INFORMATIONAL ITEMS.

Association-wide.

1. **Welcoming and Opening Comments.** Jeff Orleans and Judy Sweet welcomed Gender Equity Task Force (GETF) members to the September meeting. The task force discussed key talking points for upcoming meetings with NCAA senior staff. Gender equity and its priority within the Association were the main focuses for the afternoon’s conversations.

2. **Reviewed GETF Letters to President Mark Emmert and Dr. Bernard Franklin.** The task force reviewed the letters that were sent in August to President Mark Emmert and Bernard Franklin, executive vice president of education and community engagement/chief inclusion officer. Each letter reinforced the gender equity obligations of the Association and its member schools. Both letters were positively received as was proven by written responses from President Emmert; Franklin; President Harris Pastides, chair of the Division I Board of Directors; Jim Phillips, chair of the Division I Council; and Lori Runksmeier, chair of the Division III Management Council.

3. **Engagement with NCAA senior leadership.**

   a. **Donald Remy, executive vice president of law, policy and governance and chief legal officer.** Remy provided an update on current litigation and potential gender equity implications. Remy discussed the cost of attendance (COA) legislation and the expectation of member schools to comply with Title IX. The COA legislation is a redefinition of financial aid, and member schools are referring questions to their respective financial aid offices. Remy was receptive of the task force’s idea to create an FAQ document to share with the Financial Aid Issues Working Group.

   b. **Oliver Luck, executive vice president of regulatory affairs.** Luck shared some thoughts about making the best use of resources for women’s sports and men’s Olympic sports, including in the area of travel schedules for competitions. He expressed that he was heartened to hear much discussion about the core value of gender equity and its application in his short time at the NCAA. Luck expressed concern about the declining numbers of female coaches and raised the question of how to facilitate more young women entering the profession. He noted that one issue may be that graduate assistantships in coaching are not as available for women as they are for men. The group then discussed the possibility of conference-led professional development on coaching careers for student-athletes.

   c. **Mark Emmert, NCAA President and Cari Van Senus, chief of staff.** President Emmert provided an update on the Division I Strategic Summit. President Emmert
reaffirmed that gender equity was a meaningful part of the discussion at the summit. Task force members asked President Emmert about the new Division I working group on sport sponsorship. He noted that it is being formed, it will start its work soon, and that it is a good time for the task force to communicate about this issue. Task force members also inquired about the cuts to NCAA grants for the National Association of Collegiate Women Athletic Administrators (NACWAA) and the Alliance of Women Coaches (AWC) that provide professional development education and training for women who are or aspire to be coaches and athletic administrators. President Emmert explained that overall budget cuts were the result of the request from Division I Presidents and Conference Commissioners for higher allocations to member schools, while also noting the importance of providing gender equitable opportunities and support for all student-athletes. To close, President Emmert asked the task force to develop strategies to support the Association’s core value of inclusion and encouraged research to ascertain the reasons for the stagnant and/or declining number of women coaches and administrators.

4. **NCAA Business.**

   a. **Financial Aid Issues Working Group.** Diane Dickman, managing director of division I governance, and Jennifer Fraser, director of division I governance, provided an overview of the Financial Aid Working Group. The working group will address components of cost of attendance (COA) legislation as it relates to equivalency sports. Dickman and Fraser articulated that the task force could provide input to the working group, and that it would be most helpful if done in a timely manner since the working group has already had multiple teleconferences. The working group will provide a report and recommendations to the Student-Athlete Experience Committee of the Division I Council.

   b. **Institutional Performance Program – Gender Equity Review Pilot Project.** Troy Arthur, director of academic and membership affairs, and Jennifer Samble, assistant director of academic and membership affairs, provided an overview of the Institutional Performance Program (IPP). Approximately one dozen membership institutions are currently using IPP data to conduct inclusion reviews. The results of this pilot project will be considered for future recommendations about how IPP should be used for reviewing equity and diversity on campuses. The task force emphasized the importance of required equity reviews in order to hold institutions accountable. A version of IPP will be available for Division II in January.

5. **Engagement with President Harris Pastides, chair of the Division I Board of Directors.** President Pastides stated that the task force’s work is extremely important and that while the task force is an interim group, equity needs to be a permanent part of policy and legislative discussions. The task force asked President Pastides to what degree he thought college and university presidents were focusing on Title IX and gender equity in athletics. He stated that there is much competition for presidents’ time and attention, and
while they were likely not oblivious or uncaring about the issue, they were probably not tracking intently on it. President Pastides noted that the task force could serve higher education leaders by engaging them on equity issues. The group also discussed the low numbers of women and minorities in coaching and administration. President Pastides emphasized the importance of senior leadership taking a strong stand on diverse candidate pools. President Pastides encouraged the task force to continue formal and engagement with institution presidents/chancellors and the NCAA governance structure.

6. National Association of Collegiate Women Athletics Administrators (NACWAA) and Alliance of Women Coaches (AWC) funding update. Franklin provided an update on the NACWAA and AWC grants. The NCAA national office has been charged by the Division I membership to implement budget cuts throughout the national office and both grant amounts will decrease as a result. Franklin stated that the NACWAA and AWC grants currently constitute nearly 50% of the Office of Inclusion budget (minus salaries). Franklin and Amy Wilson, director of inclusion, are exploring additional funding options for both grants.

7. Task Force Priorities. The task force developed the following five priorities for this year:


      i. Develop best practices for diverse hiring pools and candidates. Empower managers/senior leadership to “send the candidate pool back” to the search committee if sufficient diversity is not evident.

      ii. Create messaging that emphasizes that women and men can effectively coach both genders.

      iii. Effectively cite literature that shows the value of diversity in the workplace.

      iv. Create an inventory of professional development programming for coaches/administrators that are sponsored by the NCAA and other organizations and communicate the value of such programs.

      v. Develop a resource list of professional associations that serve coaches, administrators and individuals in college athletics, which could recommend diverse applicants to administrators.

      vi. Educate student-athletes about careers in sports. Identify opportunities such as the NCAA’s Career in Sports Forum and look for other “grassroots” efforts to achieve this goal including collaborating with Student-Athlete Advisory Committees, conferences and schools.

      vii. Educate student-athletes on the decline and/or stagnant numbers of women and people of color in coaching and administration, and the reasons for
viii. Develop a “talking point” resource that encourages female student-athletes to re-examine a preference for having male coaches.

ix. Educate the Association’s membership on the purpose and the role of the Senior Woman Administrator, and how the value and possible functions of that position have changed over time.

tax. Recommend diversity training for leadership and search committees.

xi. Encourage inclusive hiring practices by challenging search committees to move beyond their comfortable and usual networks.

xii. Initiate a partnership with the National Federation of State High School Associations (NFHS) and inquire about coaching demographics by gender and race/ethnicity at the high school level. Develop strategies to improve weak numbers. Highlights may include successful women coaching men’s teams and male athletes.

xiii. Identify external allies with whom the NCAA could develop new partnerships on diversity/inclusion initiatives: National Association of Collegiate Directors of Athletics, NFHS, American Council on Education, coaches associations, National Organization of Women, American Association of University Women, etc.

xiv. Support a common set of standards for male and female coaches with the goal of eliminating biases about female coaches’ behavior/actions that may subject them to different and unfair standards.

xv. Focus on successful “work-life integration.” Find examples of leaders who are effective at fostering an environment that supports this integration. Need visible examples so that young professionals have role models to follow since an excessive demand on time is currently a “hot topic” among student-athletes. Identify the multiple groups working on this topic within the NCAA and determine which one(s) would be best for collaborative efforts. This topic should be a session at the 2016 Inclusion Forum.

\textit{b. Promoting the Definition of Gender Equity.}

i. Promote the NCAA’s definition of gender equity:

An athletics program can be considered gender equitable when the participants in both the men's and women's sports programs would accept as
fair and equitable the overall program of the other gender, that is to say, an athletic program is gender equitable when the men’s sports program would be pleased to accept for its own the overall participation, opportunities, and resources currently allocated to the women’s program and vice versa. (Gender Equity Task Force, 1991-92).

ii. Disseminate effective messaging that women and men can effectively coach both genders.

iii. Create a social media campaign around gender equity in athletics.

iv. Continue to think of strategies for adding women’s participation opportunities and engage student-athletes to support these efforts.

c. Identifying Strategies and Measures to Increase Women’s Participation in Intercollegiate Sports.

i. Education for NCAA members.

1. Support institutions in their efforts to provide equitable benefits and treatment to student-athletes (the laundry list). Review Christine Grant and Amy Wilson’s survey and determine how this may be updated and disseminated.

2. Develop materials on Prong 3 compliance.

3. Emphasize that tiering should be proportional to student-athlete ratio, as opposed to tiering the same numbers of sports.

4. Develop position on double-triple participant counting of cross country, indoor and outdoor track and field student-athletes.

ii. Consider how to incentivize growing women’s sports on member campuses.

iii. Monitor progress of the Division I Institutional Performance Program (IPP) and its Gender Equity Pilot Program. Consider how IPP could develop into a “Gender Equity Dashboard”—long-term goal. Make sure to also focus on current and potential ways to monitor gender equity at Division II and Division III institutions. Continue to review IPP support documents related to gender equity and Title IX.

d. Engaging with NCAA Governance Bodies and Leadership Groups.

i. The Fall 2015 edition of NCAA’s Champion magazine will feature a layout of the NCAA’s governance and committee structure. Identify
committee members and devise a plan for communicating and working with these leaders.

ii. Work with the Committee on Women’s Athletics and the Minority Opportunities and Interest Committee on Diversity Roundtable Discussions at the 2016 Inclusion Forum that bring in other groups/associations for beneficial collaboration. Note that MOIC held roundtables in 2015.

iii. Strategize on ways to communicate with key working groups, such as the Division I Sport Sponsorship Group and the Financial Aid Issues Working Group, that are discussing Cost of Attendance (COA). Identify similar groups/committees in Division II and III that are focusing on gender equity issues.

e. Cost of Attendance (COA) and Gender Equity Issues

i. Context: Dickman and Fraser informed the task force that the Division I Council has formed a Financial Aid Issues Working Group to look at COA and equivalency sports. This group’s agendas and meeting minutes are available on the NCAA website.

ii. Task force goal: Review the working group’s future agendas and meeting minutes and offer written contributions on gender equity matters in an advisory manner that can be helpful to the ongoing discussions. Task force will aim to provide a document to this group in four to six weeks.

iii. Possible items for inclusion in correspondence to the Financial Aid Issues Working Group:

1. Emphasize definition of gender equity.

2. Include reminder of Office for Civil Rights and Women’s Sports Foundation letters/statements regarding COA.

3. Create a “Frequently Asked Questions” document on COA that would provide guidance to the working group and could develop into a document that could be shared with NCAA membership.

4. Point out the difference between dollars spent versus benefits received, which focuses on the reality that head count sport students are getting dollars in hand while equivalency sport students in most instances are getting funds added to their existing scholarships—not available to them directly—and likely are not receiving their full COA.
5. Bring up the issue that the current rules for COA allow equivalency sports to spread out COA funds among more students, thus growing rosters instead of assisting students already receiving some aid. The question is whether current practices for awarding COA result in giving substantially more men the opportunity to earn a full scholarship, including cost of attendance dollars: whether participants in both the men's and women's sports programs would accept as fair and equitable this difference in aid distribution.

6. Request gender demographics on head count and equivalency sports.

8. Future Meeting Dates and Sites.

a. April 2016, Indianapolis, Indiana (Specific Days To Be Determined)

Task Force Chairs: Jeff Orleans, Hirschfeld Kraemer LLP
Judy Sweet, Gender Equity Consultant and Former NCAA Membership President

Staff Liaisons: Naima Stevenson, Law, Policy and Governance
Amy Wilson, Office of Inclusion
Richard Zhu, Office of Inclusion

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<th>September 9-10, 2015 Meeting</th>
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<tr>
<td><strong>Attendees</strong></td>
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<tr>
<td>Amy Backus, Case Western Reserve University</td>
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<td>Nancy Hogshead-Makar, Champion Women</td>
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<td>Joan McDermott, California State University, East Bay</td>
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<td>Jacqueline McWilliams, Central Intercollegiate Athletic Association</td>
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<td>Noreen Morris, Northeast Conference</td>
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<td>Julie Muller, North Atlantic Conference</td>
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<td>Bernard Muir, Stanford University</td>
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<td>Jeff Orleans, Hirschfeld Kraemer LLP</td>
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<td>Troy Arthur, NCAA; Kelly Brummett, NCAA; Gail Dent, NCAA Diane Dickman, NCAA; Jaime Dicks, NCAA; Mark Emmert, NCAA; Jennifer Fraser, NCAA; Oliver Luck, NCAA; Donald Remy, NCAA; Sonja Robinson, NCAA; Jennifer Samble, NCAA; Rachel Stark, NCAA; Naima Stevenson, NCAA; Cari Van Senus, NCAA; Amy Wilson, NCAA; Richard Zhu, NCAA.</td>
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