



The Drake Group

REALIZING THE PROMISE OF COLLEGE ATHLETICS

A CONTINUING DISGRACE – INTERCOLLEGIATE ATHLETICS RACE ISSUES

EXECUTIVE SUMMARY

The Drake Group believes that the commercialization of intercollegiate athletic programs has not only challenged the academic integrity of higher education but resulted in a predominantly White community of higher education administrators, athletic department administrators, coaches and staff turning a blind eye to the racism underlying the economic, education and other forms of exploitation harming college athletes. This in-depth review of current athletic program practices and national and conference governance association rules and policies reveals the manner in which racism is experienced by all stakeholders within this culture, how it is purposely hidden, and how it harms athletes and employees of color. The Drake Group proposes detailed recommendations which, if implemented, would begin to remedy this “continuing disgrace.” Recommendations include:

- A call for the NCAA to commission an “independent” comprehensive investigation of athletic program racism.
- Initiation of aggressive programs to recruit young minority athletes to participate in low minority-participation sports.
- Adoption of institutional hiring policies that maximize the number of minority candidates in applicant and finalist pools.
- Confrontation of internal athletic department racial microaggression and education of all stakeholders of diversity commitment.
- Elimination of the NCAA’s Graduation Success Rate and Academic Progress Rate as flawed academic metrics, enforcement of institutional and Federal Graduation Rate standards, transparency of a proper Coach Graduation metric, and enforcement of a minimum continuous athletic eligibility standard of a cumulative 2.0 GPA.
- Drastically reduce allowable hours for athletics-related activities.
- Require mandatory five-year athletic scholarships.
- Require an institutional match for initial eligibility of high school graduates.
- Academic disclosure and peer review of educational outcomes by race/ethnicity.
- Adoption of a trauma informed mental health care strategy for athletes of color including first year screening and mental health education and mandatory employee mental health education and reporting.
- Establishment of conference diversity/equity/inclusion task forces to address racism and prejudiced behavior.
- Governance organization adoption of coach conduct standards, complaint procedures and investigation, adjudication and disciplinary processes to protect college athletes from abusive, racist and other behaviors that cause mental and physical harm.
- Required mental health screening of all injured athletes.
- Governance organization establishment of mental health service standards.
- NCAA leadership to increase diversity of athletics mental health practitioners.
- Establishment of professional ethics standards for sports psychologists.
- Call for institutions to fully support the rights of all athletes to freely express their concerns about racism
- Call for athletic departments to proactively identify, expose, and retire vestiges of racism and intentionally support the history and cultural identity of college athletes of color.
- Call for Congress to immediately act to guarantee full college athlete NIL rights, enact health and medical protection, and address the need for more comprehensive intercollegiate athletics reform to address issues of racism and educational exploitation.

READ THE FULL POSITION STATEMENT [HERE](#).