KEY ITEMS.

1. **2016 NCAA Woman of the Year selection.** The committee selected the 2016 NCAA Woman of the Year award winner. The award winner will be announced at the Woman of the Year awards dinner on Oct. 16.

2. **New committee chair and vice chair appointments.** The committee appointed Sherika Montgomery, associate commissioner/senior woman administrator at the Big South Conference, and Diana Kling, associate commissioner/senior woman administrator at the Peach Belt Conference, as the new chair and vice chair, respectively, of the committee.

ACTION ITEMS.

1. Legislative items.
   - None.

2. Nonlegislative items.
   a. **Transgender student-athlete/season of participation. [Division III]**
      
      (1) **Recommendation.** The committee recommends that the Division III Management Council establish waiver guidelines that would allow Division III transgender female (transitioning from male to female) student-athletes to practice during their first year of testosterone suppression without using a season of participation.

      (2) **Effective date.** Immediate.

      (3) **Rationale.** The NCAA’s transgender student-athlete participation policy requires that a student-athlete who is transitioning from male to female undergo a minimum one year of testosterone suppression before she is eligible to compete on a women’s team. Because Division III legislation requires that a student-athlete use a season of participation for practice following the first date of competition, a transgender female student-athlete does not have the opportunity to practice with the women’s team without using a season of participation. The committee recognizes that “no redshirting” is a core tenet for Division III, but contends that a student-athlete should not lose a season of participation because she is pursuing her true identity and is fulfilling NCAA policy requirements for transgender student-athlete participation. Division III athletics
administrators at both the institutional and conference levels raised concerns about this issue at the 2016 NCAA Inclusion Forum in April and in various communications to the NCAA’s office of inclusion staff.

(4) **Estimated budget impact.** None.

(5) **Student-athlete impact.** Waiver guidelines allowing transgender female student-athletes to practice without using a season of participation would allow these student-athletes the opportunity to engage in a team environment with individuals sharing the same gender identity without foregoing an opportunity for a competitive season.

d. **Initiatives that support equity.**

(1) **Recommendation.** The committee recommends that the office of inclusion engage in the following projects in 2016-17: 1) Senior Woman Administrator (SWA) Research Project; 2) Partnership with the University of Minnesota Tucker Center for Research on Girls and Women in Sport on a research project on women coaches; and 3) 2nd Edition of the Status of Women in Intercollegiate Athletics Report.

(2) **Effective date.** Immediate and projects will be concluded by summer 2017.

(3) **Rationale.** All three projects will support the Association’s initiatives to increase women in leadership positions in intercollegiate athletics.

(4) **Estimated budget impact.** Funding for these projects will be supported by the office of inclusion 2016-17 approved budget.

(5) **Student-athlete impact.** Student-athletes benefit from diverse leadership and inclusive cultures.

c. **Add “gender identity” to the NCAA Inclusion Statement.**

(1) **Recommendation.** The committee recommends that the Board of Governors consider adding “gender identity” to the NCAA Inclusion Statement (2010).

(2) **Effective date.** Immediate.

(3) **Rationale.**

a. When the original inclusion statement was adopted, “gender identity” was infrequently included in various inclusion statements. However, as society continues to evolve in its views on diversity and inclusion, there is an increasing expectation of equity and fair treatment based on gender identity.
b. The Board of Governors’ recent decisions to issue a non-discrimination statement and to remove NCAA championships from North Carolina serve as actions that support “gender identity” being included in the NCAA’s Inclusion Statement.

c. The Office for Civil Rights’ Dear Colleague Letter, issued on May 13, 2016, states that Title IX specifically prohibits discrimination based on gender identity.

d. The second edition of the NCAA’s transgender guide (anticipated publication in November 2016) will be a more effective and meaningful resource for the membership if “gender identity” is included in the NCAA’s Inclusion Statement. Otherwise, the inclusion statement and the best practices featured in the guide will be misaligned.

(4) Estimated budget impact. None.

(5) Student-athlete impact. The addition of “gender identity” to the NCAA’s Inclusion Statement clarifies that programming and education will support persons of all gender identities.

INFORMATIONAL ITEMS.

1. **Administrative Items.** The committee welcomed new members Robert Dranoff, commissioner of the East Coast Conference; Josh Hess, women’s soccer head coach at Mount St. Joseph University; Marc Johnson, president of the University of Nevada Reno; and Alaina Woo, women’s basketball student-athlete at Pomona Pitzer Colleges and Division III National Student-Athlete Advisory Committee member.

2. **Approval of April 2016 in-person meeting report and the CWA/MOIC April 2016 joint meeting report.** The committee approved both the April reports.

3. **Review of committee work since April meeting.** The committee reviewed the work it had completed since its April meeting, which included the following:

   a. **Emerging Sports for Women Process Guide.** The committee released the process guide to the membership via the NCAA inclusion website in August 2016. Emerging sports proposals are due to the national office by August 1, 2017 for the committee’s review during its fall 2017 meeting.

   b. **Endorsement of Sexual Violence Prevention Toolkit.** The committee endorsed the Sexual Violence Prevention toolkit, a resource developed for the membership by the Sports
Science Institute and the office of inclusion. The toolkit is intended to be a comprehensive approach for athletics departments to effectively address sexual violence prevention and to promote collaboration with campus colleagues to work together to reduce campus-based gender violence and promote a healthy and safe environment. The toolkit is expected to be released this fall.

c. Review of non-discrimination questionnaire for championship bidding process. The committee had the opportunity to review and offer feedback on the questionnaire for the championship bidding process, a new requirement for hosting and bidding on NCAA events in all divisions to demonstrate how they will provide an environment that is safe, healthy and free of discrimination, plus safeguard the dignity of everyone involved in the event.

4. **NCAA Board of Governors’ recent actions.** Staff described the recent actions by the NCAA Board of Governors, which included 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.

5. **Minority Opportunities and Interests Committee (MOIC) updates.** Staff summarized the key topics from the MOIC meeting that was held on September 12 and 13:

   a. MOIC voted to recommend that the NCAA Board of Governors add “gender identity” to the NCAA inclusion statement.

   b. The Women of Color Barriers Study is entering its second phase, which is a focus on programming.

   c. MOIC is working on a strategic plan that features the areas of partnerships, research, recognition, and programming.

   d. MOIC elected Nnenna Akotaobi, Associate Athletics Director at Swarthmore College, as its new chair and Angela Red, Assistant Athletics Director at McKendree University, as its new vice-chair.

6. **Office of inclusion updates.** Staff provided the committee with the following office of inclusion updates:

   a. NACWAA and Alliance of Women Coaches grants. The NACWAA and Alliance of Women Coaches grants have been fully restored by the NCAA. The NACWAA grant has
been restored to the base budget while the Alliance grant is a one-year award for which renewal can be requested.

b. Resources and initiatives. The second edition of the transgender guide will be released in 2016, as well as one-page resources on intra-team relationships and 5 Ways to Ensure an LGBT Inclusive Environment.

7. **Gender Equity Task Force update.** Staff provided the committee with an update on the Gender Equity Task Force, who will meet in-person in November to discuss the following subcommittee work in these areas:


b. Promote the Definition of Gender Equity and Identify Strategies and Measures to Increase Women’s Participation Opportunities; and Engage with NCAA Governing Bodies.

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

The task force is currently working on gender equity recommendations that will be presented to the Board of Governors at either its spring or summer meeting. The task force will engage the Committee on Women’s Athletics to review these recommendations.

8. **2016 Woman of the Year award selection process.** Staff shared feedback from the membership about the Woman of the Year selection process:

a. Feedback about school applications sent to core conference offices. During its April meeting, the committee voted that all nominee applications will be forwarded to their respective core conference office for the selection of conference honoree(s) for the 2016 award. Some conference office administrators commented that student-athletes’ applications that were sent to the core conference that did not sponsor the student-athlete’s sport were at a disadvantage in the conference’s selection of honoree(s). The committee will review this issue further during its February conference call and any updates to the policy will be implemented immediately for the 2017 Woman of the Year process.

b. Feedback about undergraduate degree requirement. Current eligibility requirements for the award are that all nominated student-athletes must have received their undergraduate degree no later than the summer term of the award year. A few member schools asked if completing undergraduate degree coursework would equate to receive an undergraduate degree. The committee agreed that an official document from a college or university
stating that a student-athlete has completed the courses required for an undergraduate degree would suffice for the eligibility requirement.

9. **Emerging Sports update.** The committee received updates on the status of current emerging sports: equestrian, rugby and triathlon. In addition, the committee decided on a plan of action to review current emerging sports and discussed feedback that NCAA staff has received on the Emerging Sports for Women Process Guide.

   a. Equestrian sponsorship is currently at 23 programs (18 – Division I and 5 Division II). Rugby sponsorship is at 14 programs (7 – Division I, 3 – Division II and 4 – Division III). Triathlon sponsorship is at 8 programs (2 – Division I, 3 – Division II and 3 – Division III).

   b. To further evaluate the progress of each emerging sport, the committee will invite the leadership of equestrian, rugby and triathlon to present their respective sport’s progress at its April 2017 meeting.

   c. Staff summarized feedback they had received on the new Emerging Sports for Women Process Guide. Staff reported that the overall reaction to the guide was positive with representatives from the membership and various sports’ leadership expressing appreciation for more in-depth guidance and transparency to the emerging sport process.

   d. A few individuals contacted staff to express concern about the proposal requirement of 10 letters signed by both the athletics director and president/chancellor of the institution that is committing to sponsoring the sport at the varsity level. A suggestion was made that these letters, which must include a sample budget and timeline for implementation to a varsity sport, be required later in the review process. The committee considered this concern and concluded that these letters were imperative for a proposal submission and an indication of a sport’s readiness to thrive at the varsity level.

10. **Beach volleyball legislation update.** Staff provided an update on the first National Collegiate Beach Volleyball Championships in Gulf Shores, Alabama. The first national champion was the University of Southern California and the event received extensive television coverage.

    Staff then provided the committee an update of potential beach volleyball legislation. One legislative proposal will increase the playing and practice season by starting one week earlier. The rationale behind this proposal is to increase the competition season window to allow greater flexibility in scheduling competitions and reduce missed class time. Another legislative proposal would allow beach volleyball to have competitions during their non-championship segment (that would not be deducted from their NCAA championship segment) like other men’s and women’s sports. The final legislative proposal would develop specific requirements
for beach volleyball recruiting at specific beach competitions and practices. The committee will continue to monitor these potential proposals and their place in the legislative process.

Additionally, the committee expressed interest in possible expansion as more conferences sponsor beach volleyball and expansion will provide more female student-athlete opportunities. The committee plans to revisit this issue during its February teleconference.

11. Governance updates. The committee received updates from governance staff of Divisions I, II and III.

a. Division I governance staff reported that the Sport Organization Working Group is gathering data on sport sponsorship requirements that will be discussed during a November 2 teleconference. The Financial Aid Working Group recommended two years of data collection on Cost of Attendance (COA). The Financial Aid Working Group’s discussion of COA raised issues related to head count and equivalency sports. If these topics are addressed by Division I, then the Committee on Women’s Athletics will engage in the discussion as it relates to equity.

b. Division II governance staff described the structure and success of the Division II National Championship Festivals, noting that the next one will be the 10th festival. Staff also explained that Division II has four budget priority areas, including inclusion. The Committee on Women’s Athletics was encouraged to share ideas for funding opportunities in the area of inclusion with the Division II governance staff.

c. Division III governance staff explained that the Division is in the second year of its two-year budget cycle and is currently planning for the 2017-19 budget. Final budget decisions will be made in March 2017 and suggestions for initiatives are welcomed. Division III is engaged in many diversity and inclusion related projects, including the following:

(1) The work of the Diversity and Inclusion Working Group continues with a primary focus on the completion of a best practices resource on hiring that supports increasing the number of people of color and women in leadership positions in Division III. The working group is closely monitoring diversity demographics, particularly noting the lack of diversity in new athletics director hires.

(2) Sessions on the Senior Woman Administrator (SWA) role and on human resources issues at the 2017 NCAA Convention.

(3) A professional development program for 30 SWAs at the NACWAA Rally in October, 2016.
(4) A program for 44 ethnic minority student-athletes interested in working in Division III athletics that includes attendance at the 2017 NCAA convention.

(5) A specific webpage for diversity and inclusion on the Division III homepage.

(6) The DIII Management Council is considering possible initiatives to support LGBTQ inclusion.

12. Gender equity initiatives. Staff reminded the committee that Title IX celebrates its 45th anniversary next year. The office of inclusion has initiated plans for the following projects:

a. Status of Women report – 2nd edition. In 2012, the committee requested that the office of inclusion publish a report on the status of women in intercollegiate athletics. The office of inclusion partnered with Amy Wilson to write *The Status of Women in Intercollegiate Athletics as Title IX Turns 40*. The committee discussed a new version of the report for 2017 since Title IX will turn 45. Office of inclusion staff will work with NCAA research on this project. The committee voted to support a second edition of the report and will provide feedback for content.

b. Senior Woman Administrator study and resource. The office of inclusion has received a variety of feedback from the membership on the role of the SWA. As a result, the office of inclusion has hired the consulting firm 3 Fold Group to do a thorough research study on the role that includes surveying the membership. The committee expressed support for this project and voted to endorse it.

c. Research on Women Coaches with Dr. Nicole LaVoi and the Tucker Center for Research on Girls and Women in Sport. The Tucker Center conducts research on women and sports coaching every year to examine and highlight the barriers and supports that impact women coaches across all levels of competition. Each year, institutions are graded a score based on their number of women coaches coaching women’s sports. The office of inclusion plans to collaborate with the Dr. LaVoi to learn the best practices of institutions that receive A’s and B’s on the Tucker Center Report Card on hiring women coaches. The committee voted to move this project forward.

d. Ideas for Title IX celebration. The committee provided staff with ideas for the celebration of Title IX turning 45. Ideas included campus and conference involvement, Inclusion Forum programing, championship videos and PSAs, audio recorded talk series and fact sheets on the history of Title IX.
13. Inclusion Statement Request. During its April 2010 meeting, the Executive Committee – now known as the Board of Governors – adopted the NCAA Inclusion Statement. After a robust conversation on the relevance of “gender identity” and the Board’s decisions to relocate championships out of the state of North Carolina, the committee voted to recommend that the Board of Governors consider adding “gender identity” to the NCAA Inclusion Statement.

14. Committee Recognitions. The committee thanked outgoing member and committee chair Julie Soriero, director of athletics at the Massachusetts Institute of Technology, for her service to the committee.

15. Future meeting dates and sites.

a. Teleconference: February 2017

b. April 20-21, 2017 at the Inclusion Forum in Providence, Rhode Island.

Committee Chair: Julie Soriero, Massachusetts Institute of Technology
Staff Liaison(s): Kristin Fasbender, Championships and Alliances
Jan Gentry, Championships and Alliances
Amy Wilson, Office of Inclusion

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<th>Committee on Women’s Athletics</th>
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<td>September, 14-15, 2016, Meeting</td>
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**Attendees:**
- Karen Baebler, University of Washington.
- Julia Beeman, Belmont Abbey College
- Anne Blackhurst, Minnesota State University Moorhead.
- Gabby Cabanero, Dixie State University
- Julie Cromer Peoples, University of Arkansas, Fayetteville.
- Jim Donovan, California State University, Fullerton.
- Alyssa Drachslin, Temple University.
- Robert Dranoff, East Coast Conference.
- Marc Johnson, University of Nevada, Reno.
- Diana Kling, Peach Belt Conference.
- Heather MacCulloch, Baruch College.
- Sherika Montgomery, Big South Conference.
- Julie Soriero, Massachusetts Institute of Technology.
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<tr>
<th><strong>Alaina Woo, Pomona-Pitzer Colleges.</strong></th>
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<td><strong>Absentees:</strong></td>
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<tr>
<td>Vincent Baldemor, Hawaii Pacific University.</td>
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<td>Josh Hess, Mount St. Joseph University.</td>
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<td>Marvin Krislov, Oberlin College.</td>
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<td>Donna Ledwin, Allegheny Mountain Collegiate Conference.</td>
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<td>Kayla Robles, Valdosta State University.</td>
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<td><strong>Guests in Attendance:</strong></td>
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<td>None.</td>
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<td><strong>NCAA Staff Support in Attendance:</strong></td>
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<tr>
<td>Jess Duff, Kristin Fasbender, Jan Gentry, Amy Wilson, Richard Zhu.</td>
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<td><strong>Other NCAA Staff Members in Attendance:</strong></td>
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<tr>
<td>Gail Dent, Meghan Durham, Bernard Franklin, Jennifer Fraser, Ashleigh Hazley, Julian Jones, Maritza Jones, Louise McCleary, Sarah Otey, Sonja Robinson, Rachel Stark.</td>
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