

NCAA Division I Committee on Athletics Certification
Diversity Issues (Third Cycle, Class One)

The NCAA Division I Committee on Athletics Certification developed these measurable standards to clarify expectations for each operating principle and to bring more consistency to the athletics certification process for institutions, peer-review teams and the committee.

~ Measurable Standards for Operating Principle 3.2 ~
Diversity Issues

For purposes of athletics certification, institutions have the discretion to address those areas of diversity that align with the institution's overall mission and culture. However, institutions are reminded that the NCAA Division I Committee on Athletics Certification expects a comprehensive and good-faith effort throughout the self-study process. Examples of areas to review for diverse backgrounds or underrepresented groups include, but are not limited to, race, ethnicity, creed, color, national origin, age, disability, sexual orientation and gender identity, in addition to other areas such as religion, marital status, education, income, geographic location and work experience.

1. The institution must demonstrate that it has implemented its second-cycle minority-issues plan or provide an explanation for partial completion of the plan.
 - a. The committee will not accept the following explanations for partial completion or noncompletion:
 - (1) The institution did not possess sufficient funds to implement the plan.
 - (2) The institution has had personnel changes since the original development of the plan.
 - b. The committee will accept the following explanation for partial completion or noncompletion:
 - The institution has implemented a different plan(s) to achieve the same goal outlined in its second-cycle minority-issues plan.
2. The institution must conduct a thorough and written review of each of the nine-program areas for diversity issues. Please see program area definitions located in the Equity and Student-Athlete Well-Being attachment of the self-study instrument. If the institution identifies any deficiencies during this review, the deficiencies must be incorporated into the institution's diversity issues plan for improvement.

The review must:

- a. Describe how the institution has ensured a complete study of each of the nine-program areas for diversity issues. This study should be conducted as part of the self-study process;
 - b. Provide data demonstrating the institution's status and commitment, including resource allocation, across each of the areas;
 - c. Using the data provided in (b) above, analyze and explain how the institution is meeting the needs of its student-athletes and staff with diverse racial, ethnic and other backgrounds; and
 - d. Explain how the institution's written, stand-alone plan for diversity issues addresses each of the nine program areas.
3. The institution must demonstrate how the institution's and athletics department's written commitment and expectations related to diversity are communicated to staff, coaches and student-athletes (Program Area No. 1).
 4. The institution must provide evidence that an assessment and comparison of the institution's and athletics department hiring practices has occurred at least once every five years.
 5. The institution must demonstrate that it provides programs and activities for coaches, staff and student-athletes that address diversity issues, including programs and activities designed to address the needs of under-represented groups or diverse backgrounds (Program Area Nos. 7 and 8).
 6. The institution must develop a five-year written, stand-alone plan addressing diversity issues that maintains an institution's conformity or moves an institution into conformity with the operating principle.
 7. The institution's plan must be active at all times and include a mechanism to ensure the plan is reviewed on annual basis, including a comparison of its assessment (see Program Area No. 2), to determine if the course of action is still appropriate.

8. If a plan concludes prior to the commencement of the institution's next self-study, the institution is expected to create a new five-year plan for improvement, even if each of the actions in the institution's original plan were ongoing in nature. The institution must develop a new five-year plan that will maintain conformity with the applicable operating principle. Please note that all institutional plans must contain all of the committee's required elements.

9. The institution's diversity-issues plan must:
 - a. Address all nine-program areas or have mechanism(s) to ensure a periodic evaluation of each program area;
 - b. Address all deficiencies identified during the self-study;
 - c. Address issues pertaining to student-athletes and staff;
 - d. Include measurable goals the institution intends to achieve;
 - e. Include steps to achieve the goals;
 - f. Include specific timetables for completing the work;
 - g. Include individuals and/or offices responsible for carrying out the specific actions identified in the plan;
 - h. Be developed through a process of broad-based campus participation; and
 - i. Receive formal institutional approval.