

**RESOLUTION REAFFIRMING THE ASSOCIATION'S COMMITMENT TO  
CULTURAL DIVERSITY AND INCLUSIVENESS IN ATHLETICS LEADERSHIP**

On Tuesday, January 19, 2016, the Board of Governors of the National Collegiate Athletic Association (NCAA) approved the following resolution.

**WHEREAS** NCAA Constitution Article 4.1.2 charges the NCAA Board of Governors with identifying core issues that affect the Association as a whole and with overseeing Association-wide issues and ensuring that each division operates consistent with the basic purposes, fundamental policies and general principle of the Association;

**WHEREAS** NCAA Constitution Article 2.2.2 requires each member institution to establish and maintain an environment that values cultural diversity among its intercollegiate athletics department staff;

**WHEREAS** the Board of Governors regularly takes action to preserve and enhance student-athlete well-being and promote nondiscriminatory and effective learning and competitive environments;

**WHEREAS** the Board of Governors reaffirms the Association's commitment to establish and maintain an inclusive culture that fosters equitable participation for student-athletes and career opportunities for coaches and administrators from diverse backgrounds.

**WHEREAS** the Board of Governors acknowledges a growing concern with the low representation of racially and ethnically diverse individuals in the intercollegiate coaching and athletics administration at all levels.

**Now, Therefore, Be It Resolved**, that the Board of Governors recognizes the critical importance of diversity and inclusion being reflected in coaching and athletics staff in intercollegiate athletics. The Board of Governors acknowledges that it is our members' individual and collective responsibility pursuant to the Principle of Student-Athlete Well-Being, to conduct athletics departments in a manner designed to protect and enhance the physical and educational well-being of student-athletes and to ensure that the values and principles articulated in the Constitution are realized. Racially and ethnically diverse and inclusive campuses will improve the learning environment for all –student-athletes, administrators and staff—and will enhance excellence across our Association.

To that end, the Board of Governors recognizes the importance of presidential leadership, engagement and the appropriate resources necessary to support this issue. It will create an ad hoc committee to address matters of diversity and inclusiveness across the membership and the national office. The Board of Governors further encourages all member institutions to engage in the development of:

- Partnerships with coaching and athletics staff associations, particularly those representing diverse constituencies, to promote recruitment, support retention and broaden pathways to opportunities.
- Association-wide best practices supported by coaching and athletics staff associations with an emphasis on fostering diversity and inclusion within athletics departments.
- Engagement with overall individual campus efforts to better foster diversity and inclusion within athletics departments.

The national office will lead the following initiatives:

- Development of strategies to encourage the membership to provide real-time information about career opportunities to ensure a more comprehensive NCAA database that is centralized and more accessible.
- Pipeline program development in areas where cultural diversity may be especially lacking, with a particular emphasis on men and women of color.
- Develop a Diversity and Inclusion recognition metric.
- Engage minority-serving institutions within the membership to assist with identifying resources and initiatives related to cultural diversity.