



**REPORT OF THE
NCAA MINORITY OPPORTUNITIES AND INTERESTS COMMITTEE
FEBRUARY 6, 2018, TELECONFERENCE**

ACTION ITEMS.

- None.

INFORMATIONAL ITEMS.

- 1. Welcome and announcements.** Committee Vice Chair Anthony Grant opened the meeting and welcomed members in attendance. The vice chair welcomed new members, Gerard Bryant, Cedrick Fry and David Williams and reviewed the roster.
- 2. Mission and duties.** The committee reviewed its charge and duties.
- 3. Review of September meeting reports.** The committee approved the report of its September 18-19, 2017, meeting. Reports from both the Committee on Women's Athletics September 18-19, 2017, and the joint CWA/MOIC September 19, 2017, meetings were reviewed for informational purposes.
- 4. Committee chart of service and chair election updates.** Staff advised the committee of its assignments to various subcommittees and shared that additional working groups would be formed as needed. Committee members were advised to reach out to staff to express interest in serving on specific subcommittees, working groups or selection committees, as many vacancies were available. Staff also shared that an electronic election would take place outside of the teleconference to elect a new committee chair and vice chair.
- 5. Committee member updates and current issues discussion.** Committee members were invited to share relevant updates from the NCAA Convention, legislative decisions or their respective positions on other NCAA governance committees. An item of note was the Division II vote to allow institutions from Mexico to apply for Division II membership. The committee suggested that this decision may incur inclusion considerations, such as safety of international travel for student-athletes given the recent sociopolitical climate, and the potential need to offer Association-wide materials in bilingual formats. A Division III highlight included defining academic misconduct and allowing institutions to align their policies with that definition. The committee also discussed transfer rules for graduate/post-baccalaureate eligibility.
- 6. Updates from the NCAA office of inclusion.** Staff shared that multiple departments were collaborating on the creation of an equity, diversity and inclusion (EDI) application to assist the membership in institutional diversity reviews. Likened to the model created by the NCAA Institutional Performance Program, the proposed EDI tool would collate data from various sources and deliver individualized reports based on specific characteristics. MOIC was asked to consider what types of data would be most helpful for this type of review and to be ready to discuss during the committee's April meeting. Staff also reminded the committee about the upcoming 2018 NCAA Inclusion Forum.

7. 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 designate a diversity and inclusion administrative contact in athletics departments. The committee discussed feedback received from various constituents about the proposal and determined next steps. Comments shared with committee members suggested that while individuals in the membership believe that such a designation should not be necessary, the lack of widespread intentional attention and effort around diversity and inclusion in intercollegiate athletics supports the proposed initiative. Other comments revealed a desire for more clarity about the proposed designation, including its relationship to campus diversity officers. Additionally, the committee was asked to revisit the recommendation for the designation also to be required at the conference office level.

The committee recommended a membership survey to better understand the number of NCAA schools that currently have someone acting formally or informally in a matching or similar capacity, which would help support the proposal. The committee determined that the working group will review the comments and the draft frequently-asked-questions document and will provide updated supporting materials to the full committee at the April meeting.

b. Diversity social media campaign with the divisional SAACs. The committee appointed a working group to outline and schedule the campaign.

c. Champion of Diversity recognition. Staff shared that the Champion of Diversity recognition nomination was available [online](#). The committee determined that the subcommittee would meet and prepare a communication plan for announcing nomination opportunities.

d. Research related to diversity of coaches in intercollegiate athletics. The committee reviewed recent articles about the coaching carousel, which indicated that minority coaches receive fewer opportunities for career advancement and rehire than their white counterparts with similar experience and qualifications. Time did not allow for an in-depth conversation on the topic, so the committee agreed to return to the dialogue at its April meeting, and to use the articles to help inform questions for the committee's September 2018 research study request on minority coaching tenures.

e. Diversity and inclusion education. The committee discussed the potential for diversity and inclusion education to be a required part of committee service and agreed to continue the dialogue at the April meeting.

Acting 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 February 6, 2018, Teleconference	
Attendees:	
Madison Arndt, Manhattan College.	
Sharon Brummell, Georgetown University.	
Gerard Bryant, John Jay College of Criminal Justice.	
Christopher Graham, Rocky Mountain Athletic Conference.	
Anthony Grant, Metropolitan State University of Denver.	
Ashley Hodges, Southern Vermont College.	
Dawn Redd, Beloit College.	
William Tsutsui, Hendrix College.	
Absentees:	
Malek Barber, Palm Beach Atlantic University.	
William Bynum, Jackson State University.	
Soraya Coley, California State Polytechnic University, Pomona.	
Dena Freeman-Patton, California State University, Bakersfield.	
Cedrick Fry, Carthage College.	
Jerome Rodgers, Northern Illinois University.	
José Rodriguez, Cabrini University.	
David Williams, Vanderbilt University.	
Guest in Attendance:	
None.	
NCAA Staff Liaisons in Attendance:	
Sahar Abdur-Rashid, Derrick Crawford and Sonja Robinson.	
Other NCAA Staff Members in Attendance:	
Jackie Campbell, Kina Davis, Gail Dent and Amy Wimmer-Schwarb.	