



# **GENDER EQUITY TOWN HALL: A CONVERSATION BETWEEN NCAA MEMBERS AND THE GENDER EQUITY TASK FORCE**



**#NCAACONV**

# Committee on Women's Athletics

- Chair: **Julie Soriero**, Director of Athletics, Massachusetts Institute of Technology
- Vice-Chair: **Sherika Montgomery**, Assistant Commissioner of Compliance and Senior Woman Administrator, Big South Conference
- **Donna Ledwin**, Commissioner, Allegheny Mountain Collegiate Conference



# Minority Opportunities and Interests Committee

- Chair: **Mark Alnutt**, Deputy Director of Athletics, University of Memphis
- Vice Chair: **Nnenna Akotaobi**, Associate Director of Athletics/Senior Woman Administrator, Swarthmore College



# Gender Equity Task Force

- Co-Chair: **Jeffrey Orleans**, Of Counsel, Hirschfeld Kraemer LLP
- Co-Chair: **Judy Sweet**, Gender Equity Consultant and Former NCAA Membership President



# Committee on Women's Athletics

*Mission: The mission of the NCAA Committee on Women's Athletics is to provide leadership and assistance to the association in its efforts to provide equitable opportunities, fair treatment and respect for all women in all aspects of intercollegiate athletics.*

*Duties: The committee shall study and make policy recommendations concerning opportunities for women in athletics at the institutional, conference and national levels, as well as other issues directly affecting women's athletics.*





# Committee on Women's Athletics

- Monitor and engage on gender equity and issues related to women in sport throughout the Association
- Recommend policies to improve diversity in coaching and administration
- Increase professional advancement opportunities for women
- Oversee the Emerging Sport for Women program and recommend new championship and emerging sports
- Determine and award the NCAA Woman of the Year



# Minority Opportunities and Interests Committee

*Mission and Duties: The MOIC shall review issues related to the interests of ethnic minority student-athletes, NCAA minority programs and NCAA policies that affect ethnic minorities.*

*Vision: The MOIC will champion the causes of ethnic minorities by fostering an inclusive environment, thereby creating a culture that promotes fair and equitable access to opportunities and resources.*





# Minority Opportunities and Interests Committee

- Assist athletics departments in creating and maintaining inclusive environments for the intersection of identities
- Monitor and recommend best practices to increase career advancement for women of color (Women of Color Subcommittee's Barrier Study)
- Increase the representation of minorities at all levels of coaching and administration
- Encourage transparency and accountability in support for students, staff and administrators of color



# Gender Equity Task Force

*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 to 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



# 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 expectations of membership added to NCAA Constitution
- Emerging Sports for Women program
- Increased financial aid opportunities for women
- Championship enhancements for women's sports
- Increased representation of women on NCAA committees
- Gender equity as a component of Division I certification
- Resources to assist membership with gender equity compliance



# Gender Equity Task Force

- Engage with NCAA senior leadership on advancing gender equity
- Monitor the status of women in athletics and support strategies to promote diverse hiring practices, as well as the experiences and opportunities for women student-athletes
- 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





# Committee on Women's Athletics

- **Karen Baebler**, Assistant Athletics Director for Sports Operations, University of Washington (I)
- **Vincent Baldemor**, Executive Director of Athletics, Hawaii Pacific University (II)
- **Nicole Barringer**, Student-Athlete, Averett University (III)
- **Julie Beeman**, Assistant Professor Criminal Justice/Faculty Athletics Representative, Belmont Abbey College (II)
- **Anne Blackhurst**, President, Minnesota State University Moorhead (II)
- **Dan Bradley**, President, Indiana State University (I)
- **Julie Cromer Peoples**, Associate Vice Chancellor, Senior Associate Athletics Director and Senior Woman Administrator, University of Arkansas, Fayetteville (I)
- **Jim Donovan**, Director of Athletics, California State University, Fullerton (I)
- **Alyssa Drachslin**, Student-Athlete, Temple University (I)
- **Diana Kling**, Associate Commissioner, Peach Belt Conference (II)
- **Marvin Krislov**, President, Oberlin College (III)
- **Donna Ledwin**, Commissioner, Allegheny Mountain Collegiate Conference (III)
- **Heather MacCulloch**, Director of Athletics, State University of New York Maritime College (III)
- **Christopher McKibben**, Associate Director of Athletics, Georgian Court University (II)
- **Sherika Montgomery**, Assistant Commissioner of Compliance and Senior Woman Administrator, Big South Conference (I)
- **Kayla Robles**, Student-Athlete, Valdosta State University (II)
- **Dean Snider**, Director of Athletics, Whitman College (III)
- **Julie Soriero**, Director of Athletics, Massachusetts Institute of Technology (III)





# Minority Opportunities and Interests Committee

- **Nnenna Akotaobi**, Associate Director of Athletics/Senior Woman Administrator, Swarthmore College (III)
- **Mark Alnutt**, Deputy Director of Athletics, University of Memphis (I)
- **Ralph Bertrand**, Faculty Athletic Representative/Professor of Biology, Colorado College (III)
- **Robert “Brady” Bramlett**, Student-Athlete, University of Mississippi (I)
- **Sharon Brummell**, Associate Athletic Director for Business & Finance/ SWA, Georgetown University (I)
- **Thomas Bullock**, Faculty Athletics Representative, University of the District of Columbia (II)
- **William Burnett Bynum, Jr.**, President, Mississippi Valley State University (I)
- **Francesca Ceppi**, Student-Athlete, University of Mount Olive (II)
- **G. Anthony Grant**, Director of Athletics, Metropolitan State University of Denver (II)
- **Robert Head**, President, Rockford University (III)
- **Ashley Hodges**, Head Athletic Trainer/ Senior Woman Administrator, Southern Vermont College (III)
- **China Jude**, Assistant Vice President of Athletics, Queens College (II)
- **Robert Minnix**, Senior Associate Director of Athletics, Washington State University (I)
- **Julie Muller**, Commissioner, North Atlantic Conference (III)
- **Angela Red**, Assistant Director of Athletics/Compliance/Senior Woman Administrator, McKendree University (II)
- **Nona Richardson**, Senior Associate Athletics Director for Student-Athlete Support Services/Senior Woman Administrator, University of Utah (I)
- **Greg Woods**, Student-Athlete, Springfield College (III)



# Gender Equity Task Force

- **Charles Ambrose**, President, University of Central Missouri (II)
- **Amy Backus**, Director of Athletics and Chair of Physical Education, Case Western Reserve University (III)
- **Nancy Hogshead-Makar**, Chief Executive Officer, Champion Women
- **Joan McDermott**, Director of Athletics, California State University, East Bay (II)
- **Jacqie McWilliams**, Commissioner, Central Intercollegiate Athletic Association (II)
- **Noreen Morris**, Commissioner, Northeast Conference (I)
- **Bernard Muir**, Jaquish & Kenninger Director of Athletics, Stanford University (I)
- **Julie Muller**, Commissioner, North Atlantic Conference (III)
- **Jeffrey Orleans**, Of Counsel, Hirschfeld Kraemer LLP
- **Greg Sankey**, Commissioner, Southeastern Conference (I)
- **Judy Sweet**, Gender Equity Consultant and Former NCAA Membership President



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