment.

Supplement No. 1

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

The National Collegiate Athletic Association
May 1, 2009 CFW:jrb

Supplement No. 2

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

***ACTION ITEMS*.**

- **None.**

***INFORMATIONAL ITEMS*.**

Association-wide.

1. **Sub-Committee Chair.** The Executive Committee Subcommittee on Gender and Diversity Issues (subcommittee) welcomed Dr. Carolyn R. Mahoney, President of Lincoln University (Missouri) as chair of the subcommittee replacing Dr. Antoine Garibaldi, President of Gannon University.

2. **Discussion of search for new President of the NCAA.** The subcommittee met with representatives from the search firm and select NCAA staff members with regards to the search for a new NCAA President. The subcommittee discussed attributes and qualities they would like to see present in selecting a new president.

3. **Update on diversity 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. Among the findings was the importance of creating a vision statement that would direct future NCAA diversity and inclusion and gender initiatives programming.

   Staff shared with the subcommittee a draft definition of the framework that will guide future diversity related programming. The subcommittee agreed that the definition was comprehensive enough to meet the goals of diversity and gender programming; however, wanted to ensure that the definition also focused on the continued efforts to increase the number of people from underrepresented groups who are involved in coaching and athletic administration.

4. **Update of diversity and NCAA Football coaches hiring.** The committee received a status report of NCAA head football coach hiring's as of January 2010. It was noted that significant strides have been made since 2005 at which time there were only three head football coaches of color at Division I-Football Bowl Subdivision (FBS). As of January 2010 there are fourteen head football coaches of color in Division I-FBS. There were six coaches of color hired at Division I-FBS institutions this season, of which all were previous participants in NCAA Football Coaches programs.

   Staff noted that overall, data shows that while progress is being made, there is still only 4.5% head coaches of color in Divisions I, II and III. The subcommittee applauded staff for it efforts in assisting to enhance the number or head coaches at NCAA member institutions.

5. **Viewing of video "What is Diversity".** The committee had the opportunity to view the "What is Diversity" video. It was suggested that the video be used as an introductory resource for on campus diversity training sessions in the future. The subcommittee noted that while the video is a good introduction to diversity related issues; the NCAA should continue to look for senior leaders (e.g. presidents and chancellors) that will engage the membership in constructive conversations as it relates to diversity.

6. **April 2010 meeting.** The next meeting of the subcommittee will take place on April 28, 2010 in Indianapolis, Indiana.

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

Supplement No. 3

Confederate Flag Issue

All Nonpredetermined Championship Rounds Held in Mississippi or South Carolina in Fall 2009

Site	Championship Round	Status
University of South Carolina (Columbia, South Carolina)	2009 DI Women's Soccer First/Second Round	No complaint/problem
University of South Carolina (Columbia, South Carolina)	2009 DI Women's Soccer Third Round	No complaint/problem

Note: NCAA policy is that no predetermined championship may be played at any site in a state that displays the Confederate flag. Schools that earn the right to host a round of a nonpredetermined championship may host even though their state displays the Confederate flag. Currently, only the states of Mississippi and South Carolina display the Confederate flag and are affected by this policy.

Supplement No. 4

NCAA Diversity, Inclusion, and Gender Equity Framework

(Draft, April 2010)

The NCAA believes in and is committed to diversity, inclusion and gender equity among its student-athletes, coaches and administrators. We seek to establish and maintain an inclusive culture that fosters equitable participation for student-athletes and career opportunities for coaches and administrators from diverse backgrounds. Diversity and inclusion improves the learning environment for all student-athletes, and enhances excellence within intercollegiate athletic departments and the Association.

The NCAA will provide or enable programming and education which sustains foundations of a diverse and inclusive culture across dimensions of diversity including age, sex, class, creed, educational background, gender expression, geographical location, income, marital status, parental status, sexual orientation and work experiences. Programming and education will also strive to support equitable laws and practices, increase opportunities for individuals from historically underrepresented groups to participate in intercollegiate athletics at all levels, and enhance hiring practices for all athletics personnel to facilitate more inclusive leadership in intercollegiate athletics.

Supplement No. 5

REPORT OF THE
NCAA COMMITTEE ON WOMEN'S ATHLETICS
Conference Call February 11, 2010

***ACTION ITEMS*.**

1. Legislative Items.

- None.

2. Nonlegislative Items.

- None.

***INFORMATIONAL ITEMS*.**

1. NCAA Division I Proposal Nos. 2009-79-A, 2009-79-B and 2009-79-C. The committee opposes the proposals which would restrict travel to competition in the non-championship segment to ground transportation for cross country, field hockey, soccer, softball and women's volleyball (Proposal No. 2009-79-A), limit team travel in to competition in the non-championship segment to ground transportation, unless there are no other Division I institutions located within 400 miles of the institution (Proposal No. 2009-79-B) and specify that an institution located in Hawaii may travel by air for nonchampionship segment competition and that an institution located outside Hawaii may travel by air for non-championship segment competition in Hawaii against a Division I institution located in Hawaii (Proposal No. 2009-79-C). The committee noted that more women's sports are affected by these proposals therefore inappropriately impacting more female student-athletes and their competitive experience. The non-championship segment provides important skill development, often for student-athletes who see limited opportunity for competition in the championship segment.

2. Emerging Sports for Women Program Updates.

a. Sand Volleyball. In Division I, the override vote of Proposal No. 2008-59 failed at the NCAA 2010 Convention. Therefore, sand volleyball is on the Emerging Sports for Women list for Divisions I and II. The Board of Directors adopted Proposal No. 2010-1 to delay the effective date of sand volleyball being included on the list for Division I to August 1, 2011. The Division I governance structure is working to develop the framework for the sport with proposals relating to recruiting, coaching

limitations, financial aid and playing and practice seasons to be part of the 2010-11 legislative cycle. Division II adopted NCAA Division II Proposal No. 2010-7,which established 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 had previously reviewed the College Squash Association's Women's Squash Team Development Report. It was noted that squash has not responded to the committee's September 2009 request for additional information relating to growth of the sport and sponsorship-increase strategies. The committee requested that additional outreach to the squash community and conferences which offer the sport be made in preparations for discussions at its May meeting about the sport remaining on the emerging sports for women list.

c. **Equestrian**. Staff reported communication with the varsity equestrian community continues. The committee will review the equestrian action plan at its May 2010 meeting.

d. **Triathlon**. The committee reviewed a second-draft of a proposal relating to the addition of triathlon to the emerging sport for women list. The committee's questions from September were effectively answered by the sponsors. The proposal's sponsors will notify the committee when they have obtained the required commitment letters and an in-person review with the committee will be scheduled.

3. Strategic Planning. The committee approved its updated strategic plan.

4. Programming Updates. The committee received an update on the following programs.

a. **Work-Life Balance Initiative**. The committee received an update about the NCAA Be Well initiative launched at the NCAA convention targeting membership staff, coaches and administrators. Next steps include development of a membership resource web page and survey of interest in the topic with self-identified convention participants.

b. **Winning Careers in Athletics**. The committee received an update on the pilot Winning Careers program at the division I volleyball championship and plans for full events at the 2010 Division II National Championships Festival and Division I Women's Soccer Championship, both in December 2010.

c. **NACWAA Institutes, NCAA Women Coaches Academy and Women's Leadership Symposiums**. The committee received a report about the acceptance by NACWAA of new grant parameters and the Women Coaches Academy December program and regional continuing education efforts. The NCAA has provided sponsorship funds to the Women's Leadership Symposium in Tampa, scheduled for May 2010, and is conducting a symposium in Sacramento in conjunction with the Division I Women's Basketball regional in March 2010.

d. **Gender Equity and Issues Forum**. The event is scheduled for Chicago, April 25-27, 2010. New event format will be undertaken to provide more seamless Title IX training in a classroom setting. Conference center pricing was secured to reduce attendee's costs.

5. **NCAA Woman of the Year.** The committee received an update regarding the 2010 NCAA Woman of the Year selection committee and discussed and approved the selection process.

6. **Title IX Update.** The committee received an update on the following Title IX related matters: Recent court cases effecting James Madison University and the University of California-Davis; continuing communication with the federal government regarding equity in athletics data quality and collection deadline; Department of Education discussions; and recent U. S. Commission on Civil Rights activity.

7. **Gender Equity Resource Center**. Plans for new resources include gender equity planning best practices, a web-based gender equity training resource, Title IX case studies, Title IX Coordinator brochure and an updated gender equity manual.

8. **Other Business.**

a. Transgender student-athlete participation. Update from the staff and discussion group. The national Student-Athlete Advisory Committees will discuss this topic at their July in-person meetings. Division III conferences may also be furthering the discussion.

b. NCAA Volleyball Rules Committee. The committee received information showing substitution data does not indicate a need for increasing substitution rules for any division at this time.

9. Future Meeting Dates and Sites.

a. May 23-25, 2010, Cambridge, MA. Timed for an opportunity to observe and meet with participants at the NCAA Women Coaches Academy, Dimension II Conference.

b. September 20-21, 2010 Indianapolis, IN.

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

Supplement No. 6

REPORT OF THE
NCAA MINORITY OPPORTUNITIES AND INTERESTS COMMITTEE
FEBRUARY 3-4, 2010, MEETING

***ACTION ITEMS*.**

1. Legislative Items.

- None.

2. Nonlegislative Items.

- None.

***INFORMATIONAL ITEMS*.**

Association-wide.

1. New Committee Chair. The committee welcomed Dawn Reynolds, Associate Athletics Director for Business Operations, University of Miami and William A. Smith, Faculty Athletics Representative, University of Utah to their new roles as chair and vice-chair respectively of MOIC.

2. Review of the Committee on Women's Athletics (CWA)/MOIC joint meeting report. MOIC expressed an interest in considering opportunities of sponsoring joint programming with CWA to address shared committee areas of interest regarding women, similar to that of the Women of Color Symposium sponsored by Diversity and Inclusion.

3. Review of the Committee on Women's Athletics (CWA) report. The committee was provided with an informational update on Gender Initiative related conferences and seminars for 2010 and encouraged to attend. Updates were provided regarding the Division III exploration of sand volleyball as a potential emerging sport and it was demonstrated how to access the resources provided on the gender equity webpage. The committee received an update regarding the 2009 Woman of the Year program held October 17-18, 2009 in Indianapolis, Indiana and provided related articles on the event.

4. Division I Board of Directors/Leadership Council. The committee received a summary of the Division I goals for diversity within the NCAA governance structure and the application of the current gender and diversity minimums that will be applied to each council and cabinet independently as well as the determination to apply a new minimum positional requirement for athletics directors and faculty athletics representatives to each council and cabinet independently. The committee also received an update on the NCAA Presidential Search being conducted by Parker Executive Search.

5. **Diversity and Inclusion, Gender Equity Framework.** The committee received an update on the internal diversity and gender program review. A primary focus of the review was the development of the framework of a definition to be used as the vision statement for diversity as it pertains to intercollegiate athletics. The current framework was shared with the committee and they were provided with the opportunity to comment.

6. **Diversity and NCAA Football Coaches Hiring Update.** The committee received an update on recent hiring among head football coaches in Division I FBS and Division III institutions. It was noted that many of these coaches previously participated in professional development programming provided by the NCAA.

7. **Faculty Athletics Representatives Association (FARA) Discussion.** The committee remains committed to providing assistance to FARA in their efforts to enhance diversity amongst their representatives. Representatives of MOIC will work in collaboration with the chair and vice-chair of FARA to develop recommendations, identify best practices and provide education on how to address the concern.

8. **New Peer-Reviewers for the Athletics Certification Process**. The committee received an update on the opportunity to serve as a peer-reviewer for athletics certification. A review of the selection process, training and review process and benefits of serving as a reviewer were provided. Committee members not currently participating in the process were encouraged to apply.

9. **Programmatic updates.**

   a. **Leadership Institute for Ethnic Minority Males and Females.** The committee received an update of the 2009-10 participant demographical information. There are 23 participants with 11 males, 12 females, 15 from Division 1, 6 from Division II and two NCAA staff. In, addition there are 17 African Americans, four Latino/Hispanics and two Asians in the program. The class is scheduled to graduate in June.

   b. **NCAA Internship Program.** The committee received an update regarding the 2009-10 internship class and the selection process of the 2010-11 class. Presently, three interns have departed from the program securing full-time employment within the membership and the national office. The 2010-11 class will participate in interviews in March and begin their experience in June.

10. **Other Business.**

   a. **Diversity Study Update.** The committee was provided with an update on the different layers of studies that need to be performed based on the objectives of the

committee and the association. The committee will be looking for opportunities to perform focus groups with various constituent groups to gather information on the breadth of issues surrounding diversity within the membership.

b. Discussion of Medical Issues Surrounding Cardiomyopathy in Black Males. The committee noted the need to educate the membership on this important topic. The committee will seek out opportunities to partner and collaborate with the American Heart Institute (AHA), National Association for the Advancement of Colored People (NAACP), and the Student-Athlete Advisory Committee (SAAC) to increase resources regarding the matter specifically as it relates to testing and insurance education.

11. Future Meeting Dates and Sites.

a. July 19-20, 2010, Indianapolis, Indiana.

b. September 21-22, 2010, Joint meeting with CWA, Indianapolis, Indiana.

<u>Division I only</u>.

12. Academic Progress Rate.

- The committee received an update on the Division I Academic Performance Rate (APR) and noted trends among some historically black colleges and universities (HBCU) that suggest a disparate impact. The committee discussed the Supplemental Support Fund (SSF), a grant program established by the Division I Board of Directors to enhance academic support services on low resource campuses. Many HBCUs fit within this category and are eligible to receive this fund. The committee noted that the fund has been in place for two years and is entering its final year. The Board of Directors will consider the effectiveness and potential future of the program during its upcoming meeting.

  The committee recommends the continuation of the SSF to provide ample time for institutions to realize the benefits of the grant dollars. The committee believes that the relative youth of the SSF program precludes full and complete evaluation of its success merely by analyzing APR scores. The committee noted that many programs need more time to demonstrate success, and recommends that the Committee on Academic Performance and the Board of Directors consider another matrix to measure improvement in the short term.

<u>Division III only</u>.

13. Senior Minority Athletics Administration Designation.

- The Minority Opportunities and Interests Committee (MOIC) received a referral from the Division III Management Council to consider the request of introducing a Senior Ethnic Minority Administrator designation into the governance structure. The committee discussed the referral and suggested that the use of participation in NCAA professional development programming be considered as an evaluation criterion for committee service. It was determined that establishing a project team of Division III committee members to obtain more information and to further clarify the intended objectives before recommendations were made would be the committee next steps.

Committee Chair: *Dawn Reynolds, University of Miami*
Staff Liaison(s): *Troy Arthur, Diversity and Inclusion*
Nicole Bracken, Research
Kimberly Ford, Diversity and Inclusion