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

1. ***ACTION ITEMS*.**

- None.

2. ***INFORMATIONAL ITEMS*.**

a. Review of the Executive Committee Subcommittee on Gender and Diversity April 2010 meeting report. The subcommittee reviewed and approved the April 2010 report.

b. Update on DII Hispanic serving institutions and historically black colleges and universities meetings – DII Chancellors and Presidents Summit. The committee received an update on the Hispanic serving institutions (HSI) meeting held during the DII Chancellors and Presidents Summit. During the HSI meeting, the president of the Hispanic Association of Colleges and Universities (HACU), Dr. Antonio R. Flores, provided an overview of the charge, mission and vision of the association. Special emphasis was placed on the impending growth and issues being faced by the Hispanic population related to higher education. In conjunction with the national HACU convention in September a NCAA sponsored panel will take place in an effort to begin an initial collaborative effort with HACU. It was shared that President Flores has expressed an interest in establishing a commission to look at issues around HIS to the leadership of the NCAA. Currently, this proposal is under consideration and an update will be provided at a future meeting.

The committee also received an update of the Historically Black Colleges and Universities (HBCU) meeting that took place during the DII Chancellors and Presidents Summit. A historical overview of the development of the HBCU initiative was provided and information on the proposed 2011 HBCU focused NCAA Convention session was also shared.

c. Update on the hiring progress for minority head football coaches in Division I, II and III. An update was provided to the committee on the recent positive hiring trends and future opportunities related to the hiring of minority head football coaches. The mission of the NCAA Football Coaches Professional and Leadership Development programs was shared as well as strategies on moving from diversity to inclusion. Highlights on recent head minority head football coaching hires in Division II and III were provided including the program alumni that have obtained head coaching positions since 2005.

d. **Update of diversity, inclusion and gender initiatives review.** The subcommittee received an update on the status of the Diversity and Inclusion and Gender Program Review. In this stage of the review, the working group has begun to identify areas of focus, goals, action steps as well as targets and measures which will be used to achieve the NCAA diversity, inclusion and gender equity vision. As this review progresses, the subcommittee will continue to receive updates and will be engaged as a resource. The subcommittee is supportive of this review as an opportunity to continue to improve the association's efforts in diversity, inclusion and gender equity.

e. **Update from NCAA Championships staff: Confederate Flag policy and nonpredetermined championships held in Mississippi and South Carolina during 2009-10 academic year**. Staff shared with the committee a review of the predetermined versus non predetermined championships policy that states, 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. During the 2009-10 championship season nine contests took place in South Carolina during the fall, winter and spring championship seasons. It was reported that no complaints or issues were exhibited during any of the contests.

f. **Discussion regarding possible restructuring of the Executive Committee Subcommittee on Gender and Diversity Issues.** The subcommittee continued its discussion on its overall structure and strategic position. The staff provided an overview of the mission and composition requirements of each of the three governance bodies, charged with oversight of diversity and gender initiatives. The subcommittee discussed areas of mutual focus and similarity of mission, and noted that opportunities could exist for greater collaboration among these bodies. The subcommittee also noted that the current governance structure may not adequately cover the broad dimensions of diversity beyond gender and race. The group discussed the need for advocates at all levels within the structure and underscored the importance of presidential involvement in these issues.

Finally, the subcommittee discussed its current composition and noted the lack of Division I representation. Staff provided background information and feedback regarding the appointment process.

g. **Update on student-athlete ethnicity and race and gender demographics member institutions personnel reports.** The committee received a review of the most recent information on non-athlete and student-athlete demographics as well as recent information on coaches and administrators demographics. Trends by race, ethnicity, gender and division were also provided. It was noted that future analysis will include geographic representations of diverse groups among the membership, updated student-athlete and non-athlete trends by gender and race/ethnicity, and comparative demographic analysis of athletics personnel to other appropriate groups with higher education and the general workforce. It is hoped that these analyses will provide an indices whereby growth trends can be more closely examined.

h. **Committee on Women's Athletics (CWA) report.** The chair of CWA provided the subcommittee with an overview of CWA's May report. CWA is recommending changes to the emerging sport program, including the removal of squash for failure to make progress in varsity sponsorship. CWA is also working with the triathlon community to develop a proposal to add the sport to the list of emerging sports for women, and has requested that the NCAA increase online awareness of existing emerging sports. The committee is requesting that each division's reclassifying and provisional process include a requirement that schools send a representative to the NCAA Gender Equity and Issues Forum to assist in understanding of Title IX and gender equity expectations.

The committee continues to be engaged in the review of the goals and performance of its sponsored professional development programs and actively working with NCAA affiliates to promote the experience of women in intercollegiate athletics. CWA is supportive of efforts to improve LGBT resources for the membership as requested by Division III.

i. **Minorities Opportunities and Interest Committee (MOIC) report.** The chair of MOIC provided the subcommittee with an overview of MOIC's July report. MOIC is recommending legislation to sponsor an amendment to Bylaw 21.2.4 to specify that one member of the committee shall be a current Chancellor or President from a member institution. It was also recommended that a liaison from the Division I Leadership Council also be appointed to serve on the committee. The committee is beginning a partnership with the National Association of Diversity Officers in Higher Education and will be reaching out to the President of the organization to begin a formal dialogue.

MOIC is in the process of preparing a response letter to be sent to the DIII U.S. Cross Country Coaches of U.S. Track and Field Cross Country Association (USTFCCCA) in response to correspondence received regarding the application of the policy regarding predetermined versus nonpredetermined championship sites.

The committee was also provided an update on the ongoing collaboration with the Executive Board of FARA to continue to support efforts to diversify the FARA membership. Finally, MOIC will reach out to the Competitive Safeguards and Medical Aspects of Sport (CSMAS) to continue its focus on gathering research, information and the development of educational resources regarding sudden cardiac arrest in African American student-athletes.

j. October 2010 meeting. The next meeting of the subcommittee will take place on October 27, 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