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January 13, 2022

The Honorable John Bel Edwards
Governor, State of Louisiana

Dear Governor Edwards:

House Concurrent Resolution 19 of the 2021 Regular Legislative Session by Rep. Ken Brass created the Louisiana Minority Sports Initiative Task Force. Under the jurisdiction of the Board of Regents, in collaboration with The Doug Williams Center for the Study of Race and Politics in Sports, the Task Force was charged to study issues relative to a lack of racial minority and female candidates for athletic director and head coach positions at public postsecondary education institutions.

Attached please find the Louisiana Minority Sports Initiative Task Force Report, which addresses key issues and research topics listed in the legislation regarding hiring protocols, and proposes best practices to ensure future minority applicants have ample exposure to decision makers, who have historically selected individuals “they know” or are “comfortable with” when hiring.

The Task Force met five times since August 16, 2021, discussing current trends in diversity and inclusion efforts in collegiate and professional sports and identifying issue areas for Task Force recommendations. The Task Force also formed working groups to support development of the report recommendations and best practices found in the attached report. This work included the drafting and approval of a Diversity, Equity, and Inclusion Pledge, which has been sent to System Presidents, who each served on the Task Force, for review and consideration.

At its meeting of January 6, 2022, the Board of Regents received and discussed the Task Force recommendations. During this meeting the following topics, some of which extend beyond the scope of the study resolution’s charge, were identified as considerations and suggestions moving forward:

- The commitment to diversity, equity, and inclusion **should not** be limited to hiring practices for athletic directors and head coaches but should apply to aspects of hiring processes across higher education institutions.
- Internships and statewide incentives should be considered to diversify the talent pool and encourage adherence to the Diversity, Equity, and Inclusion Pledge and related recommendations.
- Exceptions to the standardized hiring process should be used on rare occasions and should be reviewed annually.
- Diverse hiring panels are a critical component in improving the hiring process.

Through the recommendations identified by the Task Force, this report promotes collaborative dialogue to identify a path forward in addressing the charge outlined in HCR 19.

If you have questions, please do not hesitate to contact me concerning this response or any other matters relating to higher education.

Sincerely,

A handwritten signature in black ink, appearing to read "Kim Hunter Reed". The signature is fluid and cursive, with the first name "Kim" being the most prominent.

Kim Hunter Reed, Ph.D.
Commissioner of Higher Education

Attachment

c: Senate Education Committee Chairman Cleo Fields
House Education Committee Chairman Lance Harris
Yolanda Dixon, Secretary of the Senate
Michelle Fontenot, Clerk of the House
Poynter Library (DRPLibrary@legis.la.gov)

**REPORT OF THE LOUISIANA MINORITY SPORTS
INITIATIVE TASK FORCE PRODUCED IN RESPONSE TO
HOUSE CONCURRENT RESOLUTION 19 OF THE 2021
REGULAR LEGISLATIVE SESSION**

LOUISIANA BOARD OF REGENTS



BOARD *of* REGENTS
STATE OF LOUISIANA

January 2022

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I. Introduction and Background

House Concurrent Resolution 19 of the 2021 Regular Legislative Session (Appendix A) created the Louisiana Minority Sports Initiative Task Force. Under the jurisdiction of the Board of Regents, in collaboration with The Doug Williams Center for the Study of Race and Politics in Sports, the Task Force is charged to study issues relative to a lack of racial minority and female candidates for athletic director and head coach positions at public postsecondary education institutions.

Research across the country shows a lack of initiative to implement strategies at the state level to increase diversity in athletic director and head coach positions at the collegiate level. The United States as a whole has not developed approaches to addressing these issues, with the exception of the groundbreaking work within Oregon’s public postsecondary educational institutions. In 2009, the Oregon Legislature passed House Bill 3118 (see Appendix B), which requires public institutions to “interview one or more qualified minority applicants when hiring a head coach or athletic director, unless the institution was unable to identify a qualified minority applicant who was willing to interview for the position.”¹

In comparison, the National Football League in 2003 adopted the Rooney Rule, making it a policy that the hiring pool for a head coach position must include one or more diverse candidates. In 2009, this rule was expanded to include general managers and front-office positions.² In this past year, there have been multiple expansions of the Rooney Rule to include two external diversity candidates for head coach, general managers, and other positions as well as incentives for those who develop minority talent in ways that lead to leadership positions.³

II. Process to Inform Task Force Work & Methodology

The Louisiana Minority Sports Initiative Task Force was established with the charge to “create best practices for minority applicants to have exposure to decision makers who generally hire individuals “they know” or are “comfortable with.” The Task Force is comprised of various stakeholders including postsecondary education system presidents, postsecondary institution athletic directors, and representatives of various interest groups from public and private agencies across the state (see Appendix C).

House Concurrent Resolution 19 (HCR 19) charged the Task Force to produce a report addressing the key issues and research topics listed in the legislation. The report is to include the following information:

¹ <https://olis.oregonlegislature.gov/liz/2009R1/Downloads/MeasureDocument/HB3118>

² <https://nflcommunications.com/Pages/NFL-EXPANDS-ROONEY-RULE-REQUIREMENTS-TO-STRENGTHEN-DIVERSITY.aspx>

³ <https://www.cbssports.com/nfl/news/rooney-rule-enhancement-nfl-to-require-two-external-minority-interviews-for-gm-coordinator-jobs/>

| HCR 19: Legislative Tasks Charged | |
|--|--|
| <p>Explore answers to the following questions:</p> <ul style="list-style-type: none"> ● What is the number one priority for a person in charge of hiring when such a person makes a hiring decision? ● How important is the applicant’s knowledge in a particular sport? ● Is there an expectation of an advanced degree? | <p>Task charged:</p> <ul style="list-style-type: none"> ● Create best practices for minority applicants to have exposure to decision makers who generally hire individuals “they know” or are “comfortable with”. |

Given the scope of this legislative charge, HCR 19 acknowledges the work of The Doug Williams Center and urges the Center’s staff to work towards developing additional initiatives. Pending the completion of the work of the Task Force and the Task Force report, The Doug Williams Center will support the Task Force recommendations and advance the following initiatives:

1. Developing programs to teach interview techniques to job candidates
2. Creating clinics for coaches on the following:
 - a. Public speaking fundamentals
 - b. Recruiting techniques and strategies
 - c. Contract negotiations
 - d. Salary cap management
 - e. Organizational leadership and motivation

Starting with the legislative charge, the Task Force held its first meeting on August 16, 2021, and elected Mr. Brandon Logan, Executive Director of The Doug Williams Center, as the Chair of the Task Force. The Task Force convened a total of five times, spending meetings discussing current trends in diversity and inclusion in collegiate and professional sports and identifying issue areas for Task Force recommendations. The Task Force formed working groups to support the report recommendations and best practices. This work also included the drafting and approval of a Diversity, Equity, and Inclusion pledge for postsecondary institutions (see Appendix D).

IV. Research Related to National/State Data & Best Practices

In the first meeting of the Louisiana Minority Sports Initiative Task Force, Mr. Logan provided preliminary research on racial and gender hiring gaps in athletic leadership positions. Leadership positions shown in the data include athletic directors and head coaches specific to National Collegiate Athletic Association (NCAA) sports across thirteen postsecondary institutions in Louisiana (see Appendix E).

| NCAA Louisiana Institutions Represented in these Data | Sports Examined at these Institutions |
|---|--|
| <ul style="list-style-type: none"> ● Centenary College ● Grambling State University ● Louisiana Tech University ● Louisiana State University A&M ● McNeese State University ● Nicholls State University ● Northwestern State University ● Southeastern Louisiana University ● Southern University A&M ● Tulane University ● University of Louisiana at Lafayette ● University of Louisiana at Monroe ● University of New Orleans | <ul style="list-style-type: none"> ● Football ● Softball ● Volleyball ● Men’s & Women’s Basketball ● Women’s Soccer ● Men’s & Women’s Track ● Men’s & Women’s Cross Country |

Examination of these institutions’ and sports’ NCAA data (2019-2020) reveals that the majority of athletic directors and head coaches are men. Further analysis of the data shows that 76% of athletic directors are male, as are 96% of head coaches in men’s sports and 59% of head coaches in women’s sports. As of July 2021, only 38% of state NCAA athletic directors are Black and 100% of these athletic directors are male (see Appendix F). Following the presentation of state-level background data, Mr. Logan instructed the Task Force members to utilize this background information to approach the legislative charges, with the following questions guiding a response: What is the most innovative strategy we can create/implement to improve our diversity talent pipeline in Louisiana’s sports administration and how can we support people of color and women in athletics to ensure retention and advancement?

With this background of data trends and the charges to the Task Force to address these issues, the scope of work was expanded to look at public agencies in other states as well as in the private sector. As mentioned above, models in both of these sectors include the Rooney Rule established by the National Football League (NFL) and the State of Oregon’s legislation.

Named after the late Dan Rooney, the previous owner of Pittsburgh Steelers and chairman of the NFL’s diversity committee, the Rooney Rule was established in 2003. In the earliest stage of the Rooney Rule as an NFL policy, teams interviewed at least one diverse candidate for a head coaching vacancy. An expansion of the rule in 2009 added general manager jobs and front office positions to this diversity hiring rule. In 2018, the NFL Workplace Diversity Committee moved to strengthen the Rooney Rule by including recommendations for best practices and records maintenance.⁴ In 2020, enhancements were added to the rule, increasing the interview practices

⁴ <https://nflcommunications.com/Pages/NFL-EXPANDS-ROONEY-RULE-REQUIREMENTS-TO-STRENGTHEN-DIVERSITY.aspx>

to include “at least two external minority candidates for head coach vacancies, at least one minority candidate for any of the three coordinator vacancies and at least one external minority candidate for the senior football operations or general manager positions.”⁵ The last rule change to be made to the Rooney Rule (October 2021) will take effect in the upcoming hiring cycle. This rule mandates at least one in-person interview for the external minority candidates for head coach and general manager jobs. The NFL added this enhancement to ensure opportunities are not lost to spend more time with a diverse group, in-person.⁶

Notably, Oregon is the only state to date which has enacted legislation requiring each public postsecondary institution to interview one or more qualified minority applicants when hiring a head coach or athletic director until the passage in 2021 of HCR 19 by the Louisiana Legislature to study such efforts. Oregon’s 2009 House Bill 3118 has been in effect for over ten years and has yielded historic gains in diversity hiring in head coach and athletic director positions.⁷ Nationally, regulations regarding diversity and inclusion in the hiring process are lacking and there is a clear underrepresentation of women and people of color in athletic leadership positions in the United States.⁸

V. Recommendations & Next Steps

The Louisiana Minority Sports Initiative Task Force met over the course of five months to discuss institutions’ best practices and strategies to mitigate exclusion and provide input on ways best to support diversity, equity, and inclusion in the hiring process. From these meetings, there were four recommendations/issues identified:

- *Providing Awareness Training to Reduce Unconscious Bias*
- *Eliminating Job Description Language that Can Negatively Impact a Candidate Pool*
- *Creating a System/Process to Review Applications and Resumes Blindly*
- *Standardizing Interview Processes to Eliminate Unstructured Interviews*

Once these areas were identified, members were assigned to delve deeper into them to provide further information on best practices and implementation. Task Force members were assigned to Working Groups to collaborate and discuss best practices associated with each key issue. At the November and December Task Force meetings, group members had the opportunity to share with the larger Task Force the best process for enacting these key recommendations.

⁵ <https://operations.nfl.com/updates/football-ops/nfl-makes-bold-new-steps-to-enhance-diversity/>

⁶ <https://www.nfl.com/news/nfl-plans-to-enact-new-enhancements-to-rooney-rule-ahead-of-next-hiring-cycle>

⁷ <https://theundefeated.com/features/oregon-law-on-hiring-minority-college-coaches-works-so-why-isnt-it-used-elsewhere/>

⁸ https://43530132-36e9-4f52-811a-182c7a91933b.filesusr.com/ugd/7d86e5_afb5ff7fea8041f4b23a18945beed139.pdf

The first work group focused on “*providing awareness training to reduce unconscious bias.*” Task Force discussion revolved around creating a diverse and inclusive hiring process and the need was acknowledged to reduce bias in the hiring process via unconscious bias training. The Task Force emphasized that any training specific to reducing unconscious bias should not be a one-time exercise, but should be ongoing to ensure an understanding of individual blind spots and to normalize discussions around bias and prejudice, leading to changes in long-term behaviors and perceptions.⁹

The second work group focused on the process of “*eliminating job description language that can negatively impact a candidate pool.*” The Task Force discussed the critical role that job descriptions can have on promoting cultures of diversity, equity, and inclusion. In addition to a commitment to ensuring equity within the workplace, job descriptions can promote an inclusive work environment. The Task Force urged the utilization of software that supports in creating job descriptions that are inclusive and eliminate bias and recommended that funding be sought to support the purchasing of licenses for tools such as Textio, which is utilized by the New Orleans Saints and Pelicans.¹⁰

The third work group focused on the process of “*creating a system/process to review applications and resumes blindly.*” The recommended seven-step process to adequately reduce bias by reviewing applications and resumes blindly is listed below:

1. **Neutralizing Job Descriptions** by removing exclusive language from all job descriptions and postings.
2. **Blind Recruiting:** Implement a recruiting software to remove identifying information from resumes and applications (e.g., Pinpoint, Textio, or Blendoor) or include instructions for candidates to do so prior to submitting an application.
3. **Phone Screening:** If phone screening is a standard practice, then consider coupling it with a questionnaire.
4. **Social Media Scans:** To remove biases, these scans should take place after the phone screening and before the initial in-person interview.
5. **Conducting In-Person Interviews**
6. **Incorporating Affirmative Action (as needed):** If 40% of applicants moving forward in a search process are not women or people of color, review applications to ensure at least 40% of those interviewed reflect these groups.
7. **Enroll All Employees in Ongoing Unconscious Bias Training.**

The fourth work group focused on “*standardizing the interview processes to eliminate unstructured interviews.*” To inform the recommendations the Task Force discussed common

⁹ <https://www.forbes.com/sites/janicegassam/2018/10/29/does-unconscious-bias-training-really-work/?sh=29340074b8a2>

¹⁰ <https://textio.com/products/>

practices amongst their institutions and outlined a standard interview process. At a minimum, vacant positions are required to interview with the following individuals:

1. The hiring manager;
2. The sports supervisor or unit supervisor who is not the hiring manager;
3. The Human Resources Manager or another member of the Human Resources Team; and
4. At least one other athletics employee, approved by Human Resources, whose position or experience is relevant to the vacant position.

Within this standardized process outlined above, the working group also acknowledged that provisions for exceptions are needed for extenuating circumstances and outlined these as well. These exceptions to the process are outlined below:

| Exceptions to the Standard Hiring Process: |
|---|
| <p>1. Emergency Hire:</p> <ul style="list-style-type: none"> - When normal processes are not practical and filling a position quickly is necessary for recruiting purposes. - When a vacant position needs to be filled because the relevant sports competition season is imminent. - When filling a position quickly is necessary for the safety of the student-athletes during off-season training. |
| <p>2. Candidate Has Particular Notoriety:</p> <ul style="list-style-type: none"> - When a candidate is nationally or internationally renowned and well respected in the profession. - When a candidate has a history of winning championships at the NCAA, Conference, and/or professional level. |
| <p>3. Unique Qualifications:</p> <ul style="list-style-type: none"> - When a candidate possesses multiple educational credentials coupled with extensive experience that serves to benefit the department. - When a candidate is multi-dimensional and has a history of making a positive impact in the industry on a national or international basis. |
| <p>4. Internal Promotion</p> <ul style="list-style-type: none"> - When a candidate is currently an employee within the athletics department and a position change is necessary or desired |

With this structured process and exceptions, the Task Force acknowledged that all positions should be assessed annually as a part of the institution's performance evaluation program. Additionally, the process should be reviewed annually to determine the appropriate use of exceptions.

Along with the recommendations outlined by working groups on these issue areas, a Diversity, Equity, and Inclusion (DEI) Pledge and Promise was approved by the Task Force (see Appendix D). All athletic departments at postsecondary institutions in the state of Louisiana are encouraged to use this pledge, with the hope that it will be adopted outside of the postsecondary athletic realm.

VI. Conclusion

The Louisiana Minority Sports Initiative Task Force was charged by HCR 19 to create best practices for increasing the racial minority and female candidates in athletics leadership positions. As a result of this charge, the Task Force prioritized recommendations that detail the steps necessary in the hiring process to achieve the goal of increasing the diversity in candidate pools. The Task Force agreed upon four actions that should be prioritized for hiring decisions:

- Postsecondary institutions should provide awareness training to reduce unconscious bias;
- Postsecondary institutions should eliminate job description language that can negatively impact a candidate pool;
- Postsecondary institutions should create a system/process to review applications and resumes blindly; and
- Postsecondary institutions should standardize the interview processes to eliminate unstructured interviews.

Through these recommendations, the Task Force believes progress can be made in addressing the lack of racial minority and female candidates for athletic director and head coach positions at public postsecondary education institutions. In addition, the Task Force has created a DEI pledge to be adopted by all public postsecondary institutions, with all private postsecondary institutions invited to participate, if desired. The signing of this pledge (Appendix D) will act as the first action by public postsecondary institutions acknowledging the recommendations of this Task Force and a clear commitment to diversity, equity, and inclusion in the hiring process of athletic director and head coach positions.

2021 Regular Session

HOUSE CONCURRENT RESOLUTION NO. 19

BY REPRESENTATIVE BRASS

A CONCURRENT RESOLUTION

To create a task force to study issues relative to a lack of racial minority and female candidates for athletic director and head coach positions at public postsecondary education institutions and to submit a written report of findings and recommendations to the House Committee on Education and the Senate Committee on Education not later than sixty days prior to the beginning of the 2022 Regular Session of the Legislature.

WHEREAS, the collegiate sports system needs to confront its hiring disparities in order to diversify its workforce; and

WHEREAS, according to Arne Duncan, the former U.S. secretary of education, "College sport has to adopt a rule that will mandate diverse pools of candidates for all major positions"; and

WHEREAS, athletic programs at colleges and universities in Louisiana would benefit from the employment of a more diverse workforce, including African American, American Indian, Asian, Latino, and female staff members; and

WHEREAS, members of the Legislature of Louisiana believe that structured dialogue and engagement will illuminate the path forward in addressing these challenges.

THEREFORE, BE IT RESOLVED that the Legislature of Louisiana does hereby create the Louisiana Minority Sports Initiative Task Force to research strategies to secure a stronger, more diverse collegiate athletic workforce.

BE IT FURTHER RESOLVED that the task force shall be composed of the following members:

- (1) The speaker of the House of Representatives or his designee.
- (2) The president of the Senate or his designee.

- (3) The Louisiana State University system president.
- (4) The Louisiana State University athletics director.
- (5) The Louisiana community and technical college system president.
- (6) The Southern University system president.
- (7) The Southern University director of athletics.
- (8) The University of Louisiana system president.
- (9) The Grambling State University director of athletics.
- (10) The Louisiana Tech University director of athletics.
- (11) The Tulane University director of athletics.
- (12) The McNeese State University director of athletics.
- (13) The director of the Bureau of Minority Health Access within the Louisiana Department of Health, Office of Community Partnerships and Health Equity.
- (14) The New Orleans Pelicans and New Orleans Saints director of unification/youth programs.
- (15) The New Orleans Pelicans and New Orleans Saints human resources manager.
- (16) The executive director of the Doug Williams Center for the Study of Race and Politics in Sports.
- (17) Three members from the private sector, to be chosen by the task force chairman after the first meeting of the task force.

BE IT FURTHER RESOLVED that the Board of Regents shall provide staff support, to be provided from existing personnel.

BE IT FURTHER RESOLVED that, at the first meeting of the task force, the members shall elect a chairman and other officers as they may deem appropriate from among members of the task force.

BE IT FURTHER RESOLVED that members of the task force shall receive no compensation for their services and shall serve at no expense to the state.

BE IT FURTHER RESOLVED that the task force shall submit a written report of findings and recommendations to the House Committee on Education and the Senate Committee on Education not later than sixty days prior to the beginning of the 2022 Regular Session of the Legislature of Louisiana.

BE IT FURTHER RESOLVED that this report shall include but not be limited to any suggested legislation to help ensure a more diverse pool of candidates for collegiate athletic positions and shall include findings and recommendations from the following tasks charged to the task force:

(1) Exploring answers to the following questions:

(a) What is the number-one priority for a person in charge of hiring when such a person makes a hiring decision?

(b) How important is the applicant's knowledge in a particular sport?

(c) Is there an expectation of an advanced degree?

(2) Creating best practices for minority applicants to have exposure to decision makers who generally hire individuals "they know" or are "comfortable with".

BE IT FURTHER RESOLVED that the Legislature of Louisiana acknowledges the significant work The Doug Williams Center for the Study of Race and Politics in Sports has done to help build an ever-growing network of solutions for diversity and inclusion in collegiate and professional sports and urges the staff of the center to pursue the following:

(1) Developing programs to teach candidates interview techniques.

(2) Creating clinics for coaches on the following:

(a) Public speaking fundamentals.

(b) Recruiting techniques and strategies.

(c) Contract negotiations.

(d) Salary cap management.

(e) Organizational leadership and motivation.

BE IT FURTHER RESOLVED that the task force shall consider these pursuits of The Doug Williams Center in preparing the report required by this Resolution.

SPEAKER OF THE HOUSE OF REPRESENTATIVES

PRESIDENT OF THE SENATE

Enrolled House Bill 3118

Sponsored by Representative GREENLICK; Representatives BUCKLEY, READ, SHIELDS, Senators BONAMICI, CARTER (at the request of Sam Sachs)

CHAPTER

AN ACT

Relating to hiring practices of institutions of higher education; creating new provisions; and amending ORS 352.380.

Be It Enacted by the People of the State of Oregon:

SECTION 1. ORS 352.380 is amended to read:

352.380. (1) **As used in this section, “minority” means:**

(a) **A person having origins in any of the black racial groups of Africa but who is not Hispanic;**

(b) **A person of Hispanic culture or origin;**

(c) **A person having origins in any of the original peoples of the Far East, Southeast Asia, the Indian subcontinent or the Pacific Islands; or**

(d) **An American Indian or Alaskan Native having origins in any of the original peoples of North America.**

(2) Each institution under the jurisdiction of the State Board of Higher Education shall:

(a) Consider and maintain affirmative action plans and goals when reductions in faculty and staff are required as a result of:

[1] (A) Reductions in revenue that necessitate discontinuance of its educational program at its anticipated level;

[2] (B) Elimination of classes due to decreased student enrollment; or

[3] (C) Reduction in courses due to administrative decisions.

(b) **Interview one or more qualified minority applicants when hiring a head coach or athletic director, unless the institution was unable to identify a qualified minority applicant who was willing to interview for the position. It is an affirmative defense to a claim of a violation of this paragraph that the institution, in good faith, was unable to identify a qualified minority applicant who was willing to interview for the position.**

SECTION 2. The amendments to ORS 352.380 by section 1 of this 2009 Act first apply to head coach or athletic director positions that open on or after the effective date of this 2009 Act.

SECTION 3. ORS 352.380, as amended by section 1 of this 2009 Act, is amended to read:

352.380. [(1) As used in this section, “minority” means:]

[(a) A person having origins in any of the black racial groups of Africa but who is not Hispanic;]

[(b) A person of Hispanic culture or origin;]

[(c) A person having origins in any of the original peoples of the Far East, Southeast Asia, the Indian subcontinent or the Pacific Islands; or]

[(d) An American Indian or Alaskan Native having origins in any of the original peoples of North America.]

[(2)] Each institution under the jurisdiction of the State Board of Higher Education shall[.]

[(a)] consider and maintain affirmative action plans and goals when reductions in faculty and staff are required as a result of:

[(A)] (1) Reductions in revenue that necessitate discontinuance of its educational program at its anticipated level;

[(B)] (2) Elimination of classes due to decreased student enrollment; or

[(C)] (3) Reduction in courses due to administrative decisions.

[(b) Interview one or more qualified minority applicants when hiring a head coach or athletic director, unless the institution was unable to identify a qualified minority applicant who was willing to interview for the position. It is an affirmative defense to a claim of a violation of this paragraph that the institution, in good faith, was unable to identify a qualified minority applicant who was willing to interview for the position.]

SECTION 4. The amendments to ORS 352.380 by section 3 of this 2009 Act become operative on January 2, 2020.

Passed by House May 1, 2009

Received by Governor:

Repassed by House June 23, 2009

.....M.,....., 2009

Approved:

.....
Chief Clerk of House

.....M.,....., 2009

.....
Speaker of House

.....
Governor

Passed by Senate June 19, 2009

Filed in Office of Secretary of State:

.....M.,....., 2009

.....
President of Senate

.....
Secretary of State

Appendix C

| <u>Member</u> | <u>Seat Information as listed in statute</u> |
|---|---|
| Tim Detillier | The speaker of the House of Representatives or his designee. |
| Senator Gerald Boudreaux | The president of the Senate or his designee. |
| Dr. William Tate | The Louisiana State University system president |
| Scott Woodward | The Louisiana State University athletics director. |
| Dr. Monty Sullivan | The Louisiana community and technical college system president |
| Ray L. Belton | The Southern University system president. |
| Roman Banks | The Southern University director of athletics. |
| Dr. Jim Henderson | The University of Louisiana system president. |
| Dr. Trayvean Scott | The Grambling State University director of athletics. |
| Dr. Eric Wood | The Louisiana Tech University director of athletics |
| Troy Dannen | The Tulane University director of athletics. |
| Heath Schroyer | The McNeese State University director of athletics. |
| Rudy Macklin | The director of the Bureau of Minority Health Access within the Louisiana Department of Health, Office of Community Partnerships and Health Equity. |
| Elicia Broussard-Sheridan | The New Orleans Pelicans and New Orleans Saints director of unification/youth programs. |
| Pat McKinney | The New Orleans Pelicans and New Orleans Saints human resources manager. |
| Brandon Logan | The executive director of the Doug Williams Center for the Study of Race and Politics in Sports |
| Jay Cicero (Greater New Orleans Sports Foundation) | Three members from the private sector, to be chosen by the task force chairman after the first meeting of the task force. |
| Tracey Schiro (Ochsner Health System) | Three members from the private sector, to be chosen by the task force chairman after the first meeting of the task force. |

Appendix D

Louisiana Minority Sports Initiative Task Force
Diversity, Equity & Inclusion Pledge and Promise

I PLEDGE AND PROMISE to respect all people and embrace all human differences, while building upon our shared ideals.

I PLEDGE AND PROMISE to foster a diverse, inclusive, and safe environment where every individual can experience a sense of belonging.

I PLEDGE AND PROMISE to create and maintain a workplace that empowers all employees to thrive in their authenticity, delivering the best of their skills and talents without having to overcome the burden of discrimination.

I PLEDGE AND PROMISE to enhance equitable treatment of all people by continuously evaluating employee benefits and reviewing policies to enhance inclusion.

I PLEDGE AND PROMISE to implement diversity, inclusion, and unconscious bias education as a pillar of our continuing internal professional development and training.

I PLEDGE AND PROMISE to recruit and retain a staff that more closely reflects the diverse makeup of the communities where we serve and live.

I PLEDGE AND PROMISE to enact a strategy that increases the participation of diverse populations throughout our supplier network.

I PLEDGE AND PROMISE to create a system of accountability to track and measure the effectiveness of our inclusive practices.

I PLEDGE AND PROMISE to eliminate job descriptions and other recruitment language that can negatively impact a candidate pool on the basis of race, gender, and sexual orientation.

I PLEDGE AND PROMISE to eliminate hiring discrimination by implementing a system/process of blind application/resume review.

I PLEDGE AND PROMISE to develop a staff who understands inclusive culture building and actively participates in building a more diverse and equitable workplace.

I PLEDGE AND PROMISE to lead with a long-term focus on diversity and inclusion efforts by creating programming that advances transparent dialogue to understand and meet the needs of diverse populations.

Signatures of Pledge Commitment

Louisiana State University System

University of Louisiana System

Southern System

Louisiana Community and Technical College System

Appendix E – Louisiana NCAA Team Leadership Under Examination

| <i>Ledger Colors</i> |
|------------------------------------|
| Men Sports Under Examination |
| Men/Women Sports Under Examination |
| Women Sports Under Examination |

| <u>Centenary College Sports</u> | <u>Grambling State Sports</u> |
|--|--------------------------------------|
| Baseball, M | Baseball, M |
| Basketball, M + W | Basketball, M + W |
| Cross Country, M + W | Bowling, W |
| Golf, M + W | Cross Country, M + W |
| Gymnastics, W | Football, M |
| Lacrosse, M | Soccer, W |
| Soccer, M + W | Softball, W |
| Softball, W | Tennis, W |
| Swimming, M + W | Track & Field, M + W |
| Track & Field, M + W | Volleyball, W |
| Volleyball, W | |

| <u>ULL Sports</u> | <u>ULM Sports</u> |
|--------------------------|--------------------------|
| Baseball, M | Baseball, M |
| Basketball, M + W | Basketball, M + W |
| Cross Country, M + W | Beach Volleyball, W |
| Football, M | Cross Country, M + W |
| Golf, M | Football, M |
| Soccer, W | Golf, M + W |
| Softball, W | Soccer, W |
| Tennis, M + W | Softball, W |
| Track & Field, M + W | Track & Field, M + W |
| Volleyball, W | Volleyball, W |

| <u>LSU Sports</u> | <u>Louisiana Tech Sports</u> |
|--------------------------|-------------------------------------|
| Baseball, M | Baseball, M |
| Basketball, M + W | Basketball, M + W |
| Beach Volleyball, W | Bowling, W |
| Cross Country, M + W | Cross Country, M + W |
| Football, M | Football, M |
| Golf, M + W | Golf, M |
| Gymnastics, W | Soccer, W |
| Soccer, W | Softball, W |
| Softball, W | Tennis, W |
| Swimming & Diving | Track & Field, M + W |
| Tennis, M + W | Volleyball, W |
| Track & Field, M + W | |
| Volleyball, W | |

| <u>McNeese State Sports</u> | <u>UNO Sports</u> |
|------------------------------------|--------------------------|
| Baseball, M | Baseball, M |
| Basketball, M + W | Basketball, M + W |
| Cross Country, M + W | Beach Volleyball, W |
| Football, M | Cross Country, M + W |
| Soccer, W | Golf, M |
| Softball, W | Tennis, M + W |
| Tennis, W | Track & Field, M + W |
| Track & Field, M + W | Volleyball, W |
| Volleyball, W | |

| <u>Nicholls State Sports</u> | <u>Northwestern State Sports</u> |
|-------------------------------------|---|
| Baseball, M | Baseball, M |
| Basketball, M + W | Basketball, M + W |
| Beach Volleyball, W | Cross Country, M + W |
| Cross Country, M + W | Football, M |
| Football, M | Soccer, W |
| Golf, M | Softball, W |
| Tennis, M + W | Tennis, W |
| Track & Field, M + W | Track & Field, M + W |
| Volleyball, W | Volleyball, W |

| <u>Southeastern Sports</u> | <u>Southern Sports</u> | <u>Tulane Sports</u> |
|-----------------------------------|-------------------------------|-----------------------------|
| Baseball, M | Baseball, M | Baseball, M |
| Basketball, M + W | Basketball, M + W | Basketball, M + W |
| Beach Volleyball, W | Bowling, W | Beach Volleyball, W |
| Cross Country, M + W | Cross Country, M + W | Bowling, W |
| Football, M | Football, M | Cross Country, M + W |
| Golf, M | Soccer, W | Football, M |
| Soccer, W | Softball, W | Golf, W |
| Softball, W | Tennis, W | Sailing, M + W |
| Tennis, M + W | Track & Field, M + W | Swimming & Diving, W |
| Track & Field, M + W | Volleyball, W | Tennis, M + W |
| Volleyball, W | | Track & Field, M + W |
| | | Volleyball, W |

Appendix F – Louisiana NCAA Leadership Diversity Data

| NCAA Member Institutions | Director of Athletics Gender | Director of Athletics Ethnicity | Assistant Director of Athletics Gender | Assistant Director of Athletics Ethnicity | Male Head Coaches in Men's Sports Under Examination | Male Head Coaches in Women's Sports Under Examination | Female Head Coaches in Men's Sports Under Examination | Female Head Coaches in Women's Sports Under Examination |
|--------------------------------------|------------------------------|---------------------------------|--|---|---|---|---|---|
| Centenary College of Louisiana | Male | White | Female | White | 4 | 3 | 0 | 3 |
| Grambling State University | Male | African-American | Female | African-American | 5 | 4 | 0 | 2 |
| University of Louisiana at Lafayette | Male | White | Male | African-American | 5 | 5 | 0 | 1 |
| University of Louisiana at Monroe | Male | White | Male | White | 5 | 4 | 0 | 2 |
| Louisiana State University | Male | White | Male | African-American | 5 | 2 | 0 | 4 |
| Louisiana Tech University | Male | African-American | Female | White | 5 | 4 | 0 | 2 |
| McNeese State University | Male | White | Male | White | 5 | 5 | 0 | 1 |
| University of New Orleans | Male | African-American | Male | White | 4 | 2 | 0 | 2 |
| Nicholls State University | Male | African-American | Male | White | 3 | 2 | 2 | 4 |
| Northwestern State University | Male | White | Female | White | 5 | 5 | 0 | 1 |
| Southeastern Louisiana University | Male | White | Male | White | 5 | 5 | 0 | 1 |
| Southern University | Male | African-American | Male | White | 5 | 5 | 0 | 1 |
| Tulane University | Male | White | Male | White | 5 | 3 | 0 | 1 |
| Male: | 100% | | 69% | | 97% | 66% | 3% | 34% |
| Female: | 0% | | 31% | | | | | |
| White: | | 62% | | 77% | | | | |
| African-American: | | 38% | | 23% | | | | |

*This data was sourced August 2021.