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

1. *ACTION ITEMS*.

- **Approval of diversity, inclusion and gender framework.**

(1) Recommendation. The Executive Committee Subcommittee on Gender and Diversity Issues (subcommittee) requests that the NCAA Executive Committee review and approve the diversity, inclusion and gender draft framework.

(2) Rationale. In August 2008, late NCAA President Myles Brand called for a review of these programs to: 1) evaluate and assess their success and organizational impact and 2) create recommendations to strengthen existing programs, create new programs and/or discontinue or redesign present programs that may be less effective.

NCAA leadership charged the Diversity and Inclusion and Gender Program Review Working Group (the "Working Group") to complete the review (which is ongoing) and to establish an association-wide vision statement or framework for NCAA diversity and gender programs and initiatives. Diversity and Inclusion and Gender Initiatives' staff received feedback from the Working Group; the Minority Opportunities and Interests Committee (MOIC); the Committee on Women's Athletics (CWA) as well as other appropriate stake holders within the membership.

(3) Budget Impact. None.

2. *INFORMATIONAL ITEMS*.

a. Review of January 2010 meeting report. The subcommittee reviewed and approved the January 2010 report.

b. Update of search for new President of the NCAA. Staff provided information to the subcommittee regarding the selection of the newly selected NCAA President.

c. **Update on NCAA Confederate Flag policy and 2009 fall nonpredetermined championships held in Mississippi and South Carolina.** Staff provided a brief history of the NCAA Confederate Flag policy. An update was given to the subcommittee in regards to nonpredetermined championships held during the fall of 2009. Staff reported that participant feedback from coaches, administrators and student-athletes was positive and the sites provided an atmosphere of respect for and dignity for all individuals. The subcommittee expressed continued support of the NCAA Confederate Flag policy.

The subcommittee discussed the potential impact of increased racial profiling of Hispanic/Latino student-athletes in the state of Arizona due to recently passed state legislation. The Arizona state law makes it a misdemeanor to not prove lawful U.S. residence when asked to provide such documentation.

As a result of this law, the subcommittee noted that there could be Hispanic/Latino student-athletes from other states that will now be reluctant to travel with their respective teams to state of Arizona. The subcommittee also noted that the issue could be particularly impactful as Arizona is commonly a desirable destination to travel for competition.

The subcommittee supports consideration of future monitoring of championship events held in Arizona through a NCAA staff-initiated survey process as a means of determining any negative impacts from the Arizona law.

d. **Discussion regarding subcommittee.** Staff updated the subcommittee in regards to the on-going review of gender and diversity programs. Staff noted that the national office has begun a discussion regarding possible internal structural changes to ensure that diversity and inclusion and gender initiatives are aligned and positioned in a way that clearly advances the strategic goals of the Association. Staff also solicited feedback regarding the impact such changes may have on the current external committee structure.

e. Review of CWA report. Staff provided the subcommittee with an overview of CWA's February report. Divisions I and II will now include gender equity data for university presidents' benefit in the NCAA Dashboard indicators reports. The committee has continued to work on issues related to current emerging sports for women and has received interest from triathlon and competitive cheer communities interested in securing emerging status with the current sports of equestrian, rugby, sand volleyball and squash. The subcommittee heard a report from staff about the keynote address provided to the NCAA membership at the Gender Equity and Issues Forum by the Assistant Secretary for the Office for Civil Rights (OCR) just one week after the Department of Education announced the rescission of the controversial 2005 clarification of Title IX third-prong compliance methods. The OCR has clearly stated its intention to increase enforcement efforts related to athletics Title IX compliance. Staff will be providing the membership with new gender equity planning tools as well as about the 2010 Dear Colleague guidance this spring. The subcommittee agreed that quick and clear instruction would be helpful to the membership.

New executive directors were recently hired at the Women's Sports Foundation and the National Association of Collegiate Women Athletic Administrators (NACWAA).

f. Review of MOIC report. The chair of MOIC provided the subcommittee with an overview of MOIC's February report. MOIC 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. MOIC will continue to work in collaboration with the chair and vice-chair of the Faculty Athletics Representatives Association to develop recommendations, identify best practices and provide education on how to address the concern of enhancing diversity amongst their representatives. MOIC received a referral from the Division III Management Council to consider the request of introducing a Senior Ethnic Minority Administrator designation. A project team of Division III committee members will be established to obtain more information before recommendations are made.

g. Other business. Staff informed the subcommittee of a collaboration this Fall with the Hispanic Association of Colleges and Universities its annual convention. This will be an opportunity to educate and provide information about the NCAA and eligibility requirements to prospective Hispanic/Latino student-athletes.

Current members respectfully request and acknowledge the importance of division I presidential representation on the subcommittee.

h. August 2010 meeting. The next meeting of the subcommittee will take place on August 11, 2010 in Indianapolis, Indiana.

Committee Chair: Carolyn Mahoney, Lincoln University (Missouri)
Staff Liaisons: Charlotte Westerhaus, Diversity and Inclusion (primary); Kimberly Ford, Diversity and Inclusion; Karen Morrison, Gender Initiatives