REPORT OF THE
NCAA MINORITY OPPORTUNITIES AND INTERESTS COMMITTEE
FEBRUARY 8-9, 2011, MEETING

***ACTION ITEMS*.**

Association-wide.

1. Legislative items.

- None.

2. Nonlegislative items.

- None.

***INFORMATIONAL ITEMS*.**

Association-wide.

1. New committee members. The committee welcomed new committee member Janet Montgomery, senior woman administrator, University of West Alabama.

2. Confederate battle flag discussion and recommendation. The committee reviewed a request from the NCAA Executive Committee Subcommittee on Gender and Diversity Issues to provide feedback on a waiver request that would allow an institution within a state that is subject to the NCAA confederate flag policy to host a predetermined NCAA championship event outside of the state. The committee discussed the history and general intent of the policy and noted that, while predetermined sites are not awarded within those states, institutions may earn the right to host nonpredetermined championship events. The committee continues to support the policy but expressed some concern regarding its application as it relates to predetermined and nonpredetermined sites. The committee noted that the policy, as written, may not preclude an institution from hosting championship events outside the state; however, there was strong support for revisiting the policy and seeking consistency of application between predetermined and non-predetermined championships.

3. Conversation with the NCAA chief inclusion officer. The committee received an overview from the NCAA chief inclusion officer regarding the role and responsibilities of the position of the chief inclusion officer and the office of inclusion. The primary focus of the office will be around cultivating a philosophical shift from embracing diversity as a

metric to encouraging inclusion as a value in leadership and within the decision making processes, for both the membership and the national office. The inclusion office will seek to serve as a facilitator of dialogue around leading a change in the culture through an enhanced framework of diversity, work to create collaborations with organizations with a focus on inclusion, work to develop policy and advocate for inclusion. The office is presently holding roundtable discussions with other key organizations and individuals in the membership which will culminate with a summit facilitated by NCAA President Mark Emmert to take place in the fall.

4. **NCAA committee structure – restructuring of NCAA Executive Committee Subcommittee on Gender and Diversity Issues, NCAA Committee on Women's Athletics (CWA) and MOIC.** The committee continued its discussion regarding possible restructuring of the subcommittee, MOIC and CWA. The committee reviewed three models presented for feedback, the history of each committee, their respective charges and current compositions, areas of existing overlap, and areas not adequately covered within the current governance structure. Each of the proposed models requires different levels of legislative action. After consideration, the committee recommends a model which would maintain the current MOIC and CWA structure, collapse the presidential body into the substructure, thus incorporating presidential involvement at the policy development level. The recommended model also creates a joint body comprised of MOIC and CWA members, along with presidential representation, to provide oversight on broad inclusion matters and dimensions of diversity not previous covered within the structure. MOIC expressed its interest in continuing to be engaged in the process as the structural changes are finalized.

5. **Conversation with President Emmert**. President Mark Emmert thanked the committee for its continued service and shared his thoughts with the committee members regarding the decision to elevate the diversity and inclusion function within the Association and national office, noting that the job of furthering diversity and inclusion is not just of the newly created Office of Inclusion, but the whole organization and Association. President Emmert spent additional time answering questions raised by committee members.

6. **Update on gender inclusion initiatives**. The committee received an overview of the September CWA Report from the director of gender inclusion, which included discussions regarding the NCAA advertising policies in light of GoDaddy.com's involvement with sponsorship of an Division I Football Bowl Subdivision bowl, and an emerging sports update was provided on activity around the sports of Triathlon and Competitive Cheer – stunts or acrobatics and tumbling seeking to be added to the

emerging sports list. The committee also was updated on the transgender student athlete issues and the educational and programmatic resources being developed, the U.S. Office of Civil Rights guidance on bullying, proper counting of multi sport student-athletes particularly as it related to the sports of indoor and outdoor track and cross-country, and the upcoming NCAA/National Association of Collegiate Women's Athletics Administrators Regional Executive Leadership Seminar being held at the upcoming Gender Equity Forum.

7. **Update on minority inclusion initiatives**. The committee received an overview of the September MOIC report and the MOIC and CWA joint conference call minutes. Updates were provided regarding the inclusion sessions held at the 2011 NCAA Convention, the recent engagements with the Hispanic Association of Colleges and Universities (HACU) and the NCAA/HACU Advisory Working Group, and the Campus Violence Impact and Prevention Summit to take place in Indianapolis, Indiana, April 8, 2011.

8. **NCAA Pathway Program.** A discussion regarding the new class and enhancements made to the NCAA Pathway Program was provided by an NCAA staff member. The redesigned program objectives will focus on enhancing the professional skills of women and people of color who seek to become directors of athletics, through education, training and mentorship, provide program participants with an in-depth look into the governance structure and expose participants to key stakeholders in the Association. Ten individuals were selected to participate in the 2011 NCAA Pathway Program. The diversity breakdown includes the following: males – two, females – eight, African American females – four, white females – four, African American males – two, Division I – six, Division II – two and Division III – two.

9. **Division I, II and III governance meeting updates**. The committee received updates from the Division I, Division II, and Division III fall governance meetings.

10. **Faculty Athletics Representatives Association (FARA) Project Team**. The committee was provided an update on the progress of the work being done between MOIC and the executive board of FARA.

11. **NCAA Committee on Competitive Safeguards and Medical Aspects of Sports (CSMAS).** NCAA staff informed the committee about the current educational efforts of the Health and Safety staff to address sudden cardiac arrest. The content of the

educational awareness posters that will be disseminated to student-athletes, coaches, athletic trainers and administrators were also provided to the committee. Current statistics regarding the rate of such cardiac arrest episodes were also shared. The committee is supportive of the current efforts and wants to remain informed on important health issues. Additional updates were provided regarding sickle cell and existing and proposed legislation regarding testing and the waiver option being considered in Division I.

Finally, the committee received a legislative update regarding the Sports-Safety Training rule that has been adopted by Division II in 11.1.6 "Sports-Safety Training. Each head coach and all other coaches who are employed full time at an institution shall maintain current certification in first aid, cardiopulmonary resuscitation (CPR) and automatic external defibrillator (AED) use. *(Adopted: 1/16/10 effective 8/1/10)"* and in Division III in 11.1.6, "Sports-Safety Training. Each head coach shall maintain current certification in first aid, cardiopulmonary resuscitation (CPR) and automatic external defibrillator (AED) use. *(Adopted: 1/17/09 effective 8/1/09)"* and the impact having training and administrative staffs certified in CPR and AED training has already had on the divisions in providing necessary care for participating student-athletes. The committee is seeking to obtain more information to take action in recommending to Division I that similar legislation be adopted by the division. In light of the current expanded and extended seasons, and the increase in nontraditional seasons and recognizing the ability to have sufficient trained athletics staff on site at all necessary practices and competitions may not be possible.

12. **NCAA research update**. The committee received an update on the NCAA membership demographics: trends and findings from 1995-1996 to 2009-2010, taken from the recent update to the NCAA Race and Demographics Report. Changes in distributions of gender, racial and ethnic backgrounds and percentages over time in both administrative and coaching positions were provided. The final report will be shared with the committee when completed.

13. **2010 Black Coaches and Administrators (BCA) Hiring Report Card**. An overview of the 2010 BCA Hiring Report Card was provided to the committee by a staff liaison. It was shared with the committee that in light of the programmatic shifts that have taken place in the national office, a new process was being determined to assist the BCA in their tracking and grading process of coaching hires. MOIC will continue to stay informed of the Hiring Report Card but will no longer be involved with the grading process going forward.

14. Other business.

a. **Minority males and college matriculation**. The committee participated in a discussion on the topic presented by a committee member. As the committee begins to consider new and enhanced programming concepts for the 2012-14 budget cycles, it will look at how to make an impact in this area of concern.

b. **Achieving coaching excellence (ACE)**. The ACE program will now be administered by national office staff members with the support of the BCA. MOIC member Karin Lee has agreed to serve as a member of the selection committee for the 2011 process.

15. Future meeting dates and sites.

a. May 4, 2011, Conference Call, time TBD.

b. October 11-12, 2011, Pittsburgh, PA in conjunction with the CWA meeting and the NACWAA Fall Forum.

Committee Chair: *Dawn Reynolds, University of Miami*
Staff Liaisons *Kimberly Ford, Minority Inclusion*
Nicole Bracken, Research
Jay Rossello, General Counsel