



**REPORT OF THE
NCAA GENDER EQUITY TASK FORCE
APRIL 20, 2017, MEETING**

ACTION ITEMS.

- None.

INFORMATIONAL ITEMS.

1. **Welcome and Announcements.** Judy Sweet and Noreen Morris, co-chairs, welcomed task force members to the meeting.
2. **Approval of April 7, 2017, teleconference report.** The task force approved the report of its April 7, 2017, teleconference.
3. **Discussion of joint meeting with the NCAA Board of Governors Ad Hoc Committee to Promote Cultural Diversity and Equity.** In preparation for the joint meeting with the Ad Hoc Committee to Promote Cultural Diversity and Equity, the task force discussed strategies for presenting the recommendations such as providing historical context on the Gender Equity Task Force, giving background on the process for developing the recommendations and inviting the ad hoc committee to review recommendations and to provide feedback.
4. **Senior Woman Administrator Research Project.** Julie Muller of the 3 Fold Group provided the task force with an update on the SWA research project, a study to enhance the impact and influence of women in intercollegiate athletics administration. Leah Kareti, also of 3 Fold Group, and Muller are in the final stages of conducting a thorough research study for the office of inclusion on the SWA designation and how to best optimize it.
5. **Joint meeting with Board of Governors Ad Hoc Committee to Promote Cultural Diversity and Equity.** The task force joined the Board of Governors Ad Hoc Committee to Promote Cultural Diversity and Equity and presented its recommendations. The ad hoc committee reviewed the recommendations that featured five main action items and three categories of initiatives to support. The discussion focused on action item number two, specifically that the recommended diversity and inclusion review should be conducted once every five years to align with existing self-studies in Division II and Division III. The ad hoc committee agreed to recommend that the Board of Governors approve the five action items and direct the divisional governance bodies to determine the appropriate actions to achieve the desired outcomes of action items one and two. In addition, the ad hoc committee agreed to recommend that the Board of Governors support the three categories of initiatives, noting the possibility of a need for additional staffing and resources for the office of inclusion and leadership development department. (Reference Attachment.)

Committee Chairs: Noreen Morris, Northeast Conference
Judy Sweet, Gender Equity Consultant

Staff Liaisons: Amy Wilson, Office of Inclusion
Jess Duff, Office of Inclusion
Richard Zhu, Office of Inclusion

NCAA Gender Equity Task Force April 20, 2017, Meeting	
Attendees:	
Amy Backus, Case Western Reserve University.	
Joan McDermott, University of San Francisco.	
Jacqueline McWilliams, Central Intercollegiate Athletic Association.	
Noreen Morris, Northeast Conference.	
Bernard Muir, Stanford University.	
Julie Muller, 3 Fold Group.	
Jeff Orleans, Hirschfeld Kraemer LLP.	
Judy Sweet, Gender Equity Consultant.	
Absentees:	
Charles Ambrose, Central Missouri University.	
Nancy Hogshead-Makar, Champion Women.	
Greg Sankey, Southeastern Conference.	
Guests in Attendance:	
None.	
NCAA Staff Liaisons in Attendance:	
Jess Duff, Amy Wilson and Richard Zhu.	
Other NCAA Staff Members in Attendance:	
Rachel Stark.	

**NCAA Gender Equity Task Force Recommendations to the
NCAA Board of Governors Ad Hoc Committee to
Promote Cultural Diversity and Equity
April 20, 2017**

ACTION ITEMS

- 1. Reaffirm and formalize the NCAA constitutional principles focused on gender equity and cultural diversity (NCAA Constitution 2.2.2, 2.3.1, 2.3.2 and 2.3.3)* throughout the NCAA governance system and the NCAA national office.**
 - a. Emphasize the constitutional principles focused on gender and cultural diversity in a more prominent way in the NCAA Manual and educate the NCAA membership on its responsibility consistent with the NCAA Gender Equity Task Force (1992) definition of gender equity.**
 - (1) Include Article 2 of the NCAA Constitutional Principles in the print copy of the NCAA Manual.
 - (2) Feature the 1992 Gender Equity Task Force definition of gender equity more prominently in NCAA resources and programming.
 - b. Include the consideration of equity impact for all legislative and policy development and reviews within every level of the NCAA governance structure of each division and the Board of Governors to foster a culture of equity and fairness.
 - (1) Add guidance about equity considerations to instructions and forms that the membership uses for submitting legislative proposals.
 - (2) Provide training to enhance NCAA staff's knowledge of equity implications so that they can better support the membership in the legislative process.
 - c. Create a process to engage the NCAA Committee on Women's Athletics and the NCAA Minority Opportunities and Interest Committee in review of NCAA legislation and policies that have equity implications.
 - d. Ensure that NCAA membership committees and the national office consider equity and inclusion implications of their practices, policies and representation on committees and boards.
- 2. Establish a once-in-five-years diversity and inclusion review.**

The Pledge and Commitment to Promoting Diversity and Gender Equity in Intercollegiate Athletics that all NCAA member institutions and conferences have been invited to sign states that "as part of this commitment, we will also engage in a regular diversity, inclusion and equity review to inform campus policy and diversity initiatives." As of April 13, 2017, 741 schools (66.0 percent) and 99 conferences (71.7 percent) have signed the pledge.

The task force recommends that the NCAA Board of Governors support the requirement that all NCAA institutions and conferences conduct a once-in-five-years diversity, inclusion and equity review. This would require legislative action for Division I. Division II and Division III already have this requirement through their institutional self-studies. This periodic review would allow member institutions to accomplish the following: set meaningful diversity, inclusion, and equity goals; make informed decisions about diversity, inclusion, and equity initiatives; and continuously monitor progress. The results of this review would not be submitted to the NCAA. The institution's leadership could sign and submit a form to the NCAA indicating the review was completed. Support documents such as an easy to use template should be created to make gathering and analyzing information as efficient as possible, and most importantly, informative and effective.

3. **Create a direct reporting line from the Committee on Women's Athletics and the Minority Opportunities and Interests Committee to the newly established Board of Governors Committee to Promote Cultural Diversity and Equity.**
4. **Recommend to the Board of Governors that the NCAA national office be required to report annually on its staff demographics with the goal of modeling for the membership diverse hiring, especially from the midlevel through executive level.**
5. **Sponsor an annual meeting of advocacy community thought leaders to discuss significant diversity and inclusion issues in intercollegiate athletics such as increasing diversity in intercollegiate athletics leadership (administration and coaching) and growing participation opportunities for underrepresented populations.**

Constitution 2.2 The Principle of Student-Athlete Well-Being. []

Constitution 2.2.2 Cultural Diversity and Gender Equity. [*] It is the responsibility of each member institution to establish and maintain an environment that values cultural diversity and gender equity among its student-athletes and intercollegiate athletics department staff. (Adopted: 1/10/95)

Constitution 2.3 The Principle of Gender Equity. [*]

Constitution 2.3.1 Compliance With Federal and State Legislation. [*] It is the responsibility of each member institution to comply with federal and state laws regarding gender equity. (Adopted: 1/11/94)

Constitution 2.3.2 NCAA Legislation. [*] The Association should not adopt legislation that would prevent member institutions from complying with applicable gender-equity laws, and should adopt legislation to enhance member institutions' compliance with applicable gender-equity laws. (Adopted: 1/11/94)

Constitution 2.3.3 Gender Bias. [*] The activities of the Association should be conducted in a manner free of gender bias. (Adopted: 1/11/94)

**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. - NCAA Gender Equity Task Force, 1992

INITIATIVES TO SUPPORT

1. Gender Equity and Inclusion in the Employment Process, specifically Hiring Practices.

- a. Develop best practices and examples for member institutions and conference offices to conduct professional development programming for their member schools and student-athletes that highlight career options in athletics for women and ethnic minorities.
- b. Develop professional development programming opportunities to advance women and minority females (e.g. mid-level administrators, coaches, officials).
- c. Communicate with undergraduate and graduate sports programs to emphasize importance of including gender equity, diversity, inclusion and unconscious bias training within their respective curriculums and determine where successful initiatives exist that could be shared. Provide written and on-line educational resources to all institutions that sponsor sports management/administration programs.
- d. Compile, review and disseminate statistics on participation and leadership numbers for women, particularly women of color, in intercollegiate athletics. The office of inclusion will be publishing The Status of Women in Intercollegiate Athletics as Title IX Turns 45 in spring 2017. Develop messaging/communications points on the importance and benefits of hiring women in coaching and administration. Provide research results and informative articles outlining the benefits of having an inclusive and diverse culture and leadership team.
- e. Support the office of inclusion's ongoing efforts to create a best practices toolkit on diversity and inclusion in the employment process. The Division III Working Group on Diversity and Inclusion has created such a toolkit that provides very useful content and a framework for an Association-wide resource. The office of inclusion will hold a think tank on diversity and inclusion in the employment process in spring 2017 with the goal of creating a best practices toolkit. The task force offered representation at the 2017 office of inclusion think tank as well as to provide support by reviewing the resource. Ensure that the cumulative efforts to support the diversity and hiring in the employment process include a focus on unconscious bias training.
- f. Support the NCAA department of leadership's development of a profile search tool that features persons of color and women candidates for coaching and administrative positions that includes participants from NCAA leadership development programs with appropriate demographics data. Request resources as necessary for this database and other department of leadership development and office of inclusion initiatives that support increasing the number of women, particularly women of color, in leadership positions.

2. Promote the Definition of Gender Equity and Identify Strategies and Measures to Increase Women's Participation Opportunities.

- a. Give public recognition to institutions that have added women's participation opportunities (or currently have a large number of women's teams and women participants).

- b. Provide feedback on current NCAA Institutional Performance Program diversity and inclusion review documents, particularly focusing on gender equity. Ensure that resources are helpful to campus leaders as they make decisions impacting gender equity. NCAA staff will continue to gather information on the status of the IPP, particularly the ongoing efforts to rebrand it. This action item may change as the task force learns how IPP is positioned to support athletics departments' diversity and inclusion reviews.
- c. Provide resources and examples to demonstrate the benefits of adding women sports to not only increase participation for women but as a resource for increasing enrollment and revenue at some institutions. Emphasis should be placed on increasing participation opportunities for female student-athletes of color. Forty-five years after the passage of Title IX, the equity gaps have not been closed and have stalled out in the past 15 years. Institutions and conferences need to strengthen their commitment to equity where gaps exist, which many have agreed to do through voluntarily signing the NCAA's Presidential Pledge.

3. Engage with NCAA Governing Bodies and Affiliate Leadership Groups on Significant Gender Equity Issues.

- a. Identify current professional development programs for which diversity and inclusion programming would benefit participants and encourage entry into and/or persistence in career in intercollegiate athletics. Determine where additional efforts are needed and how to best address those needs.
- b. Disseminate information about model diversity and inclusion programs and initiatives with the NCAA membership and its affiliate groups.