INFORMATIONAL ITEMS:

1. **Welcome.** Judy Sweet, co-chair of the Gender Equity Task Force, thanked Jeffrey Orleans for his service and many contributions as a co-chair for the past 18 months. Sweet also welcomed Noreen Morris as the new co-chair of the Task Force.

2. **Update on relevant governance and budget items.** NCAA staff provided an update on the recent draft version of the Pledge and Commitment to Promoting Diversity and Gender Equity in Intercollegiate Athletics. The Board of Governors Ad Hoc Committee to Promote Cultural Diversity and Equity is currently seeking feedback from the NCAA membership about the pledge. The full Board of Governors will consider the pledge at its August 3 meeting.

   NCAA staff also noted that the Board of Governors Ad Hoc Committee to Promote Cultural Diversity and Equity is reviewing the draft of a non-discrimination questionnaire written by NCAA staff that will be used in the bidding process for hosting NCAA championships, and in some form for all NCAA-sponsored events. The goal is for this questionnaire to be ready for use by late July. The final update provided by NCAA staff focused on the NCAA’s budget process and clarified that the Board of Governors will review and vote on the proposed NCAA 2016-17 fiscal year budget at its August 3 meeting. This is pertinent to the Task Force since the Task Force recommended financial support for initiatives to increase the diversity of leadership in intercollegiate athletics as well as for reinstatement of grants to NACWAA and the Alliance of Women Coaches.

3. **Discussion about subcommittees.** Three subcommittees have been formed to work on the Task Force’s priorities that have been identified over the past year:

   a. **Support Gender Equity and Inclusion in the Employment Process, specifically Hiring Practices**

      • Subcommittee Members: Noreen Morris, Joan McDermott, Julie Muller and Jeffrey Orleans

   b. **Promote the Definition of Gender Equity and Identify Strategies and Measures to Increase Women’s Participation Opportunities**

      • Subcommittee Members: Charles Ambrose, Amy Backus, Nancy Hogshead-Makar and Bernard Muir
c. Engage with NCAA Governing Bodies and Affiliate Leadership Groups on Significant Gender Equity Issues (i.e., Cost of Attendance)

- Subcommittee Members: Jacqie McWilliams, Julie Muller, Greg Sankey and Judy Sweet

Co-chair Sweet referred to a document that lists each of the subcommittees with related topics/initiatives for consideration. She noted that each subcommittee could use this list to initiate discussion and could edit and prioritize the items at its discretion. Sweet also described a chart she created for the subcommittees titled “GETF Action Plan Proposals.”

4. **Discussion about subcommittee goals.** Subcommittees will conduct conference calls during the summer and fall to develop proposed action plans for their assigned priorities. They will present their recommendations at the next task force in-person meeting in the fall. The co-chairs and NCAA staff will join the conference calls when schedules allow them to do so. Additionally, NCAA staff will provide logistical support for the conference calls.

5. **Explanation of NCAA initiatives/partnerships related to the Task Force’s subcommittee work.** NCAA staff described ongoing or planned initiatives/partnerships of which the Task Force should be aware and possibly engage: 1) the Division III Diversity and Inclusion Working Group is currently working on a resource to increase diversity in coaching and administration through hiring practices; 2) the NCAA’s Office of Inclusion is in discussions with NACWAA about co-sponsoring a meeting of search firm representatives and college/university presidents to discuss advancing women that would be followed by a reception that includes women who are prepared for and striving for AD positions; and 3) the NCAA’s Office of Inclusion is planning to hold a Think Tank in late fall that will focus on diversity and inclusion in the employment process and result in an Association-wide resource.

6. **Plans for fall 2016 in-person meeting.** NCAA staff will send out a Doodle poll with potential dates for the fall in-person meeting.

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**Task Force Chairs:** Noreen Morris, Northeast Conference  
Judy Sweet, 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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**Attendees:** Nancy Hogshead-Makar, Champion Women.
Jacqie McWilliams, Central Intercollegiate Athletic Association.
Noreen Morris, Northeast Conference.
Julie Muller, North Atlantic Conference.
Jeffrey Orleans, Hirschfeld Kraemer LLP.
Judy Sweet, Former NCAA Membership President.

**Absentees:**
Charles Ambrose, University of Central Missouri; Mid-America Intercollegiate Athletics Association.
Amy Backus, Case Western Reserve University; Presidents’ Athletic Conference.
Joan McDermott, California State University, East Bay; California Collegiate Athletic Association.
Bernard Muir, Stanford University; Pac-12 Conference.
Greg Sankey, Southeastern Conference.

**NCAA Staff Liaisons in Attendance:**
Amy Wilson and Richard Zhu.
NCAA Gender Equity Task Force Priorities—2015-16


Subcommittee Members: Noreen Morris, Joan McDermott, Julie Muller, Jeff Orleans

a. 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.

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

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

d. 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.

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

f. 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.

g. Educate student-athletes on the decline and/or stagnant numbers of women and people of color in coaching and administration, and the reasons for this situation, as one way of showing them the need for their interest in coaching and administrative careers.

h. Develop a “talking point” resource that encourages female student-athletes to re-examine a preference for having male coaches.

i. 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.

j. Recommend diversity training for leadership and search committees.

k. Encourage inclusive hiring practices by challenging search committees to move beyond their comfortable and usual networks.
1. 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.

m. 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.

n. 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.

o. 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.

2. Promote the Definition of Gender Equity and Identify Strategies and Measures to Increase Women’s Participation Opportunities

Subcommittee Members: Chuck Ambrose, Amy Backus, Nancy Hogshead-Makar, Bernard Muir

a. 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).

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

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

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

e. Education for NCAA members.
i. 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.

ii. Develop materials on Prong 3 compliance.

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

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

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

g. 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.

3. Engage with NCAA Governing Bodies and Affiliate Leadership Groups on Significant Gender Equity Issues (i.e., Cost of Attendance)

Subcommittee Members: Jacqie McWilliams, Julie Muller, Greg Sankey, Judy Sweet

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

b. 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.

c. 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.

d. Create a “Frequently Asked Questions” document on Cost of Attendance (COA) that would provide guidance to the working group and could develop into a document that could be shared with NCAA membership.
i. 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.

ii. 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.

iii. Request gender demographics on head count and equivalency sports
## GETF Action Plan Proposals

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