

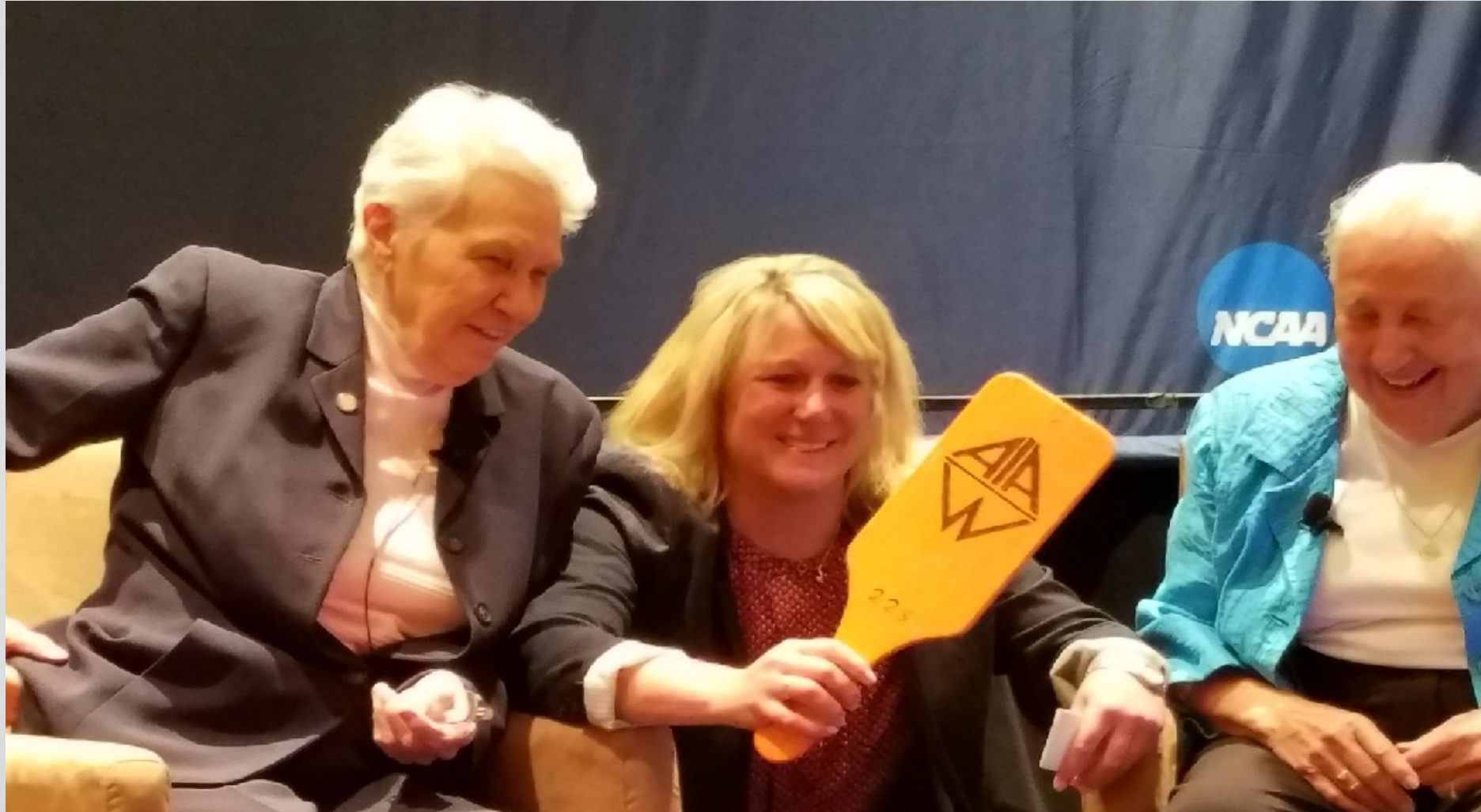


TITLE IX and Athletics

Dr. Amy Wilson, Managing Director of Inclusion
June 2024



Title IX Pioneers/My Mentors: Dr. Christine Grant and Dr. Charlotte West *Gratitude*



NCAA Office of Inclusion

The NCAA office of inclusion advances diversity, equity and inclusion in college athletics for over 1,100 member schools and athletics conferences and the NCAA national office. The office supports student-athletes and individuals who teach and lead across the core areas of disability, international, LGBTQ, race/ethnicity and women.

[Inclusion - NCAA.org](#)

[Inclusion Forum](#) – Annual Signature Program

NCAA AND GENDER EQUITY

NCAA EXTERNAL GENDER EQUITY REVIEW

Phase I: Basketball Championships
August 2, 2021

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Plan for Today

- ▶ Share and learn about Title IX.
- ▶ Increase understanding of Title IX's application to athletics.
- ▶ Commit to action Items for Title IX and equity.

PARTNER SHARE!

TRUE? OR FALSE?

1. Title IX has been widely supported since it was signed into law on June 23, 1972.
2. Title IX covers 3 main areas.
3. Men hold approximately 75% of head coach and athletics director positions at NCAA membership schools.

PARTNER SHARE!

TRUE? OR FALSE?

1. Title IX has been widely supported since it was signed into law on June 23, 1972. **FALSE**
2. Title IX covers 2 areas: access to education and athletics. **FALSE**
3. Men hold approximately 75% of head coach and athletics director positions at NCAA membership schools. **TRUE**

THE TEXT OF TITLE IX

No person in the United States, shall on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any educational program or activity receiving federal financial assistance.

HISTORY OF TITLE IX AND ATHLETICS: A ROLLER COASTER!

▶ 1970s:

- ▶ Amazing participation growth for girls and women
- ▶ Association for Intercollegiate Athletics (AIAW) prospers
- ▶ NCAA fights Title IX and engages in hostile takeover of Association for Intercollegiate Athletics (AIAW)

▶ 1980s:

- ▶ AIAW closes its doors.
- ▶ Supreme Court Case *Grove City v. Bell* results in no Title IX for athletics for half of the decade.
- ▶ Athletics departments merged and women leaders lose power.

HISTORY OF TITLE IX AND ATHLETICS: A ROLLER COASTER!

▶ 1990s:

- ▶ Federal legislation: Equity in Athletics Disclosure Act
- ▶ NCAA Gender Equity Survey and NCAA Gender Equity Task Formed

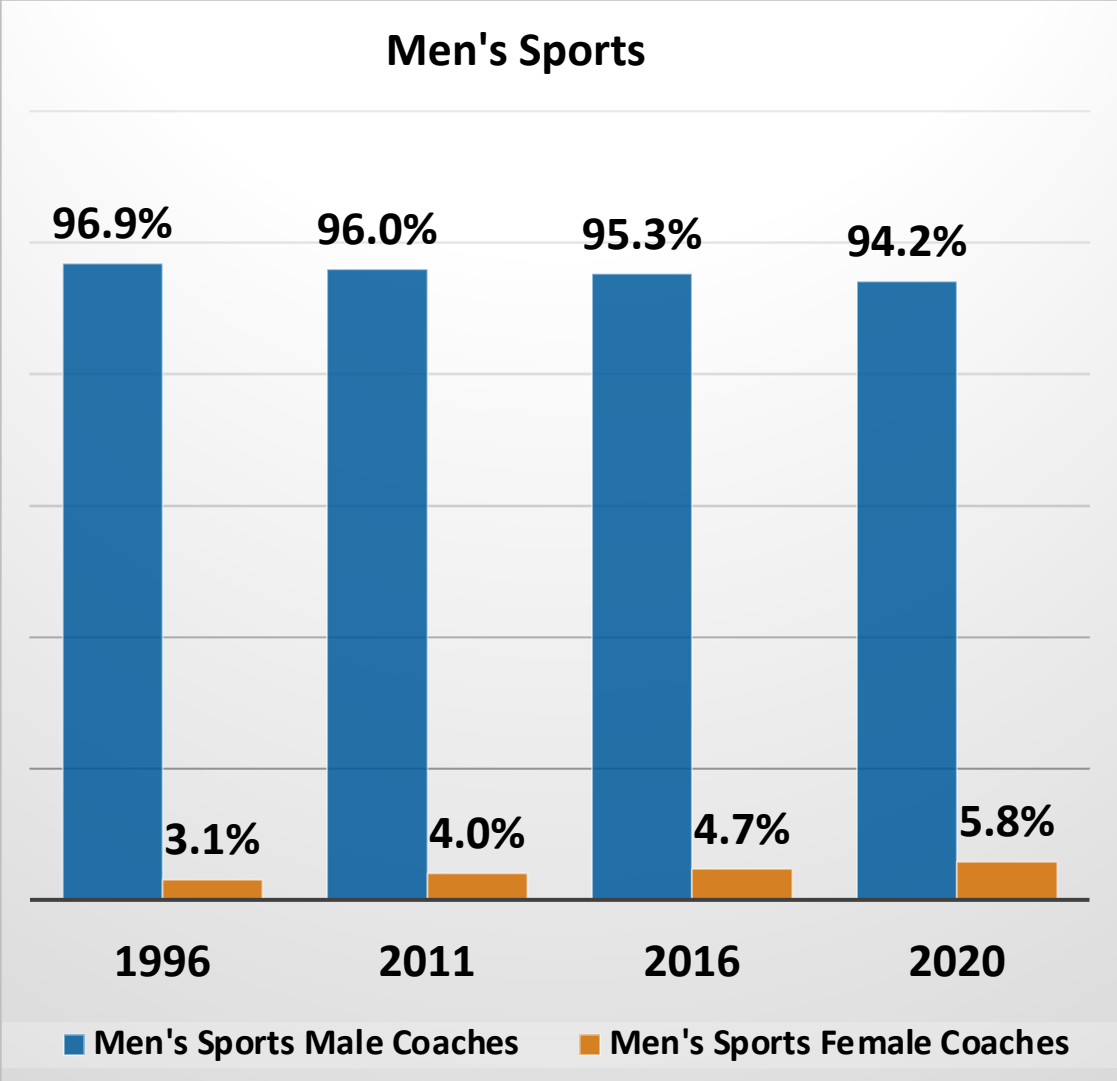
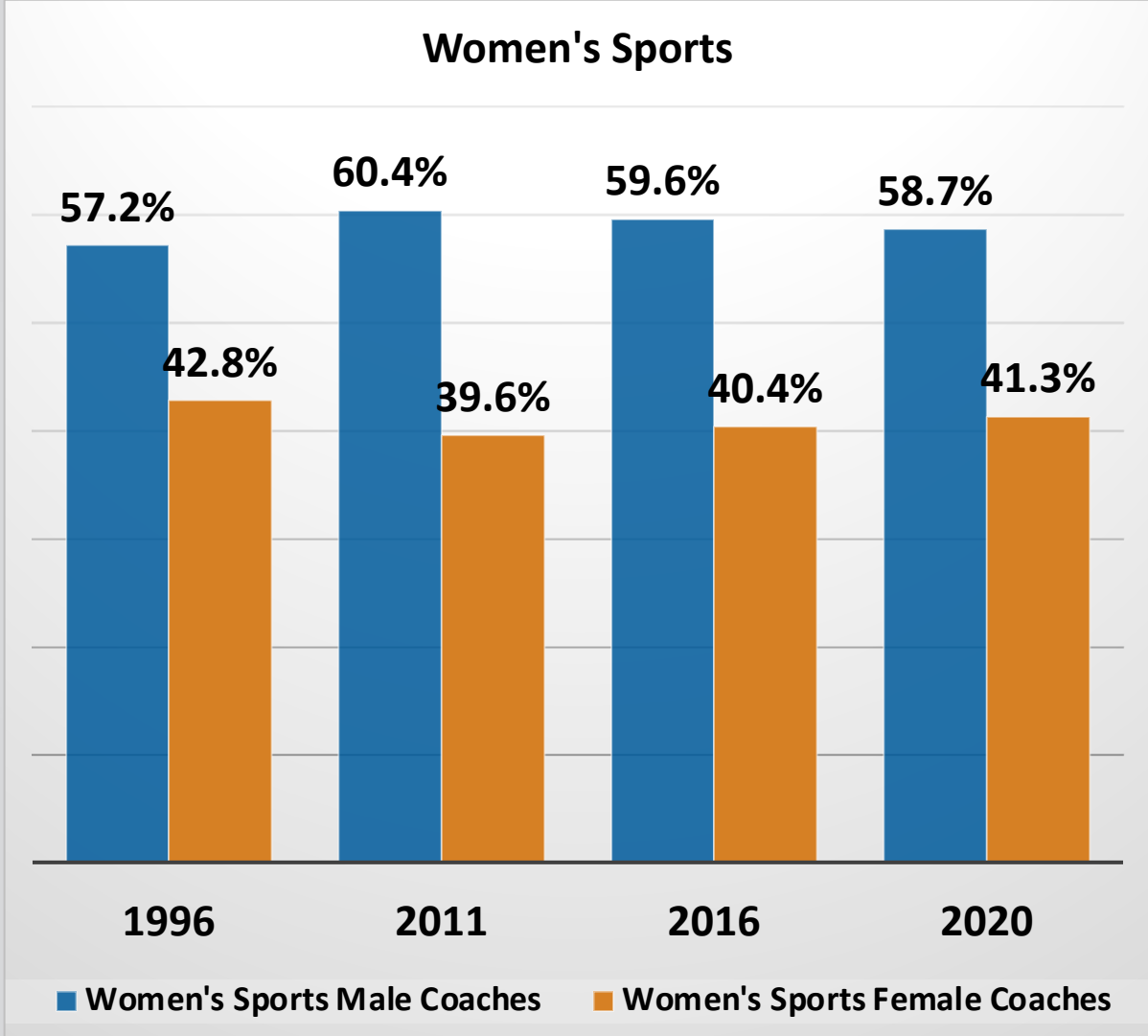
▶ 2000s:

- ▶ President Bush's Commission on Opportunity in Athletics poses challenge to Title IX.
- ▶ Emphasis on sexual harassment/violence.
- ▶ Interpretation of "sex" in the law to include gender.

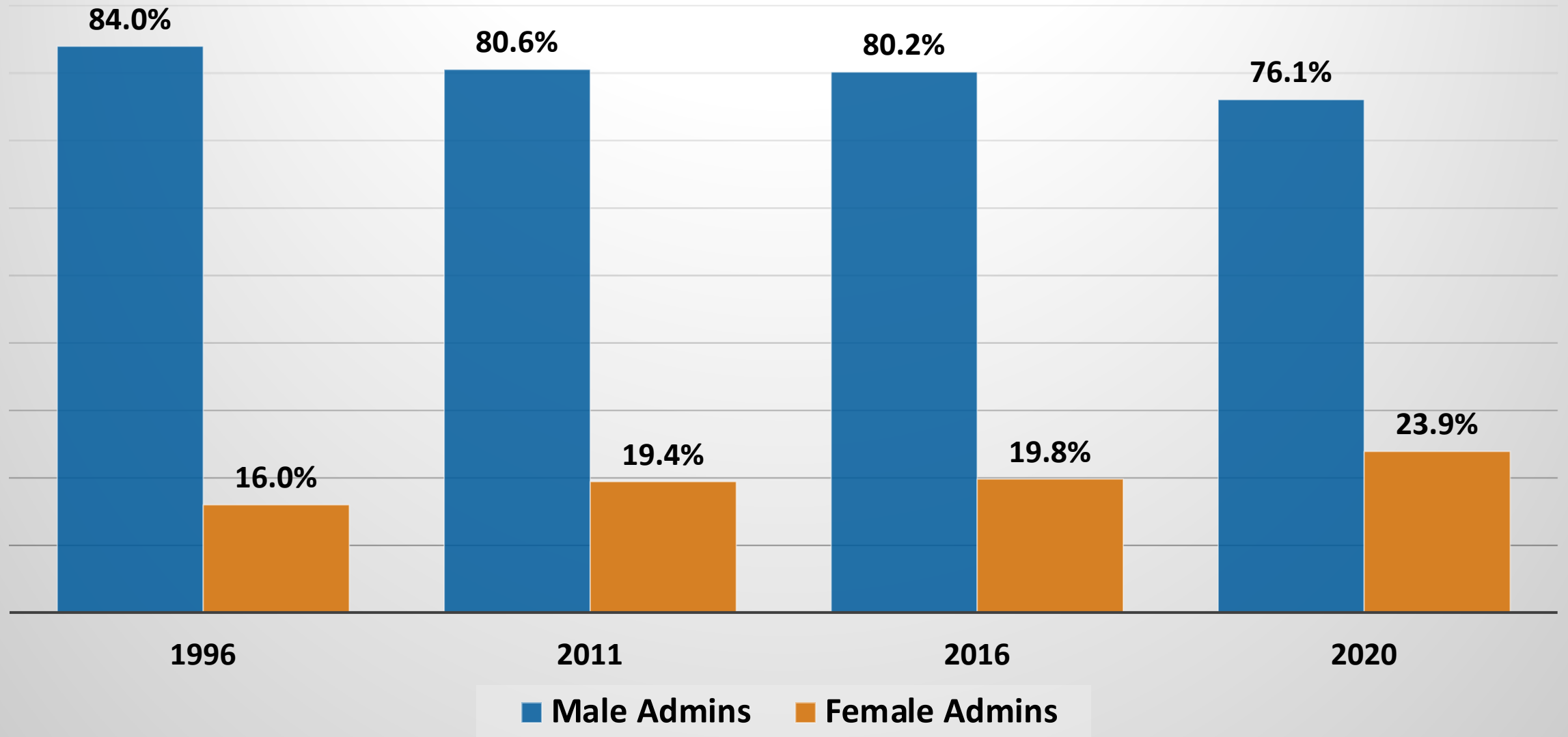
10 AREAS COVERED BY TITLE IX

- ▶ Access to Higher Education
- ▶ Athletics
- ▶ Career Education
- ▶ Education for Pregnant and Parenting Teens
- ▶ Employment
- ▶ Learning Environment
- ▶ Math and Science
- ▶ Sexual Harassment
- ▶ Standardized Testing
- ▶ Technology

Head Coaches by Gender



Administrators by Gender: Directors of Athletics



Title IX and Athletics

- A. Financial Aid/Scholarships
- B. Effective Accommodation of Students' Interests and Abilities/Participation
- C. Benefits, Opportunities, and Treatment

Title IX and Athletics

- A. Financial Aid/Scholarships
- B. Effective Accommodation of Students' Interests and Abilities/Participation
- C. Benefits, Opportunities, and Treatment

A. Financial Assistance

- ▶ Total amount of athletic aid must be substantially proportionate to the ratio of male and female athletes.
- ▶ Example:
 - ▶ 45% of athletes are female, then 45% of scholarship money should be awarded to female athletes

Not applicable at D-III level where no athletic scholarships granted.

B. Effective Accommodation of Students' Interests and Abilities

▶ “Three-Prong Test”

1. Opportunities for males and females proportional to enrollments.
2. History and continuing practice of program expansion responsive to the developing interests and abilities of the underrepresented sex.
3. Interests and abilities of underrepresented sex have been fully and effectively accommodated by the present program.

C. Benefits, Opportunities and Treatment

- ▶ Equipment and supplies
- ▶ Scheduling of practice and competition
- ▶ Travel and per diem
- ▶ Opportunities for coaching and academic tutors
- ▶ Assignment and compensation of coaches and academic tutors
- ▶ Locker room, practice and competitive facilities
- ▶ Medical and training facilities and services
- ▶ Housing and dining facilities and services
- ▶ Publicity
- ▶ Support services
- ▶ Recruitment of student-athletes

TITLE IX AND ATHLETICS

A. Participation: The Three Prongs (must comply with one)

1. Opportunities for males and females proportional to enrollments.
2. History and continuing practice of program expansion responsive to the developing interests and abilities of the underrepresented sex.
3. Interests and abilities of underrepresented sex have been fully and effectively accommodated by the present program.

B. Financial Assistance/Scholarships (1%)

C. Treatment/Benefits (The Laundry List)

1. Compare overall men's and women's sports programs.
2. Focus on student-athlete impact. (uniform example)
3. Title IX does not care from where the money comes!

Call to Action!

▶ ENGAGE AND LEARN!

- ▶ [WeCOACH Membership Benefits!](#)
- ▶ [Equity in Athletics Disclosure Act](#)
- ▶ [Tucker Center for Research on Girls and Women in Sport](#)
- ▶ [Women's Sports Foundation](#)
- ▶ [Women Leaders in Sports](#)
- ▶ [NCAA Gender Equity](#)
- ▶ [NCAA Inclusion Forum](#)
- ▶ [Office for Civil Rights/Dept. of Education](#)
 - [Title IX and Athletic Opportunities in Colleges and Universities A Resource for Students, Coaches, Athletic Directors, and School Communities \(PDF\) \(ed.gov\)](#)
- ▶ **Be Prepared to ACT when Title IX is challenged.**

Call to Action!

▶ TEACH!

- ▶ Tell the story of your school's/conference's equity pioneers and trailblazers.
- ▶ National Girls and Women in Sports Day (early Feb.)
- ▶ Title IX's Anniversary—June 23
 - ESPN+ *Fifty/50* Collection
 - [Title IX: 37 Words that Changed America | \(Candace Parker\)](#)
 - [Unshakeable Belief – The Dr. Christine Grant Story – University of Iowa Athletics \(hawkeyesports.com\)](#)
 - [Dr. Christine Grant and Dr. Charlotte West at 2017 Inclusion Forum](#)

▶ MENTOR AND INSPIRE!

- ▶ Engage Student-Athletes about Careers in Athletics.
- ▶ Support a Colleague's Efforts to Achieve a Goal.

QUESTIONS/COMMENTS?

THANK YOU!

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