

INCLUSION FORUM 2016

#NCAAINclusion

Bernard W. Franklin

Executive Vice President of Education and
Community Engagement/Chief Inclusion Officer,
NCAA



“Not everything that is faced can be changed but nothing can be changed until it is faced.”

- James Baldwin



Amy S. Wilson

Director of Inclusion, NCAA



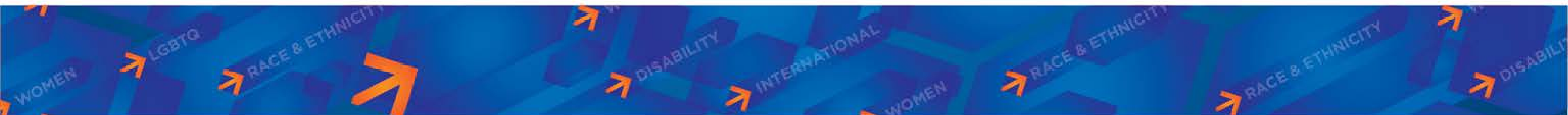
Women

- Woman of the Year
- Emerging Sport Program Process Guide
- Gender Equity Task Force
- Sexual Assault and Violence Prevention and Education



LGBTQ

- NCAA Inclusion of Transgender Student-Athletes, 2nd ed.
- Intra-Team Relationship Video
- HBCU/LGBTQ Pilot Project
- Seeking Common Ground II



Sonja N. Robinson

Director of Inclusion, NCAA



Race and Ethnicity

- Presidential Engagement
- Membership Support
- Partners & Affiliates
- National Office Model



Student-Athletes with Disabilities

- Education & Exposure
 - 2016 NCAA Convention
- Accommodations
 - Education-Impacting
 - Reasonable Modifications / Waiver Requests
- Adapted Sport Model
 - Eastern College Athletic Conference: ECAC Inclusive Sport Initiative



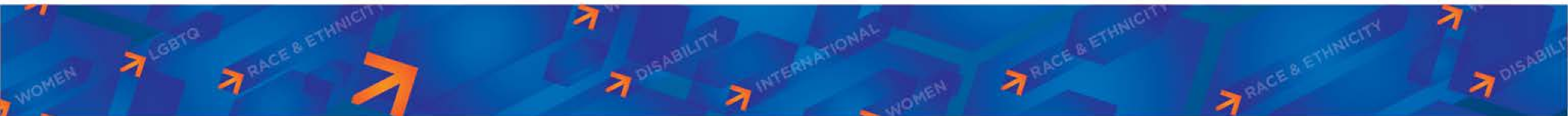
Richard Zhu

Coordinator of Inclusion, NCAA



International Student-Athletes

- More than 17,000 student-athletes
- Face unique including additional travel, language barriers, difficulties in adjusting to a new sports culture, acclimatization issues and isolation.
- Session: Exploring the International Student-Athlete Experience Through Data and Real Conversations



Julie Soriero

Director of Athletics, Massachusetts Institute of
Technology

Chair, NCAA Committee on Women's Athletics



Committee on Women's Athletics

- Approved new criteria for the selection process for Women of the Year.
- Reviewed new process guidelines for emerging sports.
- CWA has recommended moving equestrian back onto the emerging sport list.
- Writing a letter of support for the charge and work of the Resolution from the Board of Governors Ad Hoc Committee to Promote Culture Diversity and Equity.
- Endorsed and developed a letter of support for the recommendations put forth by the Gender Equity Task Force (GETF).



Nnenna Akotaobi

Associate Athletics Director/Senior Woman
Administrators/ Deputy Title IX Coordinator,
Swarthmore College

Vice Chair, NCAA Minority Opportunities and Interests
Committee



Minority Opportunities and Interests Committee

- Mission
- Objectives
 - Promote leadership initiatives
 - Facilitate and ensure commitment to diversity and an inclusive climate
 - Increase diversity in governance structure



Minority Opportunities and Interests Committee

- Actions
 - Accountability
 - Engagement
 - Advocacy
 - Recommendations



Judith M. Sweet

Former Senior Vice President, NCAA

Former NCAA Membership President

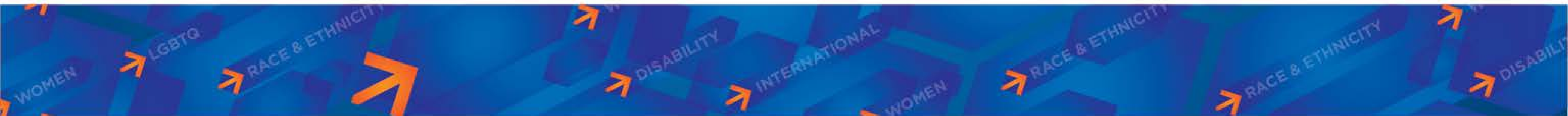
Co-Chair, NCAA Gender Equity Task Force



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. No individual should be discriminated against on the basis of gender, institutionally or nationally, in intercollegiate athletics.

- 1993, NCAA Gender Equity Task Force



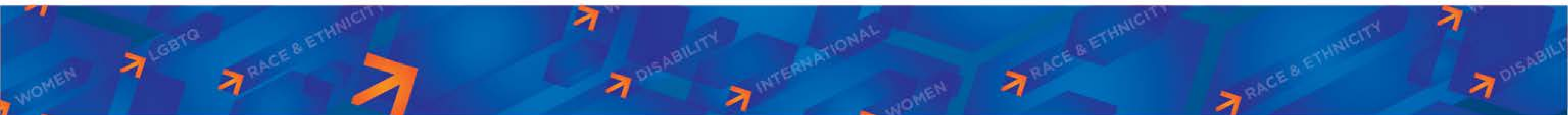
1993 Gender Equity Task Force History and Initiatives

- Gender equity definition and principles of gender equity added to NCAA Constitution
- Emerging Sports for Women program developed
- Increased representation of women on NCAA committees
- Gender equity included as a component of Division I certification
- Increase in financial aid limitations for women's sports
- Championship opportunities should be equitable and championships treated comparably
- Greater inclusion of women in decision-making positions at campus, conference, committee and national levels.

2014 Reconstituted Gender Equity Task Force

Discussion Items

- Accountability – the Association should hold its members accountable for their gender equity performance in accordance with the NCAA’s constitution and core values
 - ❖ Create a Gender Equity Performance Rating.
 - ❖ Division review programs must evaluate achievement of gender equity requirements.
 - ❖ Gender equity should be included in legislative impact statements for proposals.
- NCAA should require gender equity education for campus personnel.
- Conference offices should provide technical assistance to institutions with regards to gender equity.
- Support women in their career advancement and encourage female student-athletes to consider careers in sports.



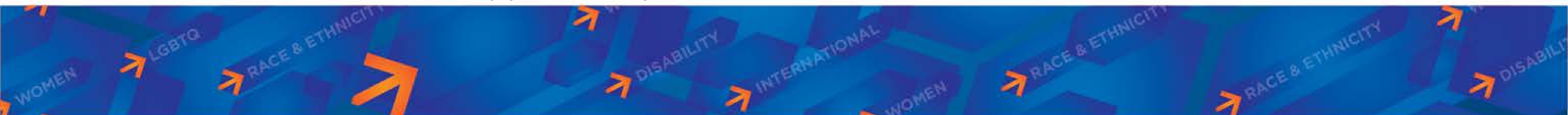
2015 Gender Equity Task Force Standing Advisory Group to Board of Governors and NCAA President

Charge:

To build on the successful efforts of the 1993 NCAA Gender Equity Task Force, which resulted in progress towards gender equity at institutions in all divisions throughout that decade, and to complete the initial work of the 2014 task force.

Further, the task force will periodically report to the Executive Committee and work with the Division I, II and III Boards regarding relevant and or hot topic issues specific to gender equity. These recommendations will be forwarded to the NCAA Executive Committee and president for their consideration.

- Approved by the NCAA Executive Committee in November 2014



Current Gender Equity Task Force Initiatives

- Engage with NCAA senior leadership on advancing gender equity
- Monitor the status of women in athletics and identify and support strategies to promote diverse hiring practices
- Make recommendations about the application of Cost of Attendance in respect to gender equity
- Encourage broad-based sports offerings and discourage elimination of sports
- Support best practices for increased gender equity action on campuses and in the Association, including an emphasis on work/life balance for coaches and administrators
- Emphasize role of the NCAA in providing leadership, oversight and guidance for institutions, conferences and nationally relative to gender equity.



GETF Recommendations to Board of Governors Ad Hoc Committee to Promote Cultural Diversity and Equity

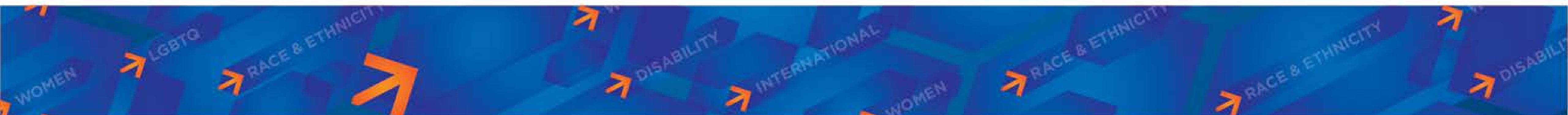
1. NCAA member institutions pledge to increase and support more diverse leadership in their athletics departments, such as applying a volunteer version of the Rooney Rule.
2. Review and develop the “pipelines” that are pathways to a more diverse leadership in intercollegiate athletics. Support professional development programs for persons of color and women.
3. Complete a comprehensive “Best Practices Guide” for the NCAA membership that supports increasing diversity through the hiring practice. Address diverse candidate pools and search committees, and strategies for employee retention.



Definition of Cultural Diversity and Gender Equity

An athletics program can be considered culturally diverse and gender equitable when the participants in both the men's and women's sports programs would accept as inclusive, fair and equitable the overall experiences and program of the other culture and gender. No individual should be discriminated against on the basis of race or gender, institutionally or nationally, in intercollegiate athletics.

- 2016, JMS



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