

**REPORT OF THE NCAA EXECUTIVE COMMITTEE
SUBCOMMITTEE ON GENDER AND DIVERSITY ISSUES**

INFORMATIONAL ITEMS.

1. **Approval of January telephone conference draft report.** the Executive Committee Subcommittee on Gender and Diversity Issues (subcommittee) approved the January report.
2. **Review of NCAA Committee on Women's Athletics (CWA) report.** Chair of CWA reviewed the January 2007 CWA report with the subcommittee. The chair of CWA highlighted the areas of male practice players and Emerging Olympic Sports. Also, CWA noted the success of the women's coaches academy. The chair of CWA discussed the upcoming gender equity and issues forum and asked the subcommittee to encourage participation in this event.
3. **Review of NCAA Minority Opportunities and Interests Committee (MOIC) report.** Staff reviewed the latest report from the MOIC. Staff reported the committee's position on the 2005 Racial and Gender Report Card in regards to the lack of diversity within the ranks of conference commissioners, athletics directors, faculty athletics representatives and football coaches.
 - **Confederate Flag.** Staff provided an update in regards to MOIC recommendation to the NCAA to maintain its current policy, which prevents South Carolina and Mississippi from being awarded predetermined championship events.
4. **Review of NCAA CWA and MOIC joint report.** Chair of CWA noted that the joint meeting was successful. The chair highlighted the fact that CWA and MOIC discussed the issue of Division I Restructuring and noted their concerns regarding representation of women and minorities. CWA and MOIC expressed their concerns and were pleased with the receptive response from the Division Governance Subcommittee. The chair also noted the collaboration of CWA and MOIC with regard to the biennial and joint budget process. CWA and MOIC developed a subcommittee to handle budget items and determined that both committees are committed to working together in the future.
5. **Update on NCAA Diversity Leadership Strategic Planning Committee (DLSPC) report.** Staff reviewed the background of DLSPC and the recommendations provided by this committee. Staff noted that the DLSPC recommendations were constructed in two forms: programmatic and legislative. The subcommittee reviewed and discussed the following legislative recommendations:

- a. **Encourage integration of athletics department into the total campus community.** The subcommittee noted that this recommendation does not seem enforceable and some institutions may have already adopted this practice. The subcommittee stated that a statement of principle or encouragement in this area may be more appropriate rather than legislation.
- b. **The Association will commit to increasing the present pool of funds available for distribution to athletics conference offices which will then be allocated to member institutions to provide additional diversity-related programming for athletics administrators and student-athletes.** The subcommittee asked the staff if the programming mentioned in this recommendation specifically relates to diversity programming for all, diverse administrators or student-athletes. Staff noted that the diversity-related programming is for everyone within the athletics department and should discuss a wide variety of topics.
- c. **The Association will implement an annual diversity and inclusion report for member institutions and conference offices.** The subcommittee noted that dashboard indicators should be used if this report is implemented. Also, annual reports may not be best solution and biennial or triennial reports may be the best option to maximize participation, as well as not burden institutions with more information to submit to the NCAA.
- d. **Require athletics departments to demonstrate that they follow institutional campus hiring and employment policies. NCAA members should report this information during the Division I certification or Division II and III institutional self-study process.** The staff noted that the Division I Committee on Athletic Certification (CAC) adopted this recommendation at their previous meeting and will be moving forward with this recommendation as a part of the Division I certification process in the future.
- e. **Encourage the Division I CAC, Division II and III Membership Committees to discuss the idea of designating one person at each institution with the responsibility of managing institutional plans for improvement in the areas of gender equity and diversity (formerly minority) issues.** The staff noted that the Division I (CAC) adopted this recommendation at their previous meeting and will be moving forward with this recommendation as a part of the Division I certification process in the future. The staff noted that the CAC did not specify whether the designee has to be outside of the athletics department.

