

## ***PHILOSOPHY OF THE MOUNTAIN WEST***

The Mountain West is an association of universities dedicated to excellence in their primary missions in teaching, research and service to their publics. The Mountain West has identified with the following goals:

1. To foster intercollegiate athletics programs in a manner that will enhance the academic advancement, character development, athletics potential and well-being of student-athletes;
2. To commit to integrity and equity in intercollegiate athletics;
3. To contend for national championships in all conference-sanctioned sports;
4. To enhance the financial position of the Conference;
5. To strengthen the participation and commitment of fans and friends of Mountain West institutions;
6. To be a leading voice in national governance; and
7. To be innovative and visionary in the approach to intercollegiate athletics.

The Mountain West will actively monitor progress toward the stated goals, evaluating the Conference and its member institutions by using numerous categories of assessment and various measuring mechanisms. The results will shape the activities and direction of the Conference relative to its philosophy and goals. *(Revised June 2007)*

## ***MOUNTAIN WEST GENDER EQUITY STATEMENT***

The Mountain West affirms the value of gender equity in its intercollegiate athletics programs. Gender equity is the fair distribution of overall athletics opportunities, supported by equitable benefits and resources available to all men's and women's teams. *(Adopted April 2005, Editorial Revision, December 2023)*

## ***MOUNTAIN WEST COMMITMENT TO DIVERSITY***

In a sincere and committed effort to diversify the coaching and athletics departments leadership ranks, each institution's chief executive officer will annually certify that any head coach, director of athletics or senior athletics department leadership search processes that took place during the previous academic year were conducted with an intentional and deliberate effort to include a diverse pool of candidates. Diversity shall be defined by the institution's state law and in compliance with the federal definitions set forth by the Department of Education. Recognizing the importance of confidentiality, the demographics of candidates (gender, race, ethnicity) will be required to be retained and may be subject to review by the Conference. *(Adopted July 2021)*