ACTION ITEMS.

- None.

INFORMATIONAL ITEMS.

1. Welcome. Judy Sweet and Noreen Morris, co-chairs of the Gender Equity Task Force, welcomed task force members and acknowledged the accolades of several members since the last meeting.

2. April and June 2016 Reports. Meeting reports from the April in-person meeting and the June teleconference were approved.

3. Update on NCAA Office of Inclusion Initiatives. Staff provided an update on office of inclusion initiatives, including those related to Title IX’s 45th anniversary.

   a. Presentation at Women’s Sports Foundation’s Sport Advocacy Network Meeting. Dr. Amy Wilson attended the initial meeting of this group in October, 2016, and provided NCAA updates on the following projects and initiatives: the restoration of National Association of Collegiate Women Athletic Administrators (NACWAA) and the Alliance of Women Coaches grants, the Board of Governors ongoing actions related to diversity and inclusion, the recently published NCAA sexual violence prevention toolkit, the formation of a new NCAA Commission to Combat Sexual Violence, Common Ground II, the Emerging Sports Process Guide, and the 2017 Inclusion Forum in Providence, Rhode Island. Wilson noted the opportunity for the Gender Equity Task Force to consider the worthwhile recommendations in the Women’s Sports Foundation’s Report “Beyond X’s and O’s: Gender Bias and Coaches of Women’s Sports.”

   b. Presidents and Search Firm Roundtable on Diversity and Inclusion in the Employment Process at the NACWAA Rally. The office of inclusion partnered with NACWAA to hold a session that featured a panel of four university presidents followed by a panel of 10 representatives from search firms. Many senior level female athletics administrators attended the event to gain knowledge and to network. These discussions will help to build the foundation of an NCAA resource on how to support diversity and inclusion in the employment process in intercollegiate athletics.
c. **Senior Woman Administrator (SWA) study and resource.** The office of inclusion has received a variety of feedback from the membership on the SWA role. Thus, staff hired the 3 Fold Group to conduct a research study on the role that includes surveying the membership. Research study goals are to explore the effectiveness of the SWA role and to provide recommendations on how to optimize the role. Another research study outcome could be the creation of resource on the SWA role for the NCAA membership. The task force voted to endorse the study and offered to provide assistance with the resource.

d. **Research on Women Coaches with Dr. Nicole LaVoi and the University of Minnesota Tucker Center for Research on Girls and Women in Sport.** Annually, the Tucker Center grades institutions based on the number of women coaches for women’s sports. The office of inclusion will collaborate with the Dr. LaVoi to identify best practices of institutions that receive A and B grades on the report card. The research results will inform the office of inclusion’s resource on best practices to support diversity and inclusion in the employment process in intercollegiate athletics. The task force voted to endorse the project.

e. **The Status of Women in Intercollegiate Athletics report – 2nd edition.** In 2012, the Committee on Women’s Athletics requested a report on the status of women in intercollegiate athletics. The office of inclusion partnered with Dr. Wilson, then a professor at Illinois College, to develop “The Status of Women in Intercollegiate Athletics as Title IX Turns 40” report. The Committee on Women’s Athletics requested an update to this report as Title IX turns 45 in 2017. The task force voted to support a second edition of the report and will provide feedback as needed.

4. **Division I commissioner’s meeting update.** Ms. Morris provided an update on the Division I commissioners’ meeting. Morris provided the commissioners’ group with similar NCAA updates that Wilson had previously provided during the WSF’s Sport Advocacy Network meeting. Morris also encouraged the commissioners to include diversity and inclusion related items on their respective presidential and athletic administrator conference meeting agendas.

5. **Review of findings and recommendations in the WSF Report “Beyond X’s & O’s: Gender Bias and Coaches of Women’s College Sports.”** Ms. Sweet reviewed the report, focusing on the primary finding that gender bias against female coaches exists in collegiate sports. The task force will identify how its own recommendations align with those in the WSF’s report.

6. **Knight Commission on Intercollegiate Athletics update.** Jeffrey Orleans, a consultant to the commission, provided an update on the Knight Commission’s efforts and priorities. Specifically, Mr. Orleans noted that the commission has plans to focus on diversity, inclusion and gender equity issues.
7. **Board of Governors Updates.** Dr. Bernard Franklin described the recent actions by the Board of Governors, such as the Pledge and Commitment to Promoting Diversity and Gender Equity in Intercollegiate Athletics and the non-discrimination statement and questionnaire for the championship bidding process. Additionally, he stated that the Board of Governors voted to establish a standing committee to address diversity, equity, and inclusion matters. Dr. Franklin recommended that the task force submit its gender equity recommendations in late February/early March to the Ad Hoc Committee on Cultural Diversity and Equity. The recommendations would then go to the full Board of Governors at its April meeting.

8. **Institutional Performance Program (IPP) update.** Staff provided the committee with an update on IPP and distributed documents available to the membership in the IPP system for diversity and inclusion reviews. Ten institutions engaged in a pilot project last year in which they used IPP and its resources for a gender equity review. The response from those involved in the pilot project was that it was a worthwhile endeavor. The task force discussed ways that IPP can be used most effectively for equity, diversity, and inclusion reviews. The task force will provide further feedback and recommendations on the IPP system and relevant documents.

9. **Overview of current NCAA and affiliate group initiatives to support a diverse and inclusive intercollegiate athletics leadership.** The task force reviewed a list of professional development programs funded and/or administered by the NCAA’s leadership development department, divisional governance councils/committees, office of inclusion as well as affiliate organizations. The review focused particularly on programs that service people of color and women. The task force’s recommendations will consider possibilities for adding new programs and expanding current professional development opportunities. The task force requested additional information from NCAA staff: 1) the gender and race/ethnicity of participants; 2) the cost of each program; and 3) an update on recently funded initiatives in support of the Presidential Pledge.

10. **Subcommittee Reports.** Three subcommittees were formed previously to work on the task force’s priorities. Each subcommittee reported their preliminary recommendations and next steps.

11. **Support Gender Equity and Inclusion in the Employment Process, specifically Hiring Practices subcommittee.** The subcommittee discussed these initiatives.

   a. Pipeline initiatives:

      (1) Support the office of inclusion’s ongoing efforts to create a best practices toolkit on diversity and inclusion in the employment process. The task force noted that the Division III Working Group on Diversity and Inclusion is in the process of
creating such a toolkit which will provide very useful content and a framework for an association-wide resource. The office of inclusion will hold a think tank on diversity and inclusion in the employment process in spring 2017 with the goal of creating a best practices toolkit. The task force offered representation at the 2017 office of inclusion think tank as well as to provide support by reviewing the resource.

(2) Support the NCAA department of leadership’s development of a database of persons of color and women candidates for coaching and administrative positions that includes participants from NCAA leadership development programs with appropriate demographics data. Request resources as necessary for this database and other department of leadership development initiatives that support increasing the number of women, particularly women of color, in leadership positions.

(3) Develop best practices and examples for member institutions and conference offices to conduct professional development programming for their member schools and student-athletes.

(4) Request funding to send diverse student-athletes and staff to the NCAA Inclusion Forum.

b. Programming initiatives:

(1) Develop professional development programming opportunities to advance mid-level women administrators.

(2) Encourage undergraduate and graduate sports programs to include gender equity, diversity, inclusion and bias-free training within their respective curriculums.

(3) Develop messaging/communications points on the declining number of women in coaching and administration.

12. Promote the Definition of Gender Equity and Identify Strategies and Measures to Increase Women’s Participation Opportunities subcommittee. The subcommittee discussed these initiatives.

a. Give public recognition to institutions that have added women’s participation opportunities.
b. Provide feedback on current NCAA Institutional Performance Program diversity and inclusion review documents, particularly focusing on gender equity. Ensure that resources are helpful to campus leaders as they make decisions impacting gender equity decisions.

c. Recommend a diversity and inclusion review by membership institutions that allows them to make informed decisions about diversity and inclusion goals and to monitor progress. The results of this review would not be submitted to the NCAA; however, schools’ leadership could sign and submit a form to the NCAA indicating the review was completed. The task force noted that a diversity and inclusion review is recommended in the Pledge and Commitment to Promoting Diversity and Gender Equity in Intercollegiate Athletics that all NCAA member institutions have been invited to sign.

d. Provide resources and examples to demonstrate the benefits of adding women sports to not only increase participation for women but as a resource for increasing attendance and revenue at some institutions.

13. Engage with NCAA Governing Bodies and Affiliate Leadership Groups on Significant Gender Equity Issues subcommittee. The subcommittee discussed these initiatives.

   a. Identify current professional development programs for which diversity and inclusion programming would benefit participants and encourage entry into and/or persistence in intercollegiate athletics leadership positions.

   b. Encourage national, conference and campus committees to include diversity and inclusion as a standing agenda item.

   c. Engage with governance groups about an equity impact statement for all NCAA legislation, recommendations and processes.

   d. Encourage the NCAA national office to report annually on its staff demographics with the goal of modeling for the membership diverse hiring, especially at the executive level.

   e. Suggest a direct communication line between the Committee on Women’s Athletics and the Minority Opportunities and Interest Committee to the newly established Board of Governors’ subcommittee on diversity and inclusion.

14. Future meeting dates and sites.

b. Next in-person meeting: TBA.

Task Force Chairs:  Noreen Morris, Northeast Conference  
Judy Sweet, Former NCAA Membership President and Gender Equity Consultant

Primary Staff Liaison: Amy Wilson, Office of Inclusion

Other Staff Liaisons: Jessica Duff, Office of Inclusion  
Richard Zhu, Office of Inclusion

| Attendees: | NCAA Gender Equity Task Force  
| November 9-10, 2016, Meeting |
|---|---|
| Charles Ambrose, University of Central Missouri; Mid-America Intercollegiate Athletics Association. |
| Amy Backus, Case Western Reserve University; Presidents’ Athletic Conference. |
| Joan McDermott, University of San Francisco; West Coast Conference. |
| Nancy Hogshead-Makar, Champion Women. |
| Jacqie McWilliams, Central Intercollegiate Athletic Association. |
| Noreen Morris, Northeast Conference. |
| Julie Muller, 3 Fold Group. |
| Jeffrey Orleans, Hirschfeld Kraemer LLP. |
| Judy Sweet, Former NCAA Membership President. |

| Absentees: |
| Bernard Muir, Stanford University; Pac-12 Conference. |
| Greg Sankey, Southeastern Conference. |

| Guests in Attendance: |
| None. |

| NCAA Staff Liaisons in Attendance: |

| Other NCAA Staff Members in Attendance: |
| Steve Clar, Bernard Franklin, and Sonja Robinson. |