



**REPORT OF THE
NCAA MINORITY OPPORTUNITIES AND INTERESTS COMMITTEE
SEPTEMBER 18-19, 2017, MEETING**

ACTION ITEMS.

- None.

INFORMATIONAL ITEMS.

- 1. Welcome and announcements.** Committee Chair Nnenna Akotaobi opened the meeting. The roster was reviewed, and members and staff present were acknowledged. Madison Arndt, Dena Freeman-Patton, Courtney Lovely and Jerome Rodgers were welcomed as new members attending their first meeting. The subcommittee service chart was reviewed and updated. The committee reviewed its charge and duties, approved the report of its April 19-20, 2017, meeting, and reviewed the reports of the Committee on Women's Athletics April 19-20, 2017, meeting, and the joint CWA/MOIC April 20, 2017, meetings.
- 2. Committee member updates and current issues discussion.** Committee members were invited to share updates from their respective positions on other NCAA governance committees and their campuses.
 - a. Student-Athlete Advisory Council updates.** Committee members shared that issues discussed at recent Divisions I, II and III SAAC meetings, which included early recruiting, transfer rules, mental health and well-being, the electronic legislative grid, and plans for upcoming public service announcements.
 - b. Management Council updates.** Committee members from the Divisions II and III Management Councils reported key issues discussed at their recent meetings. Division II discussed the proposals that will be voted on at the 2018 Division II business session. In addition, it was noted that the Division II Conference Commissioners Association Diversity and Inclusion Committee spearheaded an initiative to fund grants for two staff members to attend the NCAA Inclusion Forum. Division III discussed sports wagering and academic misconduct proposed legislation as well as initiatives to support diversity and inclusion. The Division III Diversity and Inclusion Working Group continued education and outreach to the membership, and created a new LGBTQ Working Group to increase national engagement with the topic among the division's membership. Division III also introduced an initiative to enhance game environment and positive sportsmanship.
 - c. General updates.** Committee members discussed recent events taking place on campuses and across the nation and their impact on intercollegiate athletics and the student-athlete experience. Topics of discussion included the plight of candidates of color in athletics leadership, the recent protest-related violence on the University of Virginia campus and the social conversation around demonstrations during the playing of the National Anthem at sporting events. The committee determined that assisting the membership in facilitating cross-cultural and implicit bias dialogues should be a priority initiative in the MOIC strategic plan. The committee acknowledged these and other issues impacting the campus

experience and environment demonstrates the need for having knowledgeable administrators within athletics departments. The committee also recognized the need to increase and enhance relationships with faculty athletics representatives about issues related to diversity and inclusion.

3. Updates from national office staff.

- a. **Research.** Staff spoke to the committee about the ability of the NCAA research department to assist with studies meant to inform the work of and recommendations from the committee. The committee discussed potential data points that relate to diversity and inclusion topics and agreed to create a subcommittee to work with staff to commission future studies. The subcommittee will receive sample data and an overview of what data currently exists for their review in preparation for designing new studies. A research study on the relationship between demographic and coaching tenure, and a qualitative study on the experiences of transfer student-athletes were prioritized.
- b. **Office of inclusion.** Staff shared that the NCAA Board of Governors approved the charge and composition of the Committee to Promote Cultural Diversity and Equity, which replaces the former ad hoc committee of a similar name. It also was shared that the board approved for consideration the recommendations from the Gender Equity Task Force; recommendations that MOIC endorsed at its April 19-20, 2017, meeting. Staff reported that an online “platform” was being developed to share the work associated with the initiatives endorsed by the ad hoc committee. The platform, which will be available through the office of inclusion’s website on ncaa.org, will include sections dedicated to sharing resources, celebrating member institutions, and providing information about related educational and experiential programs.

Staff shared information about activities associated with Title IX’s 45th anniversary, the recently released “[Status of Women in Intercollegiate Athletics](#)” report and the hosting of Common Ground III on the campus of Houghton College in November 2017. In addition, the committee reviewed the draft of the Senior Woman Administrator study and provided feedback about the initiative’s next steps. The committee was updated on the pending leadership and staffing changes set to occur for the office of inclusion. Members of the committee discussed the potential impact of these changes to minority-focused programming, and requested updates on success stories and participant feedback. The committee also discussed the NCAA/MOAA Award for Diversity and Inclusion, including a proposal for awardees from each division.

- c. **NCAA Eligibility Center.** Staff provided an overview of the Eligibility Center’s objectives and outreach, emphasizing the department’s effort to stay consistent with campuses and to be both relevant and innovative. Staff discussed overall goals and the importance of making decisions that positively impact the student-athlete. The committee

discussed continued alliance with the Eligibility Center and NCAA staff regarding student-athletes of color (especially males in high-profile sports), community college transfers, and academic redshirt rules and standards. The committee agreed to form a subcommittee charged with reviewing eligibility-related data from the research department.

- d. **College Sports Information Directors Association.** Staff shared that CoSIDA recently created a diversity and inclusion committee within its association. The newly formed committee will focus on underrepresented populations regarding media relations and sports communications. Staff also shared that the inaugural grant program, an initiative supported by CoSIDA and the NCAA offices of inclusion and leadership development, was successful and would be once again supporting underrepresented attendees at the next CoSIDA convention. MOIC members offered feedback and programming suggestions for staff to share with the CoSIDA diversity and inclusion committee.
4. **Minority Opportunities Athletics Association.** Stan Johnson, executive director of MOAA, provided the committee with an overview of the group's priorities, events and activities. He reviewed MOAA's history and structure, and sought MOIC's consideration for alignment on initiatives supported by both groups. Johnson shared that MOAA takes an advocacy role and responds to national issues that are important to its membership. MOAA has existing partnerships to facilitate educational and exposure programming with entities such as NCAA Division II and Learfield Sports. The committee reiterated its support of aligning where possible, and recognized the committee members who are also members of MOAA as liaisons.
 5. **Discussion of the committee's strategic plan, initiatives and actions.** The committee reviewed its strategic plan and discussed specific initiatives, actions and next steps for the upcoming year.
 - a. **Recommendation to designate a diversity and inclusion administrative contact in athletics departments.** The committee determined that a subcommittee would be created to work on an educational outreach strategy, including the creation of a frequently-asked-questions document, talking points and white paper in support of this recommendation. The committee proposed to present the information with a request for consideration to other governance bodies when those committees meet in January 2018. The committee strongly supported continued reflection and proactive effort across all athletics departments for issues related to creating, enhancing and maintaining inclusive environments in intercollegiate athletics.
 - b. **Diversity social media campaign with the divisional SAACs.** The committee decided to pursue a campaign with NCAA SAACs for a date in Spring 2018. A subcommittee will prepare a working document for the SAAC representatives to take to their divisional meetings to move planning forward with those groups.

- c. **Champion of Diversity recognition.** The committee determined the next honoree and proposed a process for accepting external nominations. The Champion of Diversity subcommittee will meet to formalize the recommendations and identify avenues for outreach. The committee discussed additional ways to highlight and engage individuals recognized for this honor, including but not limited to, the annual MOAA Symposium and the NCAA Inclusion Forum.
- d. **Educational programming and outreach.** The committee requested that staff research the potential for diversity and inclusion training and education in relation to NCAA committee service. The committee reviewed correspondence related to increasing attendance at the NCAA Inclusion Forums, but decided against the recommendation for mandatory attendance. Instead, the committee discussed ways to make the educational offerings at the Forum accessible in multiple venues with targeted programming for various audiences, including student-athletes, faculty athletics representatives, directors of athletics, campus presidents and conference commissioners. The committee also suggested agenda items for the 2018 NCAA Inclusion Forum, and discussed the potential for additional opportunities for office of inclusion-related educational programming at events such as the NCAA Men’s and Women’s Final Fours and the annual National Association of Collegiate Directors of Athletics convention.

Committee Chair: Nnenna Akotaobi, Swarthmore College; Centennial Conference
Staff Liaisons: Sonja Robinson, Inclusion
Sahar Abdur-Rashid, Championships and Alliances
Derrick Crawford, Enforcement

NCAA Minority Opportunities and Interests Committee September 18-19, 2017, Meeting
Attendees:
Madison Arndt, Manhattan College.
Nnenna Akotaobi, Swarthmore College.
Malek Barber, Palm Beach Atlantic University.
Michael Bazemore, Truman State University.
Sharon Brummell, Georgetown University.
William Bynum, Jackson State University.
Dena Freeman-Patton, California State University, Bakersfield.
Christopher Graham, Rocky Mountain Athletic Conference.
Anthony Grant, Metropolitan State University of Denver.
Ashley Hodges, Southern Vermont College.
Courtney Lovely, Palm Beach Atlantic University.

Jerome Rodgers, Northern Illinois University.
William Tsutsui, Hendrix College.
Absentees:
Soraya Coley, California State Polytechnic University, Pomona.
Dawn Redd, Beloit College.
José Rodriguez, Cabrini University.
Guest in Attendance:
Stan Johnson, Minority Opportunities Athletics Association.
NCAA Staff Liaisons in Attendance:
Sahar Abdur-Rashid, Derrick Crawford and Sonja Robinson.
Other NCAA Staff Members in Attendance:
Dawon Baker, Jackie Campbell, Kina Davis, Gail Dent, Erin Irick, Felicia Martin and Amy Wimmer-Schwarb.