



**REPORT OF THE NCAA
COMMITTEE ON WOMEN'S ATHLETICS
FEBRUARY 24, 2022, VIDEOCONFERENCE**

KEY ITEMS.

- The committee requested that each of the divisions review the Gender Equity Principles and Recommendations document and consider how it can be acted on and implemented. The committee specifically wants the divisions to utilize the document as it relates to their work on the new NCAA Constitution around articles related to diversity, equity and inclusion (See Attachment).
- The committee reviewed the Division I women's beach volleyball amendment proposal on additional competition opportunities and chose not to take a position.
- The committee voted to reaffirm its 2020 recommendation that STUNT be added as an emerging sport in Divisions I, II and III.

ACTION ITEMS.

- None.

INFORMATIONAL ITEMS.

1. **Welcome and introductions.** The chair of the NCAA Committee on Women's Athletics, Jason Doviak, convened the meeting at 12:00 p.m. Eastern time and welcomed committee members and staff to the videoconference.
2. **Review and approval of September 14, 2021, and October 13, 2021, videoconference reports.** The committee approved its September 14, 2021 report and reviewed the October 13, 2021, NCAA Board of Governors Committee to Promote Cultural Diversity and Equity, NCAA Committee on Women's Athletics, NCAA Gender Equity Task Force and NCAA Minority Opportunities and Interests Committee joint videoconference report.
3. **External gender equity review of NCAA championships.** Staff provided progress updates on the work of the NCAA national office gender equity steering committee and membership committees engaged in implementing recommendations related to the external gender equity review of NCAA championships. Staff shared a detailed overview of progress updates related to Phase I of the review, which focused on men's and women's basketball championships. Committee members discussed equity enhancements and what constitutes justified differences between men and women's championships, as well as progress within Divisions II and III. In addition, the committee reviewed and provided feedback on the Gender Equity Checklist for Division I women's and men's basketball, which was reviewed by the NCAA Gender Equity Task Force in January. Staff also informed the committee about a memorandum sent by the Women's Basketball Coaches Association, which reaffirmed WBCA's support to implement recommendations of the external gender equity review report.

- 4. Review of language additions to NCAA Gender Equity Task Force and Committee on Women's Athletics Gender Equity Principles and Recommendations document.** The committee reviewed the Gender Equity Principles and Recommendations document that was jointly created by CWA and GETF in 2021. Staff presented potential language additions for review, which were suggested by the NCAA Committee to Promote Cultural Diversity and Equity. The committee voted to approve the suggested additions, which acknowledge multiple core identities and their intersections and aim to position equity enhancements in a manner that does not solely highlight gender identity.

In addition, committee members voted to approve a recommendation that each division review the Gender Equity Principles and Recommendations document and consider how it can be acted on and implemented, specifically as it relates to the work on the new NCAA Constitution. Committee members discussed the importance of each division utilizing the document as they review new principles in the NCAA Constitution related to diversity, equity and inclusion and expressed their hope that the document would be useful as the divisions have discussions about how to implement and act on diversity, equity and inclusion in tangible ways.

- 5. NCAA Woman of the Year nomination process and selection subcommittee.** The committee was informed that the annual Woman of the Year ceremony will now be conducted in conjunction with the NCAA Convention in January and reviewed the nomination process and selection criteria for the recognition. The committee confirmed their support for the current criteria. Staff solicited additional volunteers to serve on the Women of the Year selection subcommittee and will coordinate with selected members offline.
- 6. Emerging sports status updates.** The committee received updates on the emerging sports joint educational session during the NCAA Convention, which included representatives from each emerging sport and other interested bodies. Staff shared that they are currently working through answers to several questions posed during the meeting. The committee also received an update on the proposal to add equestrian as an emerging sport in Division III, which was defeated at the NCAA Convention. Staff shared current numbers of active programs within each emerging sport as reported in the NCAA Directory, and noted that several emerging sports are nearing the threshold of 40 sponsoring institutions which are required in order to reach the threshold for consideration as an NCAA championship. Staff also explained that reported numbers in the NCAA Directory sometimes differ from records kept with the emerging sports leaders due to report timing and sport-specific requirements, which can make the required threshold variable at times. The work to provide emerging sports with more information and timelines for transitioning to championship status is in progress and will be more fully addressed at the April meeting. Committee members also shared their interest in learning about the sustainability of new sports both at the campus and NCAA level to help inform their work. In addition, with each division currently reconsidering CWA's 2020 recommendation to add STUNT as an emerging sport, the divisions have expressed an interest in CWA reviewing and reaffirming this position to assist in their discussions. After reviewing and deliberating the 2020 recommendation, the committee voted to reaffirm its previous recommendation and communicate this to each division.

7. **Review Division I women's beach volleyball amendment proposal.** Per a request from the NCAA Division I Student-Athlete Experience Committee and the NCAA Division I Women's Volleyball Committee, the committee reviewed the proposal to add additional competition opportunities for beach volleyball given its previous status as an emerging sport. The committee agreed not to take a position on this matter, as members expressed it is not the committee's role to weigh in on this subject and should be left to the division.
8. **NCAA Constitution and diversity, equity and inclusion.** The committee received an overview of the new NCAA Constitution recently approved at the NCAA Convention and discussed ways it could provide support to the three divisions as they consider how diversity, equity and inclusion will be operationalized. Members requested to refer the divisions to the new recommendation that each division review the GETF and CWA Gender Equity Principles and Recommendations document.
9. **Title IX's 50th anniversary celebration updates.** Staff provided a brief overview of Title IX at 50 celebration and commemoration plans, sharing information about the Title IX at 50 celebration webpage, membership toolkit and other resources.
10. **Partnership with United States Olympic and Paralympic Committee on Para-College Inclusion Project.** Staff provided an overview of the partnership with the United States Olympic and Paralympic Committee on the Para-College Inclusion Project to increase Paralympic awareness and adaptive sport opportunities on campus. The project involves three prongs: enhanced understanding, awareness partnering, and connection building.
11. **NCAA Transgender Student-Athlete Participation Policy changes.** NCAA chief medical officer Dr. Brian Hainline shared an update on the recent changes to the *NCAA Transgender Student-Athlete Participation Policy*. Committee members expressed concerns about the swift adoption of a policy, which affects student-athlete eligibility in the middle of a season, with limited opportunities for feedback from the membership. Members inquired about the rationale for the new policy and its implementation and agreed that the well-being of all student-athletes, including transgender and non-binary student-athletes, must remain the primary focus of the NCAA national office and the NCAA Board of Governors. Staff also shared information from the *NCAA Gender Identity and Student-Athlete Participation Summit* focusing on the meeting summary which was released at the same time as the new policy.
12. **NCAA Non-Discrimination Policy Questionnaire.** Staff reminded the committee that the updated questionnaire that supports the Association's *Non-Discrimination Policy* was distributed initially to championship host sites in states where laws have been passed that impact participation by transgender student-athletes. Staff shared that the review of questionnaires that have been submitted is in progress. Additional follow-up will take place as needed.
13. **NCAA Board of Governors Committee to Promote Cultural Diversity and Equity, Minority Opportunities and Interests Committee and Gender Equity Task Force updates.** Staff shared a brief overview of the topics that additional Association-wide diversity, equity and

inclusion committees and task force have discussed at their recent meetings, many of which were also addressed by the committee.

14. Adjournment. The videoconference adjourned at 3 p.m. Eastern time.

Committee Chair: Jason Doviak, Alfred State College

*Staff Liaisons: Micaela Liddane, Championships
Gretchen Miron, Office of Inclusion
Shay Wallach, Office of Inclusion
DeAnna Wiley, Academic & Membership Affairs*

NCAA Committee on Women's Athletics February 24, 2022, Videoconference	
Attendees:	
Greg Bamberger, Fairmont State University.	
Renee Bostic, State University of New York at New Paltz.	
Jason Doviak, Alfred State College.	
Gabby Elliott, Denison University.	
Ragean Hill, University of North Carolina at Charlotte.	
Emma Kramer, Simon Fraser University.	
David B. Kuhlmeier, Valdosta State University.	
Monica Lebron, Tulane University.	
Miguel Martinez-Saenz, St. Francis College Brooklyn.	
Mackenzie McFeron, University of Evansville.	
Miriam Merrill, Pomona-Pitzer Colleges.	
Kellianne Milliner, West Chester University of Pennsylvania.	
Betsy Mitchell, California Institute of Technology.	
Robert Nelsen, California State University, Sacramento.	
Donna Price-Henry, The University of Virginia's College at Wise.	
Renie Shields, Saint Joseph's University.	
Marion Terenzio, State University of New York at Cobleskill.	
Absentees:	
LaWanda Miller, Fayetteville State University.	
Guests in Attendance:	
None.	
NCAA Staff Liaisons in Attendance:	
Gretchen Miron, Shay Wallach and DeAnna Wiley.	
Other NCAA Staff Members in Attendance:	
Niya Blair Hackworth, Kina Davis, Gail Dent, Meghan Durham, Abigail Edwards, Brian Hainline, Lynn Holtzman, Felicia Martin, Amy Wilson and Demetria Woodard.	



**NCAA Committee on Women's Athletics and Gender Equity Task Force
Gender Equity Principles and Recommendations**

**Approved by CWA and GETF during July 20, 2021, Videoconference
Updated by GETF on October 7, 2021 and January 26, 2022
Updated by CWA on February 24, 2022**

Foundational Principles

I. Definition of Gender Equity

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

II. NCAA Constitution (2022), Article I, Principles F. and G.

F. Diversity, Equity and Inclusion. The Association is committed to diversity, equity and inclusion. The Association, divisions, conferences and member institutions shall create diverse and inclusive environments and shall provide education and training with respect to the creation of such environments and an atmosphere of respect for and sensitivity to the dignity of every person. The Association, divisions, conferences and member institutions shall commit to promoting diversity and inclusion in athletics activities and events, hiring practices, professional and coaching relationships, leadership and advancement opportunities.

G. Gender Equity. The Association is committed to gender equity. Activities of the Association, its divisions, conferences and member institutions shall be conducted in a manner free of gender bias. Divisions, conferences and member institutions shall commit to preventing gender bias in athletics activities and events, hiring practices, professional and coaching relationships, leadership and advancement opportunities

III. The NCAA Inclusion Statement and the NCAA Presidential Pledge should guide the membership and the NCAA national office in their efforts to ensure an environment that values diversity, equity and inclusion (See Appendix). As the membership and national office strive to achieve gender equity, their goals should encompass diverse core identities and their intersections.

Recommendations

1. The NCAA national office and conference offices should commit to adhering to Title IX and the Definition of Gender Equity (1992), as is required for members schools.
 - a. The NCAA national office should model gender equity for the membership across all NCAA functions and use its national platform to support gender equity through words and actions.

- b. The membership should expect the national office to ensure that student-athletes are treated equitably across all NCAA functions, including at NCAA championships and other NCAA sponsored events regardless if their sports are revenue generators.
 - i. If different levels of treatment and experiences for student-athletes is part of the championships model, a substantially proportional number of student-athletes participating in men's and women's championships should be treated equitably in each level.
 - ii. To best serve all student-athletes, careful consideration should be given to these questions regarding men's and women's championships: 1) What needs to be the same?; What needs to be comparable?; and 3) What is acceptable to be different?
 - iii. Recognize and address that resourcing some men's sports at higher levels than other sports creates challenging and often unsustainable funding models in terms of providing a proportional number of student-athletes on men's and women's teams a high level experience.
2. In alignment with the NCAA Presidential Pledge, the NCAA national office, conference offices, and member schools should establish a culture of gender equity accountability and assessment.
 - a. Require accountability for gender equity from top leaders in higher education and athletics: presidents/chancellors; conference commissioners; athletics directors, and the NCAA president and senior staff.
 - b. Adopt a gender equity strategic plan, which encompasses diverse core identities and their intersections; conduct and release an annual report that updates the status of the gender equity strategic plan.
 - c. Require that gender equity accountability be part of the annual performance plan and evaluation for all NCAA staff members, including senior leaders.
 - d. Train all national office units relative to implicit bias; expect that policy and legislative decision-making and budget monitoring is done through the lens of equity.
 - e. Create the position of gender equity officer on the NCAA senior leadership team with a reporting line directly to the NCAA president as well as regularly scheduled meetings with the president.
 - f. Integrate a staff member with gender equity expertise within the NCAA championships and alliances department.
 - g. The national office and conference offices should develop a process for comparison and approval of all championship operations, staffing, support, marketing, benefits and budgets through an equity lens.
 - h. The national office and conference offices should examine how the funding model for local organizing committees and/or corporate sponsors contributes to inequities across championships and identify ways to eliminate such disparities.

3. The NCAA national office should support the membership's efforts to achieve gender equity and Title IX compliance, commending and publicizing successes by schools and conferences.
 - a. Conduct an external, membership-driven audit of gender equity in the Association (separate and more comprehensive than the championships review currently done by Kaplan et al).
 - b. Work with the membership and governance staffs to establish processes for all policy and legislation to be reviewed for equity implications prior to membership votes. Additional key areas that require monitoring for equity impact include name, image, and likeness (NIL) and grants-in-aid: headcount versus equivalency.
 - c. Increase focus on how conferences and schools are creating equitable experiences for student-athletes and develop ways to highlight and reward achievements.
 - d. Address immediately the alarmingly small size of the office of inclusion staff if it is expected to address and support diversity, equity, and inclusion for 1,100 schools and 100 conferences as well as for the NCAA national office.

4. The NCAA national office should create a formal process for evaluating Championships through an equity lens.
 - a. Develop sustainable, long term processes such as an annual review for all championships that focuses on key areas such as budgets, operations, staffing, support, marketing, and benefits. The report should include how equity is being addressed and why changes (if any) are being implemented. The report should be submitted to relevant membership and sport committees.
 - b. Evaluate media contracts/bids for broadcasting men's sport championships to consider how to maximize broadcasting and marketing for women's championships
 - c. Develop a mandatory checklist for all championships that prioritizes equity and inclusion.
 - d. Improve how championship sport committees are engaged in decision-making that impacts equity. Ensure that NCAA staff and sport committees have access to information in areas such as protocols and budgeting across sports in order to better understand and implement equitable treatment and experiences for student-athletes.
 - e. Review standard processes for how feedback is gathered at championships from student athletes, coaches, administrators, etc. and then used to create more equitable and inclusive NCAA championship experiences.
 - f. Analyze post season championship opportunities for men's and women's teams in terms of funding/subsidizing costs and number of opportunities. (e.g., Men's NIT and Women's NIT)

Appendix

NCAA Inclusion Statement

As a core value, the NCAA believes in and is committed to diversity, inclusion and gender equity among its student-athletes, coaches and administrators. We seek to establish and maintain an inclusive culture that fosters equitable participation for student-athletes and career opportunities for coaches and administrators from diverse backgrounds. Diversity and inclusion improve the learning environment for all student-athletes and enhance excellence within the Association.

The NCAA will provide or enable programming and education, which sustains foundations of a diverse and inclusive culture across dimensions of diversity including, but not limited to age, race, sex, class, creed, educational background, religion, gender identity, disability, gender expression, geographical location, income, marital status, parental status, sexual orientation and work experiences. Programming and education also will strive to support equitable laws and practices, increase opportunities for individuals from historically underrepresented groups to participate in intercollegiate athletics at all levels, and enhance hiring practices for all athletics personnel to facilitate more inclusive leadership in intercollegiate athletics.

Adopted by the NCAA Executive Committee April 2010

Amended by the NCAA Board of Governors, April 2017

The Pledge and Commitment to Promoting Diversity and Gender Equity in Intercollegiate Athletics

Consistent with our mission and values, our institution, a member of the National Collegiate Athletic Association, pledges to specifically commit to establishing initiatives for achieving ethnic and racial diversity, gender equity and inclusion, with a focus and emphasis on hiring practices in intercollegiate athletics, to reflect the diversity of our membership and our nation.

We recognize and value the experiences individuals from diverse backgrounds bring to intercollegiate athletics. To that end, we will strive to identify, recruit and interview individuals from diverse backgrounds in an effort to increase their representation and retention as commissioners, athletics directors, coaches and other leaders in intercollegiate athletics. As part of this commitment, we also will engage in a regular diversity, inclusion and equity review to inform campus policy and diversity initiatives.

We understand this to be a collective responsibility we owe to student-athletes, staff, our athletics programs and the entire campus community.