



**REPORT OF THE
NCAA MINORITY OPPORTUNITIES AND INTERESTS COMMITTEE
APRIL 12-13, 2018, MEETING**

ACTION ITEMS.

- None.

INFORMATIONAL ITEMS.

- 1. Welcome and announcements.** Committee Chair Anthony Grant opened the meeting and welcomed all in attendance. Grant recognized Madison Arndt, William Bynum Jr. and Sharon Brummell as members of the committee who were rolling off, and acknowledged new members, Manuel Flores and Taunita Stephenson in their absence.
- 2. Committee chart of service.** Staff reminded the committee of the assignments to various subcommittees and working groups. Grant advised the committee that regular meetings of the working groups would need to occur to advance the committee's strategic priorities. Members of the Ethnic Minority and Women Enhancement Scholarship for Careers in Athletics selection committee gave an update about the scholarship and recommended more support be given to its review and promotion. The members suggested that the selection committee, which consists of members from both the NCAA Committee on Women's Athletics and MOIC, act as a joint subcommittee tasked with discussing strategy around increasing applications and with regularly reporting progress updates to CWA and MOIC. Also, in response to a request from CWA, three volunteers from MOIC were added to the NCAA Woman of the Year selection committee.
- 3. Review of meeting reports.** The committee approved the report of its February 6, 2018, teleconference. The report of the CWA February 23, 2018, teleconference was reviewed for informational purposes.
- 4. Discussion of current issues and impact on intercollegiate athletics.** Committee members were invited to share their thoughts on current national, campus and conference matters related to the MOIC charge. The discussion touched upon challenges that campuses currently face surrounding uncertainty about the Deferred Action for Childhood Arrivals program, the experiences and well-being of undocumented and international student-athletes, especially in consideration of travel, and the increasing rate of reported overt acts of racism and intolerance around the country. Members suggested proactive education about these issues within athletics at all levels, including involvement by campus, conference and NCAA divisional Student-Athlete Advisory Committees.
- 5. Feedback on the Division I strategic areas of emphasis.** In response to a letter from Kevin Lennon, NCAA vice president of Division I, the committee reviewed the NCAA Division I Board of Directors Strategic Areas of Emphasis 2018-2023 draft document. Feedback from the committee centered on a desire to see language and intention around diversity and inclusion embedded within each foundational goal. Staff agreed to work with the committee chair to send the committee's comments to the Board of Directors.

6. Discussion of the committee's strategic plan, initiatives and actions. The committee reviewed its strategic plan and discussed progress on specific initiatives prioritized for the current year.

- a. Recommendation to create a diversity and inclusion designation in athletics departments.** The committee continued its discussion about the proposal for an athletics diversity and inclusion designation. Jackie Campbell, NCAA managing director of law, policy and governance, shared a potential timeline for gathering feedback from relevant governing bodies, such as the Board of Governors appointed Committee to Promote Cultural Diversity and Equity, prior to MOIC's formal recommendation for legislation on the matter. The committee reassessed the goal of the recommended designation and the decision to include conference offices within the proposal. The committee created a briefing document that includes questions and answers to clarify the intent of the designation (see Attachment).

Referencing the various efforts by the Association's members to recognize and promote the value for inclusion amidst social-political challenge, the committee reiterated the need for an individual on campus and at conference offices who could champion for and inform about issues of diversity and inclusion impacting intercollegiate athletics. The committee expressed that the creation of this designation could promote accountability for schools and conferences that have signed the Presidential Pledge by ensuring that someone is reviewing and relating shared practices and opportunities that support the commitment detailed in the Presidential Pledge. When discussing the potential growth for an individual with the proposed designation, committee members suggested that at the minimum, the designee would ensure that diversity-related updates, research findings, data reports and information from the NCAA is disseminated appropriately. The growth of the designee's role and impact could expand to the facilitation and leadership of programs and initiatives with additional competencies as deemed necessary by the school or conference office.

Immediate examples of actions the athletics diversity and inclusion designee could take include:

- (1) Helping to increase the awareness of, and number of applications to, the Ethnic Minority and Women's Enhancement Graduate Scholarship for Careers in Athletics by personally forwarding application information to current and former student-athletes;
- (2) Receiving the "Optimization of the Senior Women Administrator Designation" report and sharing key findings with campus and department leaders;
- (3) Reviewing and informing staff on data snapshots and reports about the diversity of student-athletes, coaches and administrators within the athletics department;

(4) Leading efforts to submit nominations for the NCAA/MOAA Award for Diversity and Inclusion; and

(5) Relaying information about current national issues and their potential local impact in support of proactive efforts surrounding areas of inclusion.

b. Recommendation for materials to support student-athletes of color. The committee discussed the experiences of student-athletes of color, especially those attending predominantly white institutions. While members agreed that administrators, coaches, and faculty should be educated about the unique support needs of student-athletes of color, the committee did not reach a consensus on the type of information that could be shared in a toolkit. Concerns also were expressed about being able to address the needs of every student demographic through the creation of guides or handbooks. The committee determined that it would like to impress the importance of care and concern for the unique needs of all student-athletes, especially in the current social-political environment, and to review additional research from the NCAA national studies on the student-athlete experience specific to issues of climate.

c. Diversity social media campaign with the NCAA divisional SAACs. The committee determined objectives for the social media campaign to spread awareness about the importance of diversity and inclusion within intercollegiate athletics. The committee approved the concept of a four-day campaign held during one calendar week, early in the 2018-19 school year. Each day of the campaign would focus on a different element of diversity and inclusion in intercollegiate athletics: 1) What diversity means to me, 2) Diversity facts and figures, 3) Debunking athletics-related stereotypes, and 4) Personal commitments to inclusive action. The working group was tasked with developing a proposal for MOIC to share with the SAACs, detailing a timeline, hashtags and sample language that student-athletes could share on their social networks.

d. Champion of Diversity recognition. Staff updated the committee on the pending release of the next recognition. The committee reviewed submitted nominations and voted unanimously to approve the selection of the next honoree. The Champion of Diversity subcommittee provided suggestions to increase awareness of the recognition and to streamline the nomination process. The subcommittee reminded MOIC of the panel dedicated to former Champion of Diversity honorees at the 2018 NCAA Inclusion Forum.

e. Research related to diversity of coaches in intercollegiate athletics. Nicole Hollomon, NCAA associate director of research, discussed the committee's request for research about the career life-cycle of head coaches. Referred to as the "Coaching Carousel," the committee previously requested that a study be commissioned on the impact of race, ethnicity and gender on the coaching opportunities and career paths of head coaches in intercollegiate athletics. Hollomon and the committee determined that the study would

center on the most media-visible and minority-represented sports of football, men's and women's basketball, and women's volleyball for the initial report. Hollomon also previewed a visual data tool that staff is developing for the dissemination and display of demographic data. The committee strongly supported the use of the software and recommended its immediate implementation.

7. Updates from NCAA national office staff.

- a. **Office of inclusion.** Katrice Albert, NCAA executive vice president for inclusion and human resources greeted the committee and thanked them for their continued service to the Association. Albert provided an overview of the inclusion and human resources strategic priorities under her leadership: 1) Perpetuate inclusive excellence; 2) Build and enhance a high performing organization; 3) Drive operational excellence; 4) Future-proof the NCAA and the profession; 5) Execute liberation external engagement, and 6) Become a national voice in the work.

Staff reminded the committee of the 2018 Inclusion Forum occurring April 14 through 16, and highlighted several sessions of interest, as they related to past recommendations from MOIC.

- b. **Leadership development.** Curtis Hollomon, NCAA director of leadership development, shared information about the programs supporting the "Future-proof the NCAA and profession" strategic priority. Focusing on values, personal philosophies, skill enhancement and experiential learning, the department's programs are targeted to multiple levels of the intercollegiate athletics pipeline: current and former student-athletes, coaches, and entry- to senior-level administrators. Hollomon discussed the benchmarks and process for evaluation for the programs, and shared testimonial statements from past participants. As MOIC was the group that initially proposed the creation of the Dr. Charlie Whitcomb Leadership Institute, the committee expressed continued support for and interest in the success of the program.

Committee Chair: G. Anthony Grant, Metropolitan State University of Denver

Staff Liaisons: Sonja Robinson, Inclusion

Sahar Abdur-Rashid, Championships and Alliances

Derrick Crawford, Enforcement

NCAA Minority Opportunities and Interests Committee April 12-13, 2018, Meeting
Attendees:
Madison Arndt, Manhattan College.
Malek Barber, Palm Beach Atlantic University.
Sharon Brummell, Georgetown University.
Gerard Bryant, John Jay College of Criminal Justice.
Dena Freeman-Patton, California State University, Bakersfield.
Christopher Graham, Rocky Mountain Athletic Conference.
G. Anthony Grant, Metropolitan State University of Denver.
Ashley Hodges, Southern Vermont College.
Dawn Redd, Beloit College.
José Rodriguez, Cabrini University.
Absentees:
William Bynum, Jackson State University.
Soraya Coley, California State Polytechnic University, Pomona.
Manuel Flores, Texas A&M University, Kingsville.
Cedrick Fry, Carthage College.
Jerome Rodgers, Northern Illinois University.
Taunita Stephenson, Lander University.
William Tsutsui, Hendrix College.
David Williams, Vanderbilt University.
Guest in Attendance:
None.
NCAA Staff Liaisons in Attendance:
Sahar Abdur-Rashid and Sonja Robinson.
Other NCAA Staff Members in Attendance:
Katrice Albert, Jackie Campbell, Gail Dent and Amy Wimmer-Schwarb.

**NCAA Minority Opportunities and Interests Committee
Briefing Document Supporting the Committee's Recommendation
for an Athletics Diversity and Inclusion Designation
May 4, 2018**

The Minority Opportunities and Interests Committee plans to request that the governance bodies for Divisions I, II and III consider legislation that will mandate the designation of a named contact for diversity and inclusion for each athletics department and conference office. This briefing document provides the context and clarifying information for this request. The MOIC welcomes additional questions, comments and suggestions in preparation for its September 2018 meeting, during which it will take a vote on whether to move forward with a recommendation for legislation.

Context/Purpose:

- The MOIC applauds the membership's support of the NCAA Board of Governor's Presidential Pledge and Commitment to Diversity and Equity and proposes that the identification and designation of a primary contact for diversity and inclusion as a visible and practical act of the Presidential Pledge. The designation symbolically and practically represents the department's recognition of diversity and inclusion as a value and enhances organizational efficiency by providing a central contact for information, resources and collaboration.
- Noting that the responsibilities of coordination and programming for diversity and inclusion related issues tend to already be assigned to personnel within the institution, this recommendation seeks to create a network of colleagues and to create a conduit for consistent and thorough dissemination of information between conference offices, campus, the athletics department and the NCAA.

Questions & Answers:

1. What is the "Athletics Diversity and Inclusion Designation?"
 - The ADID would be a designation appointed by the chancellor/president or commissioner. In matters related to diversity and inclusion within the athletics departments of member campuses, the ADID should, at the minimum, have dotted reporting lines to the chancellor/president (or their proxy), the athletics director and the campus office of diversity/inclusion (if the designee is outside of this office). At the conference level, the ADID should, at the minimum, have a dotted reporting line to the commissioner. The designation accompanies the responsibility of serving as the department's/office's conduit for information related to national, local and campus-level issues of diversity and inclusion; and supporting the department's/office's promoter of diverse and inclusive practices related to athletics. For example:
 - a) (At the local level) The ADID could share regular data reports reflecting the representation of minorities and women in the athletics department and campus at-large.

- b) (From a national perspective) The ADID could receive extensive information about the recent “Optimizing the SWA” report and share relevant strategies with campus officials.
2. Who can serve as the ADID?
 - As appointed by the chancellor/president or commissioner, each campus or conference office is free to determine which staff member will assume this designation.
 3. What qualifications must the individual have to be named the ADID?
 - The ADID must be an employee of the institution or conference office.
 - Other suggested qualifications are that the individual:
 - a) Have access to student-athletes, coaches, and athletics administrators;
 - b) Have regular meetings and/or regular correspondence with the director of athletics or members of senior staff within the department of athletics; and
 - c) Is cleared to receive reports related to institutional demographics and diversity and inclusion metrics.
 4. Would this designation require a new staff member?
 - No, the role of the designee can be an added responsibility to an existing position, similar to a staff member acting as a liaison to a committee.
 5. Will the institution/conference office be required to report who the ADID is to the NCAA?
 - Yes, the contact information for the ADID will be submitted annually through the NCAA Sport Sponsorship and Demographic Form.
 6. What would be the responsibilities associated with the role of the ADID?
 - This individual would be the main contact for information related to initiatives, programming and resources from the NCAA, specifically from diversity-related committees and the office of inclusion. The expectation would be for the ADID to receive and disseminate the information, sharing it with those who need to have it. For example, if the information is related to postgraduate scholarship opportunities, the ADID would ensure it is shared with student-athletes; whereas, if the information is related to national trends and upcoming issues, the ADID would ensure that the director of athletics and other senior athletics administrators are informed. At the direction of the campus/conference office leadership, the ADID could participate in training and development to increase and enhance competencies associated with leading and facilitating inclusion initiatives.
 7. Is there a requirement for the ADID to attend NCAA programming or receive training specific to the designation?

- Although there is no requirement for the ADID to attend programming, the MOIC recommends that the ADID participate in diversity and inclusion programming where possible to be an informed and educated advocate of diversity and inclusion.
8. Would the conference office also need to submit a named designee?
- Yes. MOIC recommends that an individual from the conference office also be included as a designee to receive diversity and inclusion related information, both in support of conference level efforts, and to ensure that the conference office is aware of information shared with their member institutions.
9. Is there a financial/resource impact on the institution with this designation?
- No. The naming of the ADID does not require any financial outlay. It is left to the institution's discretion if additional infrastructure is created around the role, or if other related duties are assigned at the local level.
10. My institution does not have a diversity statement or a strong position about diversity and inclusion - how will that impact this designation?
- The naming of the ADID will not be impacted by the strength of campus-wide diversity statements. The optional participation in educational programming could positively benefit the individual's ability to support campus initiatives.
11. There are state regulations that may impact this designation (limitations on hiring practices, etc.)—How will that impact this role?
- Since the designation does not require any additional hires, state regulations should not have an impact on the assignment of related responsibilities. Institutions are encouraged to consult their general counsel and human resources departments to ensure compliance with all necessary regulations.

Next Steps:

After receiving feedback and comments from the divisional governance groups, MOIC could recommend legislation to mandate the designation of the Athletics Diversity and Inclusion Designation for Association-wide implementation. Upon approval, the designation would be added to the NCAA Sports Sponsorship and Demographic Reporting form, and informational digests could commence shortly thereafter.