

## NCAA Division I Committee on Athletics Certification

### PROGRAM AREAS TO BE REVIEWED FOR DIVERSITY ISSUES

For purposes of athletics certification, institutions have discretion to address those areas of diversity that align with the institution's overall mission and culture. However, institutions are reminded 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.

<b>PROGRAM AREA</b>	<b>PROGRAM AREA DESCRIPTIONS</b>
<b>1. Institutional and athletics department commitment and organization.</b>	Written statements (e.g., vision statements, mission statements, diversity statements, policies, plans) that address the issues of diversity, including where the statements are published; description of how the institution and athletics department are organized to address diversity through policies and/or organizational structure, including how athletics department's commitment to diversity connects with the institution's commitment; communication of expectations regarding diversity to staff, coaches and student-athletes.
<b>2. Assessment.</b>	Assessment of athletics department activities to evaluate consistency with objectives set forth in the institution's and athletics department's written diversity statements; assessment of campus climate through evaluation of various campus constituencies.
<b>3. Recruitment.</b>	Institutional and athletics department programs and strategies for recruiting administrators, coaches and student-athletes from underrepresented groups or diverse backgrounds.
<b>4. Hiring practices.</b>	Assessment and comparison of institutional and athletics department hiring practices to ensure the athletics department demonstrates a commitment to diversity in hiring procedures for athletics department staff and coaches. Description, comparison and explanation of any differences between institutional hiring practices and athletics department hiring practices. Description of institutional and/or athletics department polices related to use of outside firms (e.g., search firms) to ensure a diverse candidate pool. Description of actual hiring practices since previous self-study for any positions (e.g., coaches, staff) determined to be high profile at your institution.

<p><b>5. Retention.</b></p>	<p>Programs and services to address retention and acclimation of diverse staff, coaches and student-athletes; review of retention and promotion of staff and coaches who are members of underrepresented groups, including professional development opportunities (e.g., mentoring programs), compensation, duration of contracts, conditions relating to contract renewal.</p>
<p><b>6. Partnerships.</b></p>	<p>Collaboration and integration between athletics department and other institutional units or external organizations to enhance diversity efforts in programs, activities and services.</p>
<p><b>7. Programs and activities (staff and coaches).</b></p>	<p>Programs and activities that provide opportunities for all athletics department staff and coaches to address diversity issues, including those designed to address the needs of underrepresented groups or diverse backgrounds.</p>
<p><b>8. Programs and activities (student-athletes).</b></p>	<p>Programs and activities that provide opportunities for all student-athletes to address diversity issues, including those designed to address the needs of underrepresented groups or diverse backgrounds.</p>
<p><b>9. Participation in governance and decision making.</b></p>	<p>Involvement of athletics department staff, coaches and student-athletes from underrepresented groups or diverse backgrounds in the governance and decision-making processes of the athletics department; provision of leadership opportunities for all student-athletes (e.g., participation on student-athlete advisory committee) and athletics department staff and coaches (e.g., participation at the conference and/or national level).</p>