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www.ncaa.org

VIA ELECTRONIC MAIL

MEMORANDUM

July 27, 2010

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

FROM: Charlotte Westerhaus
Vice President of Diversity and Inclusion.

SUBJECT: August 11 meeting.

Enclosed are the agenda and supplements for the August 11 NCAA Executive Committee Subcommittee on Gender and Diversity Issues meeting.

The meeting will be from noon to 3 p.m. in the "Caucus" 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 August 11.

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 August 11, 2010
Caucus

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 April 28 meeting report. [Supplement No. 2] (Mahoney)

4. Update on DII Hispanic serving institutions and historically black colleges and universities meetings – DII Chancellors and Presidents Summit. [Supplement No. 3] (Stephen Jordan and Bernard Franklin)

5. Update on the hiring progress for minority head football coaches in Division I, II and III. [Supplement No. 4] (Charlotte Westerhaus)

6. Update of diversity, inclusion and gender initiatives review. [Supplement No. 5] (Karen Morrison and Westerhaus)

7. Discussion regarding possible restructuring of the Executive Committee Subcommittee on Gender and Diversity Issues. (Franklin and Delise O'Meally)

   - Update on Division I representation on the ECSCGD. (Franklin and O'Meally)

8. Update on student-athlete ethnicity and race and gender demographics member institutions personnel reports. [Supplement No. 6 to be distributed at the meeting] (Nicole Bracken)

9. Update from NCAA Championships staff: Confederate Flag policy and nonpredetermined championships held in Mississippi and South Carolina during 2009-10 academic year. [Supplement No. 7] (Roberta Page)

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

11. Minorities Opportunities and Interest Committee report. [Supplement No. 9 to be distributed at the meeting] (Dawn Reynolds)

12. Update on diversity and inclusion programs. (Kim Ford)

13. Update on gender initiatives programs. (Morrison)

14. Update on Title IX – news and resources. (Morrison)

15. Other business.

16. Future meeting dates and sites.

    a. October 27, 2010. Indianapolis, Indiana.

    b. April 27, 2011. Indianapolis, Indiana.

    c. August 10, 2011. Indianapolis, Indiana.

    d. October 26, 2011. Indianapolis, Indiana.

17. Adjournment.

Supplement No. 1

2008 NCAA EXECUTIVE COMMITTEE SUBCOMMITTEE ON GENDER AND DIVERSITY ISSUES

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Vacant

DIVISION II

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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

SUPPLEMENT NO. 2

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.

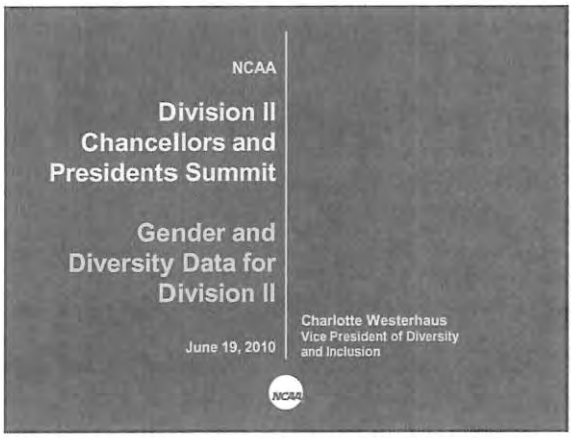
Current members respectfully request and acknowledge the importance of division I presidential representation on the subcommittee.

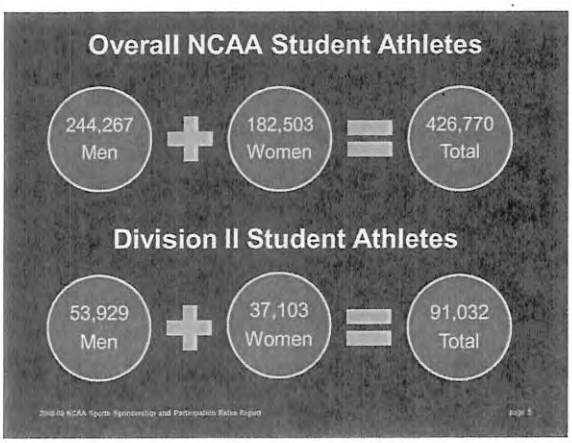
h. **August 2010 meeting.** The next meeting of the subcommittee will take place on August 11, 2010 in Indianapolis, Indiana.

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

Supplement No. 3

NCAA


NCAA
Division II Chancellors and Presidents Summit
Gender and Diversity Data for Division II
June 19, 2010
Charlotte Westerhaus
Vice President of Diversity and Inclusion
NCAA


Overall NCAA Student Athletes
244,267 Men
182,503 Women
426,770 Total
Division II Student Athletes
53,929 Men
37,103 Women
91,032 Total

NCAA Student-Athlete Ethnicity

White, Non-Hispanic
- 174,458 Men
- 141,983 Women

Black, African American
- 44,877 Men
- 20,842 Women

Hispanic/ Latino
- 10,317 Men
- 7,169 Women

Division II Student-Athlete Ethnicity

White, Non-Hispanic
- 34,872 Men
- 27,880 Women

Black, African American
- 13,231 Men
- 5,156 Women

Hispanic/ Latino
- 3,257 Men
- 2,134 Women

NCAA Member Institution Personnel

	White, Non-Hispanic		Black, African American		Hispanic/ Latino		Total	
	Men	Women	Men	Women	Men	Women	Men	Women
Director of Athletics	777	175	77	23	16	1	878	205
Assoc. Dir. of Athletics	1,057	530	77	23	12	14	1,193	624
SWA	0	895	0	35	0	17	0	1,045
FAR	706	297	71	17	9	4	804	321
Compliance Officer	531	577	68	76	13	19	622	683

NCAA Division II Institution Personnel

	White, Non-Hispanic		Black, African American		Hispanic/ Latino		Total	
	Men	Women	Men	Women	Men	Women	Men	Women
Director of Athletics	207	36	26	11	8	0	242	49
Assoc. Dir. of Athletics	107	76	18	14	1	1	128	93
SWA	0	232	0	44	0	6	0	286
FAR	193	60	25	4	5	2	226	67
Compliance Officer	109	129	28	23	5	4	147	157

NCAA Division II Conference Personnel

	White, Non-Hispanic		Black, African American		Hispanic/ Latino		Total	
	Men	Women	Men	Women	Men	Women	Men	Women
Conference President	33	6	1	0	0	0	37	6
Commissioner	35	10	1	0	1	0	39	10

Supplement No. 4

Leadership Advisory Board

NCAA Minority Head Football Coaches:
Recent Hiring Trends and Future Opportunities

April 3, 2010

From Diversity to Inclusion

1. One of the Association's key core values is a belief and commitment to diversity and inclusion.
2. Diversity and inclusion improves the learning environment for all student-athletes and enhances excellence within intercollegiate athletics departments.
3. Diversity and inclusion enhances excellence for ***ALL***, embraces a variety of points of view and enables the membership to make better decisions because a range of perspectives has been considered and utilized.

NCAA Football Coaches Professional and Leadership Development

The mission of the academies and forums is to assist the coaches with career advancement, networking and exposure opportunities, and to raise awareness regarding the substantial pool of talented and qualified coaching candidates. These experiences are meant to build upon each other.

NCAA Football Coaches Professional and Leadership Development

2003
- Coaches Academy

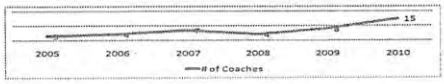
2004
- Expert Coaches Forum

2005
- NCAA Diversity and Inclusion was created

2007
- Future Coaches Academy

2009
- Champions Forum

Minority Coaching Hiring Trend



2010 Division II and III Minority Hires

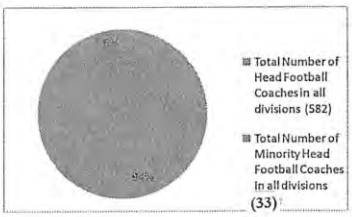
1. David Brown, Missouri University of Science and Technology (Division II)
2. ***Isaac Collins, Widener University (Division III)****
3. Robby Long, DePauw University (Division III)
4. Ordell Walker, Greenville College (Division III)
5. ***Henry Stanford, Capital University (Division III)****
6. ***Aaron Welton, Williams University (Divison III)****

**** NCAA Coaching Academies/Forums Alumni***

NCAA Programs Alumni Head Coaches (2005 – 2010)

- **Trent Miles** – Indiana State
- **Mike Locksley** – University of New Mexico
- **Mike Haywood** – University of Miami
- **Nigel Burton** – Portland State
- **Larry Porter** – University of Memphis
- **Sherman Wood** – Salisbury State
- **Mike London** – University of Virginia
- **Norries Wilson** – Columbia
- **Tom Williams** – Yale University
- **Aaron Kelton** - Williams College
- **Willie Taggart** – Western Kentucky University
- **Paul Winters** – Wayne State
- **Ron English** – Eastern Michigan University
- **Robert Talley** – Stonehill College
- **Dwayne Walker** – New Mexico State University
- **Isaac Collins** – Widener University
- **Henry Stanford** – Capital University
- **Kevin Sumlin** – University of Houston

NCAA Head Coaching Demographics: All Divisions (2010)



Summary

1. Coaching academies and forums - ***11 alumni hired in the last two years.***
2. Five percent of all head coaches in NCAA college football are minorities - ***there are still opportunities for growth.***
3. NCAA goals:
   - Continue to enhance professional and leadership development.
   - Connect potential minority head coaches to athletic administrators and college presidents.

Comments/Questions

Thank you

Supplement No. 5

Supplement No. 5 will be Distributed at the Meeting

Supplement No. 6

Supplement No. 6 will be Distributed at the Meeting

Supplement No. 7

Confederate Flag

All Championship Rounds in 2009 - 10

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
Francis Marion University (Florence, South Carolina)	2010 DII Baseball Regional	No complaint/problem
Lander University (Greenwood, South Carolina)	2010 DII Women's Basketball Regionals	No complaint/problem
Clemson University (Clemson, South Carolina)	2010 DI Women's Tennis - 1st Round	No complaint/problem
University of South Carolina (Columbia, South Carolina)	2010 DI Men's Baseball Regionals	No complaint/problem
Coastal Carolina University (Myrtle Beach, South Carolina	2010 DI Men's Baseball Regionals	No complaint/problem
Clemson University (Clemson, South Carolina)	2010 DI Men's Baseball Super Regionals	No complaint/problem
Coastal Carolina University (Myrtle Beach, South Carolina	2010 DI Men's Baseball Super Regionals	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. 8

REPORT OF THE NCAA COMMITTEE ON WOMEN'S ATHLETICS May 24-25, 2010

ACTION ITEMS.

1. Legislative Action Items.

All divisions

a. Membership—Definitions and Applications—Emerging Sports for Women-- Squash

(1) Recommendation: The Committee on Women's Athletics recommends that the applicable divisional governance bodies sponsor legislation to remove squash from the list of emerging sports for women and to eliminate other specified legislation associated with the sport (e.g., playing and practice season regulations, sports sponsorship minimum contest and participant requirements).

(2) Rationale: The emerging sports for women program began in 1994 as a result of recommendations from the Gender-Equity Task Force. NCAA regulations require that emerging sports for women gain championship status (minimum of 40 varsity-sponsored NCAA programs) within 10 years or show steady progress toward that goal to remain on the emerging sports for women list. Nine sports were on the original list, including squash. In the past 14 years, four of those sports became championship sports (rowing, women's ice hockey, women's water polo and bowling). In 2009, four sports were removed from the list due to not being able to demonstrate steady progress (archery, badminton, synchronized swimming and team handball). In 2009, the number of institutions sponsoring squash as a varsity program was 28 and this number has been constant since 2007. The committee has reached out to the sport contacts on several occasions since 2007 to offer feedback on the sport's 2008 action plan and requested additional information evidencing that there has been any progress made towards the goal of 40 varsity programs. Squash has not been able to meet this requirement. If squash is removed from the list, institutions can still sponsor the sports as varsity and include it in their gender equity efforts. Any sport can pursue renewal to emerging sport status by following committee procedures, including submission of a proposal and 15 letters of institutional commitment.

(3) Estimated Budget Impact: Emerging sports for women may be used to meet sports sponsorship requirements, in Divisions I and II the minimum membership financial aid requirements, and, in Division I, for revenue distribution purposes.

(4) Student-Athlete Impact: None.

b. Amendment to Emerging Sports for Women Legislative Timetable

(1) Recommendation: The Committee on Women's Athletics recommends the NCAA Constitution 3.2.4.5.2 be amended to remove the "phase in" period for application of NCAA legislation and require that all NCAA legislation be applied at the time of the effective date the sport appears on the emerging sports for women list.

(2) Rationale: Current NCAA legislation allows for a three year phase in period for application of specified NCAA legislation from the date a sport is added to the emerging sports for women list. In recent years, the delay in application of NCAA legislation has resulted in confusion in areas such as amateurism, recruiting and financial aid among institutions contemplating adding the sport once it is established on the list. Eliminating the phase in period for applying legislation to emerging sports for women supports competitive equity among institutions that sponsor the sport and will require that all legislation apply on the effective date the sport is recognized on the emerging sports list. Eliminating the phase in period will also require NCAA legislation (e.g., coaching limitations, financial aid) be in place by the effective date of the sport's addition to the emerging sports list. However, this approach will provide greater transparency and information with regard to budgets and resource allocation. As sports are recommended to be added to the emerging sports for women list, the committee will take into account (with input from the sport's sponsors) how much time may be necessary to develop the applicable legislation and will give careful consideration to the appropriate effective the date the sport would be recognized on the emerging sports for women list.

(4) Estimated Budget Impact: None.

(5) Student-Athlete Impact: None.

2. **Nonlegislative Items.**

Division I only.

a. **Division I Leadership Council representation on the Committee on Women's Athletics**

(1) Recommendation: The Committee on Women's Athletics requests that the Division I Leadership Council adopt a policy to ensure appointment of a liaison from the Leadership Council to the Committee on Women's Athletics.

(2) Rationale: The Committee on Women's Athletics is an Association-wide committee responsible for addressing issues critical to the Association and Division I related to the interests of female student-athletes, NCAA women's programs and policies that affect women. Representation from the Division I Leadership Council would reinforce and effectively enhance communication within the structure.

(3) Estimated Budget Impact: None.

(4) Student-Athlete Impact: None.

INFORMATIONAL ITEMS.

1. **Committee Appointments.** Stan Williamson, director of athletics at Campbell University, was elected to serve as chair of the Committee on Women's Athletics beginning September 2010. Tamica Smith Jones, director of athletics at Clark Atlanta University, was elected to serve as vice-chair. The committee also expressed their gratitude to the following individuals for their service on the committee:

- Faith Shearer, SWA/Associate Director of Athletics, Elon University (Chair);
- Monique Carroll, student-athlete, University of Arkansas, Pine Bluff;
- Jamie Zaninovich, Commissioner, West Coast Conference;
- Patrick Nero, Commissioner, America East Conference; and
- Julie Davis, Director of Athletics, University of Maine, Farmington

2. **Gender Equity and Issues Forum attendance requirement for NCAA provisional or reclassification processes.** The Committee on Women's Athletics request that the Division I Administrative Cabinet along with the Division's II and III Membership Committees consider adding a requirement to the provisional and reclassifying processes that at least one institutional senior level administrative official attend the Gender Equity and Issues Forum during at least one year of the provisional or reclassification process. The committee believes that it is imperative for all NCAA institutions to have a full understanding of the association's gender equity expectations and opportunity to be trained on Title IX and planning best practices. A high ranking member of an institution's administration should attend the Gender Equity and Issues Forum so they can then assist the institution in developing an effective gender equity program.

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

   a. Equestrian: The committee reviewed an action plan submitted by representatives of the varsity equestrian community during a conference call with two of the sport contacts. The committee reviewed how it could assist in the development of the sport, as well as ideas for focusing outreach on specific conferences that already had a strong equestrian presence to increase the number of institutions sponsoring the sport. Equestrian remains on the list of emerging sports for women by having demonstrated steady progress and working with the committee to grow sponsorship.

   b. Sand Volleyball: The committee reviewed the results of the Division III survey regarding interest in sponsorship of sand volleyball. The Division I governance structure is working to develop the framework for the sport with proposals relating to recruiting, coach limitations, financial aid and playing and practice seasons for consideration during the 2010-11 legislative cycle. Division II is on schedule for the sport to be effective on the emerging sports for women list as of August 1, 2010.

   c. Triathlon: The committee received an update on the status of triathlon, which is in the process of securing its ten letters of commitment and interest in the sport so it can then present its proposal to the committee.

   d. Publicity for Emerging Sports for Women. The committee recommends that the NCAA website provide more coverage of emerging sports for women and major events occurring within those sports. Increased covered

of emerging sports for women, particularly championship events, will help promote those sports and possibly foster interest in adding the sport at institutions.

4. **Olympic Sports Liaison Committee**. The committee received an update from the NCAA National Office liaison to the Olympic Sports Committee related to its efforts to address endangered sport issues.

5. **Women's Professional Development Opportunities.** The committee received an update on the following programs:

   a. **NACWAA.** The committee met with Patti Phillips, the new executive director of National Association of Collegiate Women Athletic Administrators (NACWAA). Phillips reported to the committee about the success of NACWAA programming and the relocation of the NACWAA office to Kansas City, KS. The committee also discussed how NACWAA and the committee could continue to partner together to create educational opportunities for women involved in collegiate athletics.

   b. **NCAA Women Coaches Academy**. Celia Slater, director of the Women Coaches Academy, gave a presentation to the committee on current programming being offered as a result of the committee's funding and support. The number of programs has expanded and an additional level of continuing education has been added. The committee's meeting coincided with Dimension II of the Women Coaches Academy, providing the committee members an opportunity to meet with participants and discuss their experiences with the Women Coaches Academy.

   c. **Women's Leadership Symposium**. Two events were conducted this spring in Sacramento and Tampa with over 150 attendees. These programs support the committee's effort to bring affordable professional development training to different regions of the country. Next year the NCAA will conduct Symposiums in conjunction with the NCAA Convention in San Antonio and the Division I Women's Lacrosse championship in Long Island, NY. The founders of the program from the Horizon League will conduct training in Indianapolis in 2011.

   d. **Gender Equity and Issues Forum.** The committee received a report from staff about the sessions, format and attendance at the most recent Forum in Chicago. The keynote address by Assistant Secretary of the Department of Education was recorded and recently made available to the membership on

the NCAA website. The address and recent Office for Civil Rights (OCR) announcements make clear the OCR intent to dramatically increase its athletics educational and enforcement efforts.

e. **Senior Woman Administrator**. The committee discussed the continuing issues with the position of Senior Woman Administrator (SWA), specifically the lack of definition of duties as well as opportunities for professional development. The NCAA research staff will be sending a survey to all SWA's and Directors of Athletics this summer to explore how the role is perceived and utilized and what efforts may be needed to improve the effectiveness of the designation. The committee also expressed interest in the concept of a Minority Administrator designation; it noted that the designation should go beyond racial minority opportunities to other minority individuals.

6. **Committee on Women's Athletics Subcommittees**. The committee reviewed the reports of the Strategic Planning subcommittee and joint committees with Minority Opportunities and Interest Committee. Bernard Muir volunteered to fill a vacancy on the Ethnic Minority Enhancement Scholarship Selection Committee and Barbara Hannum volunteered to serve on the Leadership Institution for Ethnic Minority Males and Females committee.

7. **LGBT Issues.**

a. **SAAC Referral.** The committee discussed the referral from SAAC for information regarding current resources available for institutions and student-athletes. The committee is supportive of improved online resources for the membership and student-athlete participants that can help establish safe learning and competitive environments for all LGBT participants and professionals.

b. **Transgender student-athlete discussions**. The committee discussed the current NCAA position regarding transgender student-athlete participation. It noted that the national SAAC groups will discuss the topic at their summer meetings, as will the Division III Commissioners.

8. **Woman of the Year Selections.** The committee received an update on the 2010 NCAA Woman of the Year, which included news that a record number of institutional nominations were received. The committee will select the winner during a summer voting process and the 2010 NCAA Woman of the Year gala is scheduled for Sunday, October 17.

9. **Post-season Participation Report.** The committee reviewed the 2009-10 post-season participation opportunities for male (48%) and female student-athletes (52%). It was noted that when recent division I men's bracket expansion opportunities and when the football bowl games and NIT tournament are added to the numbers, the percentage of post-season participation opportunities for men is approximately 15,281 (62%) and women is 9,288 (38 %). The committee discussed the need to look at both the quantity and the quality of championship opportunities. The committee also discussed that some championship opportunities for women, particularly national collegiate championships, are becoming cost prohibitive due to significant travel for competition. The committee recommended the divisional championship committees explore the issue.

10. **Women of Color Symposium Recommendations.** The committee reviewed and discussed the recommendations made by for the Women of Color Symposium and will continue to be supportive of efforts to implement mentoring and training for women of color and improving their opportunities for governance experience.

11. **Title IX Update.** The committee received an overview of the Department of Education's recent announcements about enforcement activity and the rescission of the 2005 Clarification and additional guidance related to third-prong compliance efforts. The committee recommends the staff develop best practices on this topic. The committee also reviewed recent activity by the U.S. Commission on Civil Rights and athletics Title IX court cases.

12. **NCAA Diversity and Gender Professional Development Programming.** The committee received an update from Delise O'Meally regarding the status of the review of diversity and gender initiatives professional development programming. The committee also heard from staff about the possibility of restructuring of the Association's gender and minority interest committee structure in conjunction with the internal review and discussions by the Executive Committee Subcommittee on Gender and Diversity Issues about its own structure. The committee discussed that even though there are many areas of crossover and many opportunities for CWA and MOIC to collaborate, it is necessary that any restructuring maintain an effective avenue for addressing women's participation experience and professional development.

13. **Division I Women's Basketball Issues.** The staff gave the committee an update on trends and topics being addressed by the Division I Women's Basketball Issues Committee.

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14. **NCAA Hall of Champions Exhibits**. The committee discussed a letter received by Faith Shearer, chair of CWA from the president of the National Association of Girls and Women in Sport after their national convention in Indianapolis and a visit to the NCAA Hall of Champions. The visitor expressed concern about the absence of information about the history of women's sports prior to sponsorship of women's championships by the NCAA, and the role those student-athletes played in paving a way for current female-student-athletes. The committee will share this issue with members of the NCAA Branding and Communications department, and work with them to see if they have any ideas on how to incorporate the history of women's sport (including women of color) prior to the NCAA in the current exhibits.

15. **Future meeting dates and sites**.

    a. September 19-21, 2010, Indianapolis

    b. February 23, 2011 via conference call

Committee Chair: *Faith Shearer, Elon University*
Staff Liaison(s): *Karen Morrison, Gender Initiatives*
Lynn Holzman, Academic and Membership Affairs
Brynna Barnhart, Enforcement

Supplement No. 9

Supplement No. 9
will be
Distributed
at the
Meeting