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# Achieving Racial Equity IN COLLEGE SPORTS

*A New Report by the Knight Commission  
on Intercollegiate Athletics*

**Virtual Town Hall**  
**Monday, May 24, 2021**



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# Welcome

## Nancy Zimpher

Knight Commission Co-Chair  
Chancellor Emeritus,  
State University of New York (SUNY)



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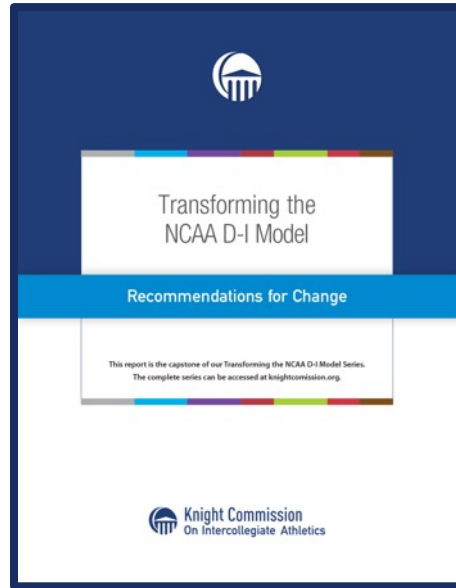


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The Knight Commission's purpose is to lead transformational change that prioritizes the education, health, safety and success of college athletes.



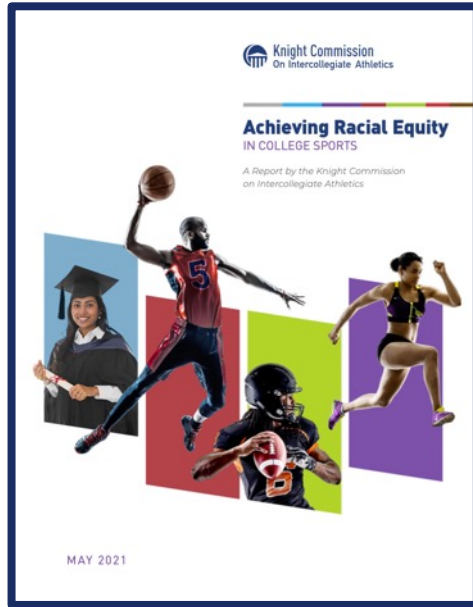
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### **Knight Commission principle:**

All athletes, regardless of race and gender, should be treated equitably.

### **Task Force on Racial Equity:**

Len Elmore  
Shanteona Keys  
Jacques McClendon  
Eric Barron  
Pam Bernard  
Derek Kerr  
G.P. "Bud" Peterson  
Jill Pillgrim  
Peter Roby



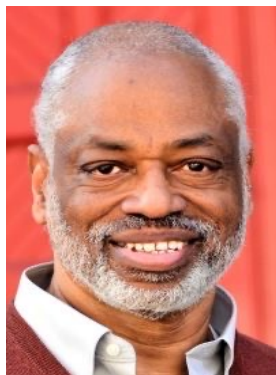
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LEN  
ELMORE



GLORIA  
NEVAREZ



SHANTEONA  
KEYS



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JACQUES  
MCCLENDON



G.P. "BUD"  
PETERSON



AMY  
PERKO



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MIKE  
LOCKSLEY



KEN  
SHROPSHIRE



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- If you have a question, please click on the Q&A icon on your control panel. You can submit your questions at any time.
- We will answer questions at the conclusion of our presentation. Please identify your affiliation with your question.
- Today's session is being recorded and will be available on the Knight Commission web site.



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## Len Elmore

Knight Commission Co-Chair  
Attorney, Television Commentator,  
Former NBA and College Basketball Player



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# REPORT OVERVIEW



Four focus areas to create a more just model of college sports, break down the barriers to equity for Black athletes and promote diversity, inclusion and belonging in their college experience.

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Closing educational opportunity gaps to create an equitable pathway for Black athletes' success during and after college.

STAT: More than 22% of the teams in the 2021 NCAA Division I Men's Basketball Tournament had an inexcusable 30% point or greater gap between the graduation rates of their White and Black players.



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## FOCUS AREA 1 RECOMMENDATIONS

1. The NCAA should eliminate the standardized test to determine first-year eligibility.
2. NCAA should implement a holistic evaluation process that places emphasis on an athlete's high school academic record.
3. NCAA institutions should employ strict academic policies that will end or require close monitoring of clustering in classes and majors for athletes.
4. The NCAA should dramatically boost financial support for HBCUs in the AASP program.
5. The Knight Commission will fund independent research to examine if institutions with large racial graduation gaps in GSR scores in one or more sports are qualifying for financial awards through the NCAA's new academic incentive program.



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## FOCUS AREA 1 RECOMMENDATIONS

1. The NCAA should eliminate the standardized test to determine first-year eligibility.\*
2. NCAA should implement a holistic evaluation process that places emphasis on an athlete's high school academic record.\*

\*The NCAA has a Working Group to study the use of standardized tests to determine initial eligibility.

5. The Knight Commission will fund independent research to examine if institutions with large racial graduation gaps in GSR scores in one or more sports are qualifying for financial awards through the NCAA's new academic incentive program.



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Hold institutions accountable  
in recruitment and hiring to  
achieve diversity and equity in  
athletics leadership.

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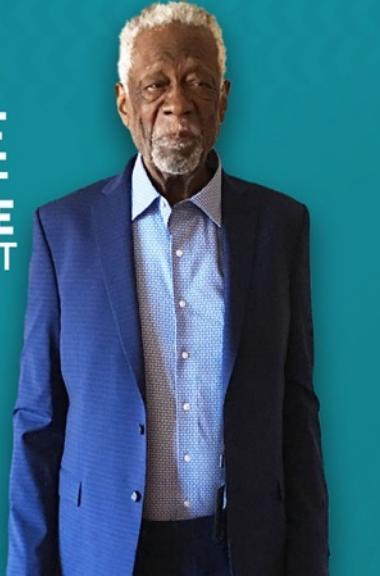
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# THE RUSSELL RULE

## THE RUSSELL RULE WEST COAST CONFERENCE DIVERSITY HIRING COMMITMENT

**WCC** WE ARE COMMITTED TO CHANGE



Each member institution must include a member of a traditionally underrepresented community in the pool of final candidates for every athletic director, senior administrator, head coach and full-time assistant coach position in the athletic department.

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# ENHANCING DIVERSITY IN LEADERSHIP POSITIONS



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Investing in programs that support and enhance Black athletes' college experience and promote inclusion and belonging.

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## FOCUS AREA 3 RECOMMENDATIONS

1. Include in athletics administrators and coaches' contracts and performance reviews, incentives for athletes' participation in educationally purposeful activities.
2. Establish a network of Black alumni and faculty.
3. Educate college athletes on available campus-wide resources.
4. Provide funding for incoming Black college athletes to participate in summer bridge programs.



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## FOCUS AREA 3 RECOMMENDATIONS

5. Inform and encourage incoming Black college athletes of opportunities to engage with campus-wide offices who support underrepresented groups.
6. Provide financial literacy programming for all college athletes.
7. Encourage all college athletes to complete a cultural competency course or training as offered by their institutions for all students.



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## FOCUS AREA 3 RECOMMENDATIONS



- NCAA and coaches' associations must expedite the development of coaching credentialing programs.
- NCAA should require institutions to designate the equivalent of the "senior woman administrator" position to represent the interests of athletes of color.



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Creating more equitable opportunities for Black athletes to assume leadership roles, especially in advocacy and governance.

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## FOCUS AREA 4 RECOMMENDATIONS

1. Institutions should establish mentorship programs outside of the athletics department for Black athletes.
2. Institutions should substantially increase the number of Black Faculty Athletics Representatives (FARs).
3. For Athletics Diversity and Inclusion designees (ADIDs), institutions should establish a dual reporting line, reporting to the athletics director and university president, or the institution's primary equity office.



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## FOCUS AREA 4 RECOMMENDATIONS

4. Institutions should incorporate specific questions to measure campus racial climate on NCAA-required student-athlete exit interviews.
5. Institutions should have a process for Black athletes to report any discrimination or treatment concerns without fear of reprisal.



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- CFP should diversify and add independent members to its governing structure.
- CFP Board of Managers set aside one percent of its \$500 million annual distribution to fund initiatives to boost diversity of leadership in college football and in athletics departments. **(Knight Commission 2017 request)**

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## G.P. “Bud” Peterson

President Emeritus and Regents Professor,  
Georgia Institute of Technology



The impact of appointing Black Faculty  
Athletic Representatives (FARs)



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## G.P. “Bud” Peterson

President Emeritus and Regents Professor,  
Georgia Institute of Technology



Funding for incoming Black college athletes to participate in summer bridge programs provided for the student body.



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## RESEARCH GRANT OPPORTUNITY

\$100,000 in multi-year grants to fund research that demonstrates how specific interventions impact the Black athlete experience and/or Black athlete advocacy areas.

For more information, go to  
[knightcommission.org](https://knightcommission.org)



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## SPECIAL GUESTS



### **Mike Locksley**

Head Football Coach, University of  
Maryland

Founder,  
National Coalition of Minority  
Football Coaches



### **Ken Shropshire**

Chief Executive Officer,  
Arizona State University  
Global Sport Institute

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**Thank you for attending.**

**For more information, visit us at**  
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