



*50th Anniversary*



# ***The State of Women in College Sports***



## ***Title IX 50th Anniversary Report***

On Title IX's 50th anniversary, this report highlights progress for girls and women in athletics and depicts areas that need improvement. With an emphasis on both gender and race/ethnicity, the report brings together multiple research findings that focus on participation opportunities, resource allocations and leadership positions at NCAA member schools. To achieve the goal of increased quality opportunities and advancement for women as participants and leaders in intercollegiate athletics, it is essential to know the data about women as student-athletes, coaches and administrators.

The NCAA Association-wide Committee to Promote Cultural Diversity and Equity, the Committee on Women's Athletics, the Gender Equity Task Force, and the Minority Opportunities and Interests Committee supported this report as part of the overall [NCAA efforts to commemorate Title IX's 50th anniversary](#).

The NCAA does not enforce Title IX, but it does provide [education and resources](#) for its member schools in their efforts to work toward equity, diversity and inclusion goals in their athletics departments and conference offices.

The NCAA national office strives to model gender equity across its championships and other significant functions. Recently, those efforts fell short when inequities at the 2021 women's and men's Division I basketball tournaments were identified and widely publicized. The NCAA Board of Governors and executive office called for immediate attention to the inequities and commissioned an external gender equity review of all NCAA championships. The external review was completed in October 2021. Many NCAA membership committees and national office staff are collaborating to implement recommendations from the external gender equity review with the primary goal of ensuring equitable opportunities for and treatment of student-athletes.

This report was created through the collaborative efforts of the NCAA office of inclusion and NCAA Research. The primary author of the report is Dr. Amy Wilson, Managing Director, Office of Inclusion.

# **NCAA Membership Foundational Principles and Statements for Diversity, Equity and Inclusion**

## **NCAA Constitution (2022)**

**Article I. Principle F. Diversity, Equity and Inclusion.** The Association is committed to diversity, equity and inclusion. The Association, divisions, conferences and member institutions shall create diverse and inclusive environments and shall provide education and training with respect to the creation of such environments and an atmosphere of respect for and sensitivity to the dignity of every person. The Association, divisions, conferences and member institutions shall commit to promoting diversity and inclusion in athletics activities and events, hiring practices, professional and coaching relationships, leadership and advancement opportunities.

**Article I. Principle G. Gender Equity.** The Association is committed to gender equity. Activities of the Association, its divisions, conferences and member institutions shall be conducted in a manner free of gender bias. Divisions, conferences and member institutions shall commit to preventing gender bias in athletics activities and events, hiring practices, professional and coaching relationships, leadership and advancement opportunities.

## **NCAA Inclusion Statement**

As a core value, the NCAA believes in and is committed to diversity, inclusion and gender equity among its student-athletes, coaches and administrators. We seek to establish and maintain an inclusive culture that fosters equitable participation for student-athletes and career opportunities for coaches and administrators from diverse backgrounds. Diversity and inclusion improve the learning environment for all student-athletes and enhance excellence within the Association.

The NCAA will provide or enable programming and education that sustain foundations of a diverse and inclusive culture across dimensions of diversity including, but not limited to, age, race, sex, class, creed, educational background, religion, gender identity, disability, gender expression, geographical location, income, marital status, parental status, sexual orientation and work experiences. Programming and education also will strive to support equitable laws and practices, increase opportunities for individuals from historically underrepresented groups to participate in intercollegiate athletics at all levels, and enhance hiring practices for all athletics personnel to facilitate more inclusive leadership in intercollegiate athletics.

*Adopted by the NCAA Executive Committee, April 2010*

*Amended by the NCAA Board of Governors, April 2017*

## **A Definition of Gender Equity**

An athletics program can be considered gender equitable when the participants in both the men's and women's sports programs would accept as fair and equitable the overall program of the other gender. No individual should be discriminated against on the basis of gender, institutionally or nationally, in intercollegiate athletics. – NCAA Gender Equity Task Force, 1992.





Photo by The University of Iowa Athletics Dept.

## *In Memoriam*

### **Dr. Christine Grant**

(1936–2021)

In Title IX's 50th year, this report honors the legacy of Dr. Christine Grant: trailblazer for women's sports, champion for gender equity and Title IX, former president of the Association for Intercollegiate Athletics for Women, and long-time director of intercollegiate athletics for women at the University of Iowa. Dr. Grant described Title IX as the most important piece of federal legislation that was passed for women in the 20th century. She stated, "Title IX is a law about fairness. It is about treating our daughters as well as our sons." She passionately and steadfastly believed in the transformative power of sport participation in educational settings.

Dr. Grant was dedicated to gathering and analyzing the data that told the story of participation opportunities and resources for girls and women in high school and intercollegiate athletics. She spoke to hundreds of audiences, teaching about how Title IX applied to athletics and sharing data about participation opportunities, resource allocations, and leadership positions in high school and college sports. Dr. Grant tracked progress since the passing of Title IX, but she emphasized the work that remains to achieve equity.

Dr. Grant's leadership paved the way for equitable access and treatment in sports for girls and women. In her final days and as the year of Title IX's 50th anniversary approached, her message was to persist. Dr. Christine Grant's legacy can be honored by a commitment to Title IX education and intentional actions to achieve equity.

*Dr. Christine Grant received the NCAA President's Gerald R. Ford Award in 2007 for providing significant leadership as an advocate for intercollegiate athletics over the course of her career.*

*In 2012, the NCAA dedicated its new Brand Building and honored Dr. Grant by naming its largest meeting room the Christine Grant Ballroom.*

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## Title IX at 50 – Introduction

Five decades ago, 37 words changed the game for girls and women in education and sport:

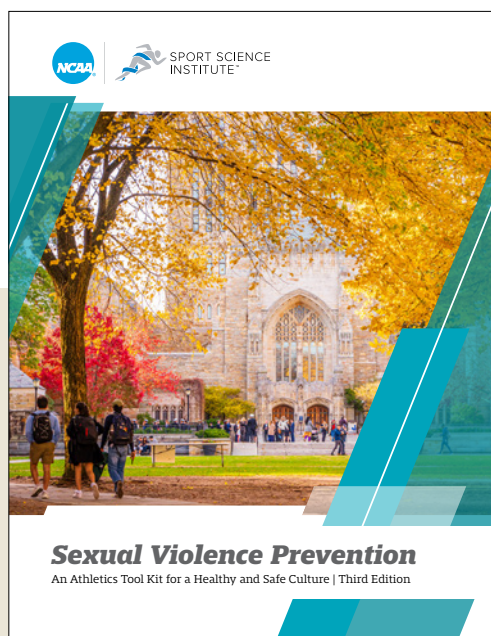
***No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.<sup>1</sup>***

Sen. Birch Bayh of Indiana authored Title IX, which was signed into law by President Richard Nixon on June 23, 1972. Reps. Edith Green of Oregon and Patsy Mink of Hawaii joined Bayh in developing and championing the law. Title IX, part of the Educational Amendments of 1972, mandated change across education in the United States by declaring sex discrimination in educational settings illegal, thereby expanding access and opportunities for girls and women.

Title IX's 50th anniversary provides a significant moment to reflect on progress that has been made in many areas of education, to call attention to inequities and discrimination that continue to exist, and to issue a call to action to fulfill the promise of the 37 words of Title IX.

While this report focuses on athletics, it is essential to state that Title IX addresses 10 areas. One of those areas is sexual harassment, which encompasses sexual violence, a very serious and significant subject on today's campuses. While for most of Title IX's existence the focus has been on athletics, the U.S. Department of Education's Office for Civil Rights shifted the Title IX narrative when it released extensive guidance on sexual violence prevention in 2011.

The NCAA was engaged with sexual violence prevention efforts before the release of this Office for Civil Rights guidance (2011) and continues this important work. The NCAA Board of Governors Policy on Campus Sexual Violence was issued in 2017 and most recently updated in April 2021. [Policy and implementation resources](#) are available to NCAA member schools, including the third version of a tool kit highlighted on this page.



*The third edition of the “Sexual Violence Prevention: An Athletics Tool Kit for a Healthy and Safe Culture” is now available. The initial document was released and endorsed by 20 higher education organizations and NCAA committees in 2016, was updated in 2019 (second edition) and has been revised to reflect the updated NCAA Board of Governors Policy on Campus Sexual Violence (last updated April 2021) and to remove resources and/or language that refers to outdated or changing national regulations.*

## Title IX and Athletics

Title IX's original text does not specifically address athletics, nor did the members of Congress who supported its passage envision it as a sports law. Coincidentally, as Title IX was being debated in Congress in the early 1970s, women leaders in physical education at colleges and universities across the country were developing an organization that would oversee national championships for female college students outside of the NCAA. These women sport leaders, affiliated with the Division of Girls and Women in Sport, formed the Association for Intercollegiate Athletics for Women in 1971.

The AIAW and Title IX evolved together and were two forces that fostered tremendous growth in women's intercollegiate athletics participation. By 1980, the AIAW had become the largest sport governance association in the country, with nearly 1,000 members. According to the 1980 AIAW Member Directory, the AIAW provided participation opportunities for approximately 125,000 college women, offering 35 national championships in 17 sports.<sup>2</sup> Most of the data presented in this report comes from the early 1980s or later, but it is important to acknowledge that women's intercollegiate sport participation thrived and grew rapidly under the direction of the AIAW during the 1970s.

It took most of Title IX's first decade for regulations (1975) and policy interpretations (1979) for compliance in athletics to be debated and approved. The result is that athletics departments are required to equitably distribute financial aid, to effectively accommodate students' interests and abilities in their offering of sport participation opportunities, and to provide equitable treatment and benefits to student-athletes.<sup>3</sup>

The reactions to Title IX's application to athletics were intense. Most athletics administrators and coaches overseeing women's programs celebrated the way it empowered them to develop and grow programs for female student-athletes. Others predicted that the law would mean the downfall of men's athletics, but their concern has never materialized. This report shows that since Title IX passed, men's college sport participation opportunities have continued to increase, and men have

continued to receive the majority of the resources in college sports.

In February 1976, the NCAA filed a lawsuit against the U.S. Department of Health, Education and Welfare challenging the validity of the Title IX regulations.<sup>4</sup> Critics of Title IX viewed it as a threat to men's sports. After this lawsuit failed, the NCAA intently pursued initiating national

championships for women, and by 1982 was hosting women's championships in all three divisions. The NCAA's entry into women's sport governance, viewed as a hostile takeover by the overwhelming majority of AIAW leaders, resulted in the AIAW closing its doors in 1982.<sup>5</sup>

The history of Title IX after the AIAW era has continued to be a series of ups and downs. A complete review of the law's history

would take several pages, but even a few examples from each decade depict how the law's first 50 years have been much like a roller coaster ride.

- Title IX's first decade brought about a revolution in sport with new participation opportunities for girls and women. The 1970s also included attempts by lawmakers to amend the law to either exclude athletics altogether or at least to remove men's basketball and football from the law's jurisdiction.
- The decision in the court case *Grove City v. Bell* (1984) meant that the law only applied to units in educational institutions that directly received federal funds. Since few athletics departments received federal funds, almost all departments in the country did not have to comply with Title IX. This was the case until 1987 when Congress passed the Civil Rights Restoration Act.
- The 1990s featured a dramatically different climate for Title IX because of new government emphasis on enforcing the law as well as the passage of the Equity in Athletics Disclosure Act in 1994, which required institutions of higher learning to annually report data about their men's and women's athletics programs.
- In the 2000s, Title IX and athletics were in the headlines many times together. President George W. Bush appointed the Commission on Opportunity in Athletics in 2002 to study Title IX, a move many feared would be an attempt to weaken the law. In 2003,



*The 1994 Division II Field Hockey Champions,  
Lock Haven University Lady Eagles.*



the commission reaffirmed the law, but in 2005, the Department of Education issued a clarification stating that colleges and universities could prove they were meeting participation needs on their campuses by using only an email survey. President Barack Obama rescinded this clarification in 2010.

- In the 2010s, our country’s view of Title IX mainly as a “sports law” shifted to focus on the law’s application to sexual harassment, which includes sexual violence. The debate increased as regulations and interpretations for this area of Title IX were issued, removed and amended. This decade also featured consideration of whether Title IX’s reference to “sex” includes “gender” and if the law provides protections from discrimination for LGBTQ students.
- The 2020s feature Title IX’s 50th anniversary on June 23, 2022. As noted in the first page of this report, gender inequities highlighted at the 2021 NCAA Division I basketball tournaments have resulted in significant ongoing efforts to review and improve equity across all NCAA championships. In addition, a divisive legal landscape and debate continue about transgender and nonbinary student-athlete participation at all levels of educational sport. The NCAA Board of Governors updated the [NCAA transgender and nonbinary student-athlete participation policy in January 2022](#), citing both a commitment to a pathway for participation opportunities for transgender and nonbinary student-athletes and to fostering fairness across college sports.<sup>6</sup>

Title IX’s roller coaster history is perhaps most clearly exemplified by the NCAA’s outlook and actions toward Title IX. An intriguing and ironic aspect is that the NCAA sued to get rid of the law as it applied to athletics in the 1970s.

The NCAA first focused on the status of gender equity in intercollegiate athletics when it appointed the NCAA Gender Equity Task Force in 1992. This task force was formed after the disappointing results of the NCAA’s 1991 survey of its members’ expenditures for women’s and men’s athletics programs. The results indicated that although undergraduate enrollment was close to evenly divided by sex, participation numbers and resource were overwhelmingly dedicated to male student-athletes.<sup>7</sup>

After reviewing the 1991 survey results, NCAA Executive Director Richard D. Schultz issued a call to action: “We must be proactive, we must be a leader. We have the resources within the NCAA, and with the people we can call on, to deal with this problem and solve this problem. This is more than a financial issue; it’s a moral issue as well.”<sup>8</sup> NCAA leadership has continued this focus on equity, notably with NCAA President Myles Brand’s steadfast vocal support of Title IX during his tenure from 2002-09.

Under current President Mark Emmert’s leadership, the NCAA restructured in 2010 to form the office of inclusion with the purpose of focusing on diversity, equity and inclusion in a more comprehensive way. In addition, the [NCAA Gender Equity Task Force](#) that had such a tremendous impact in the 1990s was reconvened in 2014 with some former and new members to engage with equity issues and to make recommendations to the Board of Governors, including the recommendation that athletics departments should do regular diversity, equity and inclusion reviews. In 2016, the NCAA Board of Governors also invited presidents and chancellors at all membership schools to sign a [voluntary pledge](#) indicating their commitment to diversity in the employment process, specifically to hire minorities and women, and to commit to

*continued on page 8*

## Results of 1991 NCAA Survey of Members' Expenditures

	Male Student-Athletes %	Female Student-Athletes %
<b>Participation Opportunities</b>	70%	30%
Operating Budgets	77%	23%
Athletic Scholarship Funds	70%	30%
Recruiting Funds	83%	17%

Source: Final Report of the NCAA Gender Equity Task Force, 1993, p. 1





conducting diversity, equity and inclusion reviews.<sup>9</sup> When gender inequities were identified at the 2021 NCAA Men’s and Women’s Division I Basketball Championships, the NCAA Board of Governors called for an external gender equity review with Phase I completed in August 2021. Upon review of the Phase I report of the external gender equity review, the Board of Governors stated that it was “wholly committed to an equitable experience among its championships.”<sup>10</sup> Various NCAA membership committees and national office staff continue to work on implementing the external review recommendations with focus on creating equitable experiences for student-athletes across NCAA championships.<sup>11</sup>

The NCAA collects data from its member institutions and publishes research reports that provide the means for monitoring progress on equity issues. This report uses data from multiple NCAA resources, including demographic information accessible from an online database on the NCAA website.<sup>12</sup> This report is primarily developed from NCAA resources, but also makes use of data from the National Federation of State High School Associations and the Acosta and Carpenter study, “Women in Intercollegiate Sport. A Longitudinal, National Study, Thirty-Seven Year Update, 1977-2014.”<sup>13</sup> As in the first edition and second editions (Wilson, 2012; 2017), the third edition of this report on women in intercollegiate athletics addresses the following areas:

- Participation Opportunities.
- Resource Allocations.
- Leadership Positions.

The third edition of this report focuses again on increasing access to athletics participation opportunity for minority female student-athletes and growing the number of minority women in leadership positions. Title IX’s 50th anniversary provides an opportune time to analyze the law’s

effect – to celebrate the positive changes it has brought about as well as to recognize the progress still needed to end discrimination and expand opportunities for the underrepresented sex. In athletics, Title IX has survived in the face of repeated challenges and resistance. The historical record proves that it has often been difficult for the male-dominated world of sport to share participation opportunities, resources and power with girls and women.

This milestone anniversary offers an appropriate occasion to reflect on our philosophies of intercollegiate sport. If we value sport for young people and champion its many benefits, then we will strive for equitable participation opportunities and treatment for all student-athletes. We will also dedicate efforts to ensuring diversity among the coaches, administrators and staff who lead our student-athletes in welcoming and inclusive environments that enable all people to reach their full potentials and to be their best selves. Title IX’s promise is that it serves as a powerful tool and a potent reminder that it takes much effort and diligence to bring about a model of intercollegiate athletics that is equitable and fair to all.

## **Relevant Information on Undergraduate Gender and Race/Ethnicity Demographics**

It is helpful to have data about gender and race/ethnicity of all undergraduates at NCAA schools when reading this report. Title IX does not require that athletic participation rates for men and women match the undergraduate population of male and female students; however, comparing percentages of male and female college student-athletes to the undergraduate population is a useful way to assess progress toward equity. While NCAA research can provide the breakdown of both

student-athletes and the undergraduate population by gender at membership schools, NCAA research does not have race/ethnicity data for the undergraduate population at membership schools. The second chart on this page

provides data from the National Center for Education Statistics on the overall percentage of minority students. This information can provide context for aspects of this report, but should not be used for comparison data.

## Average Percentage of Undergraduates by Gender and Division 2020

Division	Subdivision	Male Undergraduate %	Female Undergraduate %
<b>Division I</b>	<b>Overall</b>	46%	54%
	FBS	48%	52%
	FCS	44%	56%
<b>Division II</b>		42%	58%
<b>Division III</b>		44%	56%
<b>ALL DIVISIONS</b>		<b>45%</b>	<b>55%</b>

Source: NCAA Sports Sponsorship and Demographics Form

## Average Percentage of Minority Student-Athletes and All Minority Students 2020

Division	Minority Student-Athletes	All Minority Students
<b>Division I</b>	44%	45%
<b>Division II</b>	42%	49%
<b>Division III</b>	26%	42%

Source: National Center for Education Statistics

## Endnotes

**1** Title IX of the Education Amendments of 1972, P.L. 92-318, 92-318, 20 U.S.C.S. section 1681 et seq.

**2** Association for Intercollegiate Athletics for Women, AIAW Directory, 1980-81. (Washington, D.C.: AIAW Publication Sales, 1980), 1-4.

**3** The Office for Civil Rights in the U.S. Department for Civil Rights enforces Title IX. See its website for guidance on Title IX compliance: <https://www2.ed.gov/about/offices/list/ocr/frontpage/pro-students/issues/sex-issue04.html#:~:text=The%20Title%20IX%20regulations%20specify,in%20interscholastic%20or%20intercollegiate%20athletics.>

**4** Donna A. Lopiano, "Affidavit," AIAW (Plaintiff) v. NCAA (Defendant) in the United States District Court for the District of Columbia, Oct. 9, 1981, 96.

**5** For a detailed analysis of the AIAW and NCAA confrontation over women's intercollegiate sport governance, see Mary Jo Festle, *Playing Nice: Politics and Apologies in Women's Sports*. (New York: Columbia University Press, 1996), 199-227.

**6** The NCAA has created a timeline that highlights key events for Title IX and athletics over the past 50 years: [https://ncaaorg.s3.amazonaws.com/inclusion/titleix/INC\\_TitleIXMembershipShowcase.pdf](https://ncaaorg.s3.amazonaws.com/inclusion/titleix/INC_TitleIXMembershipShowcase.pdf).

**7** NCAA Gender Equity Task Force, Final Report of the NCAA Gender-Equity Task Force. (Kansas City, Mo: NCAA Publications, 1993), 1.

**8** Ibid.

**9** See the Presidential Pledge: the Pledge and Commitment to Promoting Diversity and Gender Equity in Intercollegiate Athletics: <https://www.ncaa.org/sports/2016/9/16/ncaa-presidential-pledge.aspx>.

**10** NCAA Board of Governors statement on release of Phase I of the external gender equity review: <https://www.ncaa.org/news/2021/8/3/general-board-of-governors-statement-on-gender-equity-report.aspx>.

**11** For NCAA Gender Equity updates, see: <https://www.ncaa.org/news/2021/8/3/general-board-of-governors-statement-on-gender-equity-report.aspx>.



**Top:** South Carolina Gamecocks head coach Dawn Staley guides her team to a national title during the 2017 Women's Final Four at American Airlines Center in Dallas. In 2022, Staley became the first Black coach, female or male, to lead her team to a second national Division I basketball title. **Left:** Alexandra Williams of Methodist hits the ball during the Division III Women's Golf Championships at the Bay Oaks Country Club on May 17, 2019, in Houston. **Right:** Georgia head coach Joni Taylor (currently the head women's basketball coach at Texas A&M) directs her players during the second round of the 2022 NCAA Women's Basketball Championship on March 20 at the James H. Hilton Coliseum in Ames, Iowa.





## *Minority Women at the Center: Belonging and Leading*

While Title IX's 50th anniversary serves as an opportunity to celebrate progress for women in education and college sports overall, it is also a time to reflect on the continued and significant need for increasing access to athletics participation opportunities and leadership positions for minority women. And that reflection must be followed by intentional and meaningful actions.

In 2020, almost one-third of participants on women's teams for NCAA championship sports were minority females. However, more than half of minority female participants played basketball and indoor/outdoor track. Some modest gains have been made in coaching and administrative positions, but there is still significantly more work to be done to grow the number of minority women in college sports leadership positions and to provide support for them to thrive and persist.

### **Participation**

- In 2019-20, 32% of participants on women's teams were minority females, which is an increase of 9 percentage points since 2001.
- Division I had the highest rate of minority female student-athlete participation at just under 40% in 2019-20. Division II was around 36%, while Division III had the lowest rate by a double-digit margin at 22%.
- More than 71,000 minority female athletes compete on teams that have access to an NCAA championship. Well over half (approximately 40,000) of these participants compete in the sports of women's basketball, indoor track and outdoor track.

### **Leadership**

- About 16% of female coaches of women's teams are minority women, a slight increase over the past five years.
- The percentage of minority female assistant coaches has increased by nearly 4 percentage points in the past five years. Minority women hold around 24% of assistant coaching positions for women's teams.
- Of the 1,114 athletics directors at NCAA schools, only 4% of them are minority women, meaning that in 2019-20 there were just 42 minority women holding this position.
- An analysis of women in the positions of associate athletics director and assistant athletics director positions indicates that minority women hold 17% of these jobs respectively. This is an increase of 2 percentage points for associate athletics directors from five years ago, but the percentage for assistant athletics directors has stayed the same.
- In 2010-11, there were no minority women in the position of conference commissioner. Minority women held two of the 142 commissioner positions in 2015-16. In 2019-20, there were 141 conference commissioners, 44 of whom were women and five who were minority women.



# **Key Findings** ➤



## Key Findings

### Participation

- Current girls' high school participation numbers have never reached the boys' 1971-72 level. When Title IX was passed, boys' participation numbers were 3,666,917, which is 264,184 more than girls had in 2019.
- Student-athletes continue to set NCAA participation records, including by gender. Throughout the 2000s, men's participation rates have slightly outpaced women's. From 2002 to 2020, male student-athletes gained nearly 73,000 participation opportunities while female student-athletes gained over 67,000.
- Division I has the highest participation in championship sports for women, with 47% female student-athletes and 53% male student-athletes. The gap between men's and women's participation is at double digits in favor of men in Division II (15%) and Division III (16%).
- As seen in the 45th anniversary report, the female student-athlete population across all NCAA divisions is more racially and ethnically diverse in 2019-20 than it was in 2000-01. The number of minority student-athletes grew by over 9 percentage points, resulting in just over 32% of female college student-athletes being minority women. The 2020 data show that Division I (61% white/39% minority) has the most diversity among female student-athletes, followed by Division II (64% white/36% minority) and Division III (78% white/22% minority).

### Allocation of Resources

- Expenditures for men's and women's athletics programs in all three divisions continue to rise.
- Division I continues to have the greatest gap in spending between men's and women's athletics programs. An analysis of total expenses indicates that Division I athletics departments are generally spending twice as much on their men's programs than on their women's programs. The largest gap in spending occurs at the Football Bowl Subdivision level.
- Generally, Divisions II and III have more equitable spending on men's and women's athletics programs than Division I. Compared with the 23% difference in total expenses between programs in Division I, Divisions II and III both have an 8% spending difference. Over the past five years, this gap has increased by 3 percentage points in Division I and 1 percentage point in Division II, while remaining the same in Division III.

### Leadership Positions

- Women hold approximately 25% of NCAA head coaching and athletics director positions; female conference commissioners are at around 30%.
- There is much progress to be made for minority women's representation in leadership positions in college sports. In 2019-20, 16% of female head coaches of women's teams and 16% of female athletics directors were minority women. These percentages have increased slightly from five years ago.
- Since Title IX's passing, men have gained many opportunities to coach female student-athletes. In 2019-20, men were head coaches of 58.7% of women's teams. In sharp contrast, women have had meager increases in opportunities to coach men, holding only 5.8% of head coaching positions for men's teams.
- In 2019-20, women and men were represented as assistant coaches for women's teams at about 50% each.
- In 2019-20, women held 35.9% of associate athletics director roles, which is a slightly lower percentage than 25 years ago. For assistant athletics director positions, women's representation increased from 31.4% in 1996 to 34.9% in 2020, an increase of only 3.5 percentage points.
- In 2019-20, there were 44 women in the available 141 conference commissioner positions, including five minority women.

# Participation





Interscholastic sport participation data indicate consistent increases for both girls and boys over the past 50 years. An analysis of the years 2014-2019 indicates that boys' participation opportunities increased by nearly 7,000, and the number of girls' opportunities grew by over 135,000.

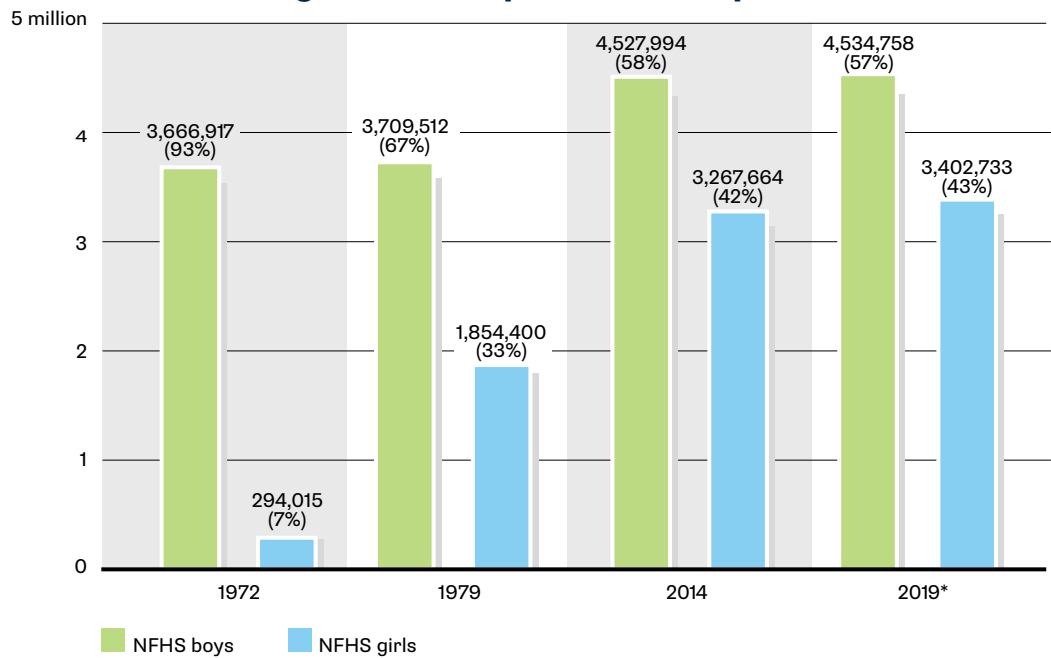
The girls' high school participation rate is **greater than 11 times** what it was when Title IX was passed, an increase of more than **1,000%**.

However, current girls' participation numbers have never reached the boys' 1971-72 level. In 1972, when Title IX was passed, boys' participation numbers were 3,666,917, which is **264,184** more than girls' in 2019.

Sources: High school figures from the 2018-19 High School Athletics Participation Survey conducted by the National Federation of State High School Associations; data from club teams not included.

[nfhs.org/media/1020412/2018-19\\_participation\\_survey.pdf](https://nfhs.org/media/1020412/2018-19_participation_survey.pdf)

## High School Sports Participation



\*NFHS statement to media (August 2021): Due to the challenges presented by the COVID-19 pandemic, the NFHS and its state associations were not able to obtain participation information for the 2019-20 and 2020-21 school years.

[nfhs.org/sports-resource-content/high-school-participation-survey-archive/](https://nfhs.org/sports-resource-content/high-school-participation-survey-archive/)



A comparison of the most recent participation numbers for sports that are offered at both the interscholastic and intercollegiate levels points to the substantial number of female high school student-athletes who can compete and experience quality intercollegiate sport participation opportunities.

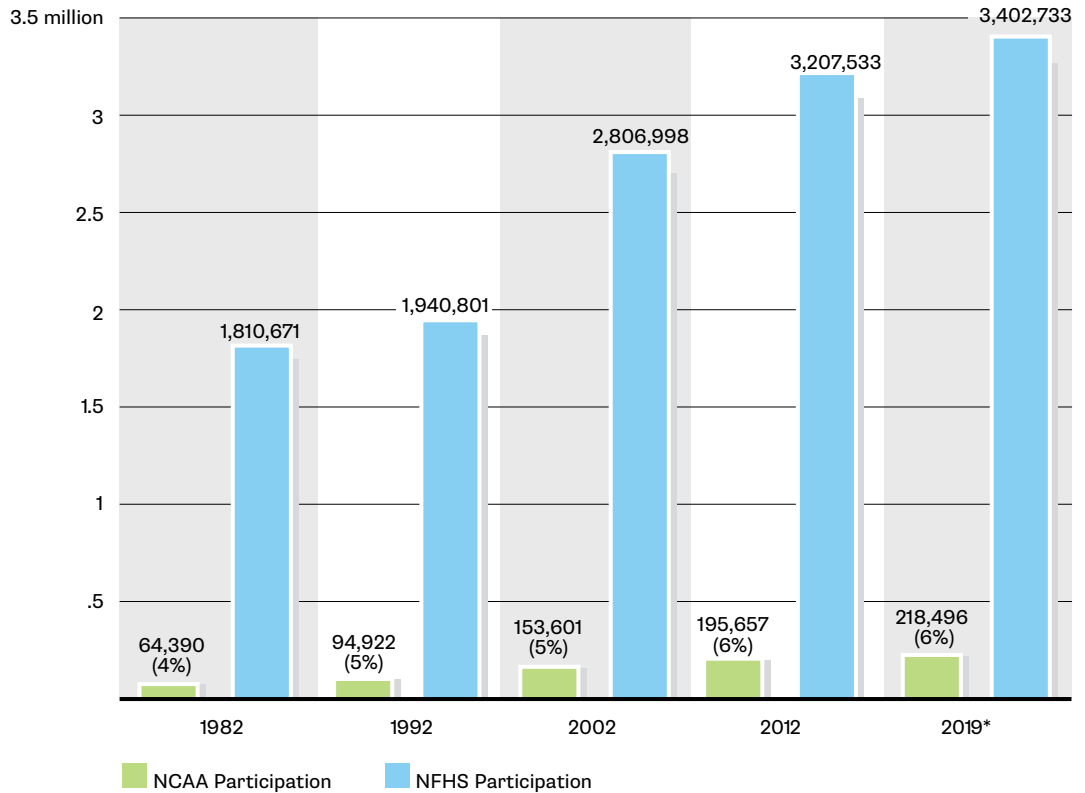
## NCAA and High School Participation Levels on Women's Teams

In **2018-19**, more than **3.4 million** female high school athletes were part of the recruiting pool to fill roster spots on NCAA championship sport teams.

Sources: High school figures from the 2018-19 High School Athletics Participation Survey conducted by the National Federation of State High School Associations; data from club teams not included. College numbers from the NCAA 2018-19 Sports Sponsorship and Participation Rates Report.

[nfhs.org/media/1020412/2018-19\\_participation\\_survey.pdf](https://nfhs.org/media/1020412/2018-19_participation_survey.pdf)

[ncaaorg.s3.amazonaws.com/research/sport-part/2018-19RES\\_Sports-SponsorshipParticipationRatesReport.pdf](https://ncaaorg.s3.amazonaws.com/research/sport-part/2018-19RES_Sports-SponsorshipParticipationRatesReport.pdf)



\*NFHS statement to media (August 2021): Due to the challenges presented by the COVID-19 pandemic, the NFHS and its state associations were not able to obtain participation information for the 2019-20 and 2020-21 school years.

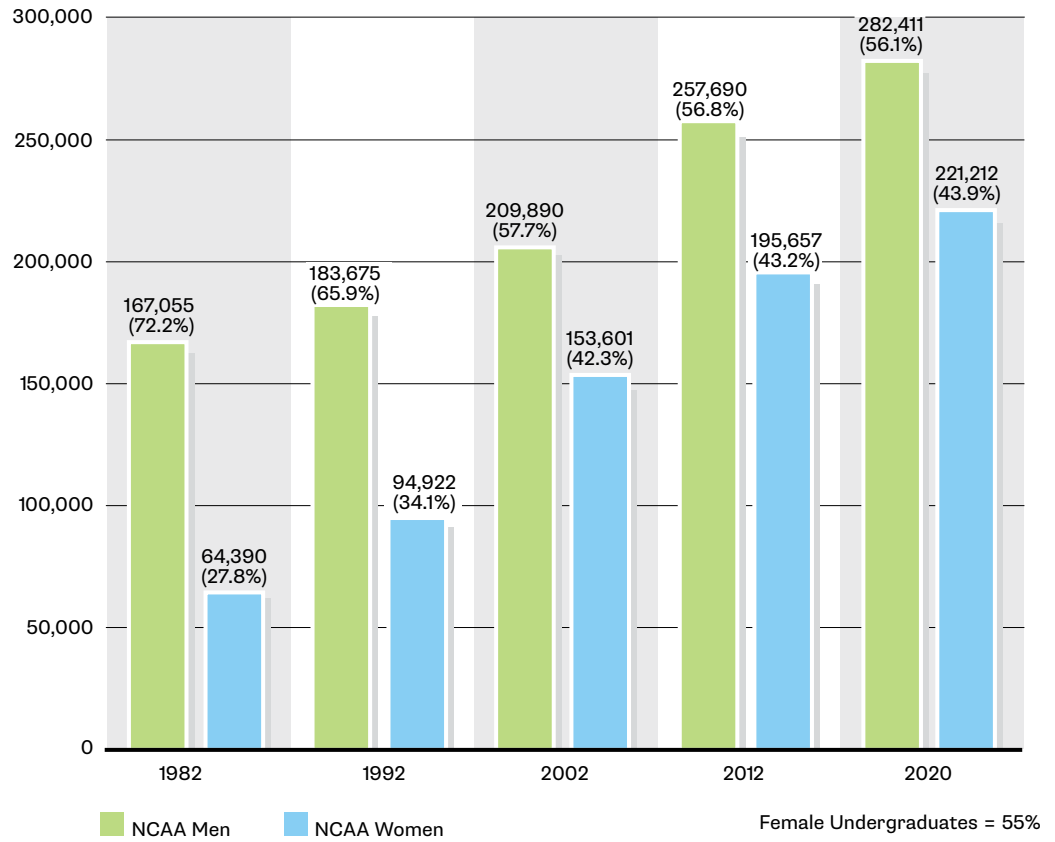
[nfhs.org/sports-resource-content/high-school-participation-survey-archive/](https://nfhs.org/sports-resource-content/high-school-participation-survey-archive/)

Both women’s and men’s participation opportunities have increased every year since Title IX was passed. In 2019-20, a record number of male and female student-athletes participated in NCAA championship sports.

### Championship Sports Participation: All Divisions

Since the early 2000s, opportunities in men’s championship sports have grown at a slightly faster rate than in women’s sports. The overall undergraduate enrollment rate across all NCAA divisions is **45% men and 55% women**; thus, with participation rates in women’s sports at **43.9%**, the overall women’s sport participation rate is **11.1% lower than the average percentage of female undergraduates**.

Source: NCAA Sports Sponsorship and Participation Rates Report

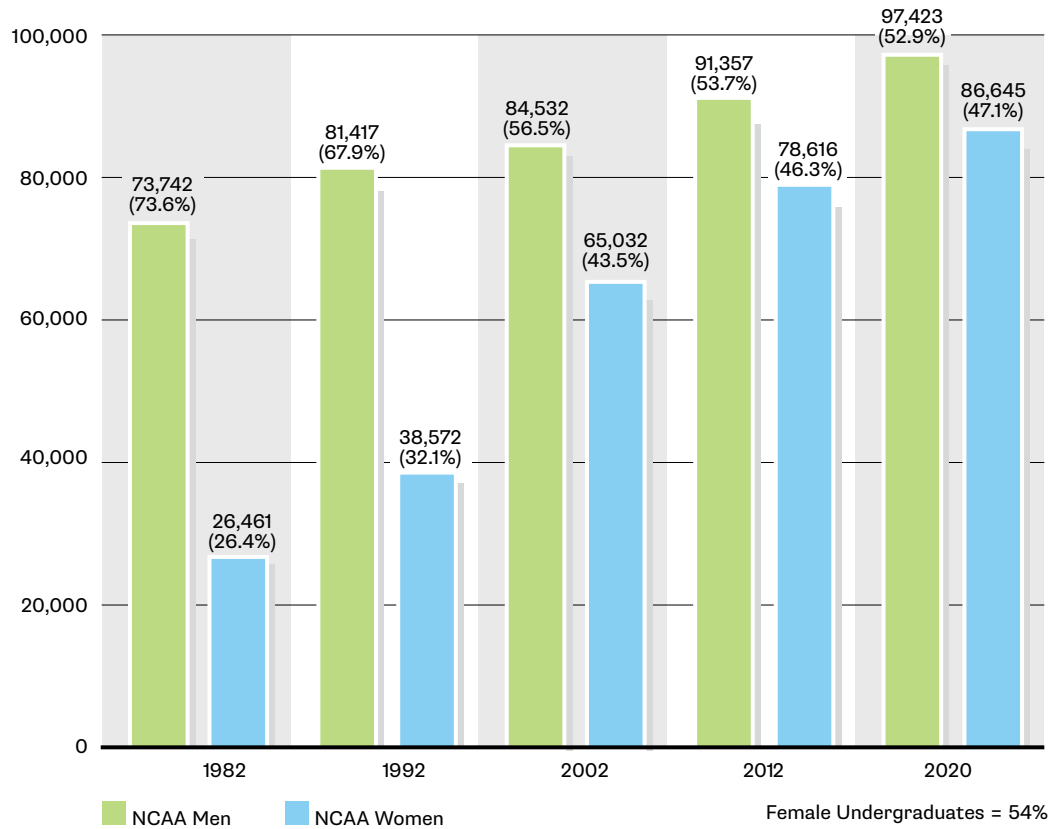


**NOTE:** In this report, graphics comparing men’s and women’s sport participation numbers begin with 1982, the year the NCAA began sponsoring women’s championship sports.

### Championship Sports Participation: Division I

Division I has the highest participation rate in women's sports, with **47.1%** of all championship sport opportunities. Women were on average **54%** of the undergraduate population on Division I campuses.

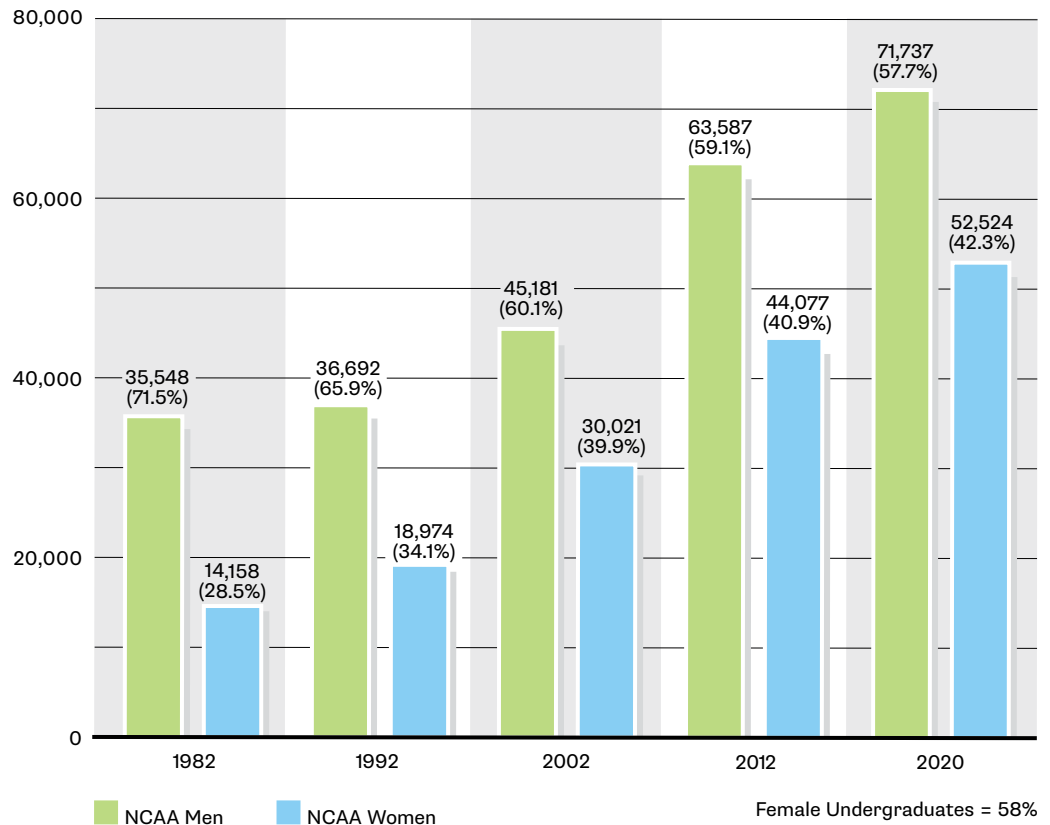
Source: NCAA Sports Sponsorship and Participation Rates Report



### Championship Sports Participation: Division II

Student-athletes in women's sports have **42.3%** of the championship sport opportunities offered by Division II, a slight increase from eight years ago. Division II has a participation gap of **15.4%** between men's and women's sports.

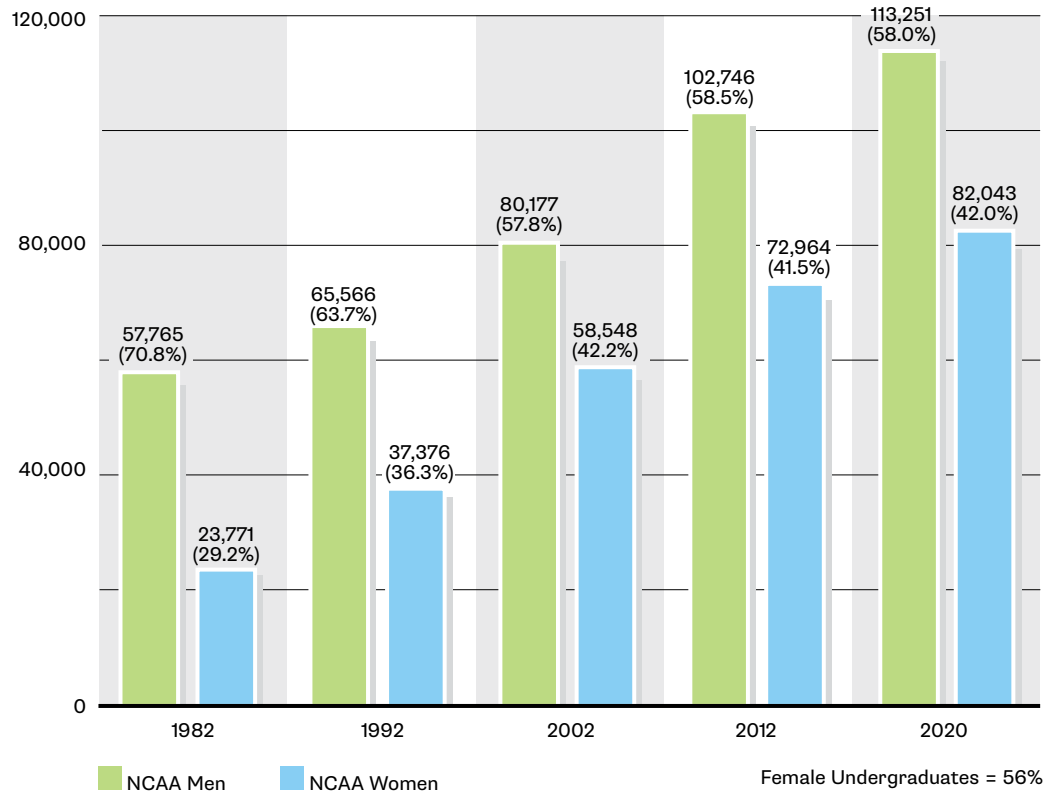
Source: NCAA Sports Sponsorship and Participation Rates Report



### Championship Sports Participation: Division III

Division III has the largest participation gap between opportunities on men's and women's teams at **16%**.

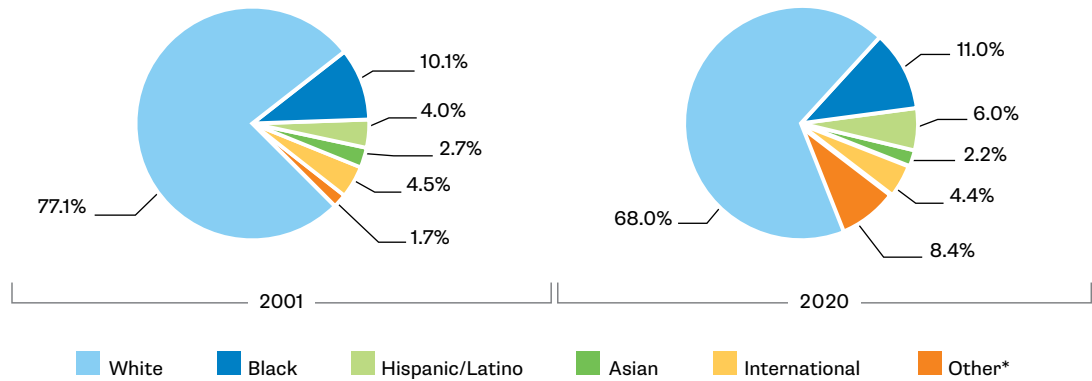
Source: NCAA Sports Sponsorship and Participation Rates Report





## NCAA Women’s Participation by Race/Ethnicity: All Divisions

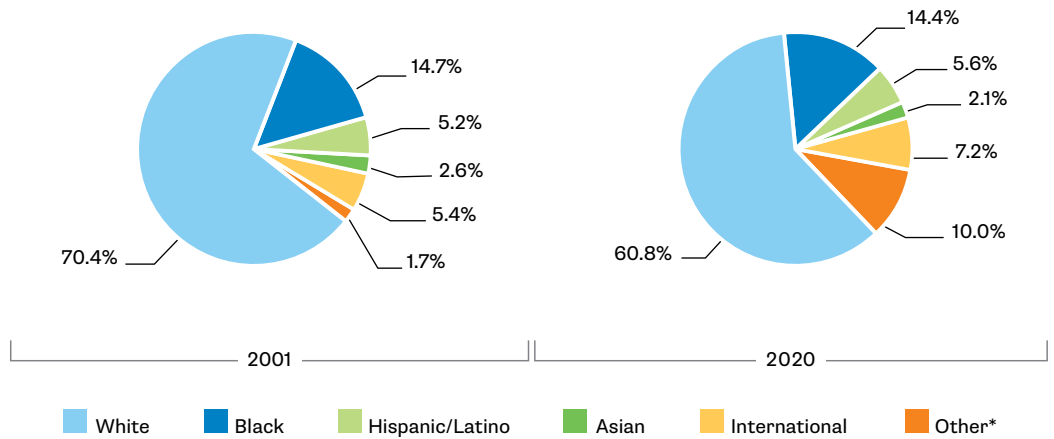
The past **19 years** reveal modest increases in female student-athlete diversity. Black and Hispanic/Latina female student-athletes have experienced slight gains in participation, up **0.9 and 2.0 percentage points**, respectively.



Source: NCAA Sports Sponsorship, Participation and Demographics Search

## NCAA Women’s Participation by Race/Ethnicity: Division I

Division I has the most diverse female student-athlete population with minority participation at **39%**, an increase of **10 percentage points from 2001**.



Source: NCAA Sports Sponsorship, Participation and Demographics Search

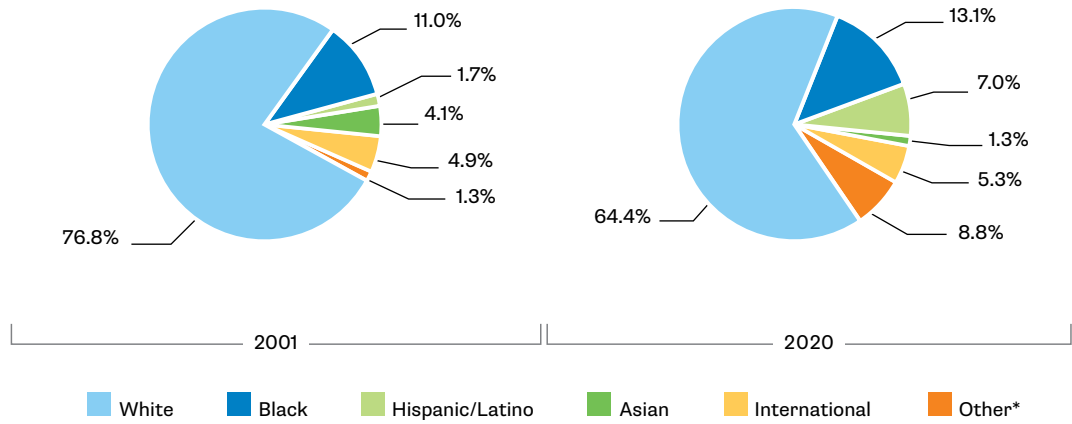
**NOTE:** Due to rounding, percentages may not always add up to 100%.

\* Two race/ethnicity categories were added since 2001: “Native Hawaiian/Pacific Islander” and “Two or More Races.” These groups are included in the “Other” category here, and they account for about 5% of all student-athletes in 2020 (<1% Native Hawaiian/Pacific Islander and 4% Two or More Races). This may explain, in part, the difference in these percentages from 2001 to 2020. In addition to these two categories, “Other” includes “American Indian/Alaska Native” and “Unknown.”

## NCAA Women’s Participation by Race/Ethnicity: Division II

In Division II, nearly **36%** of female student-athletes identify as minority women. Division II has had an **increase of over 12 percentage points since 2001**, the most growth for any of the three NCAA divisions.

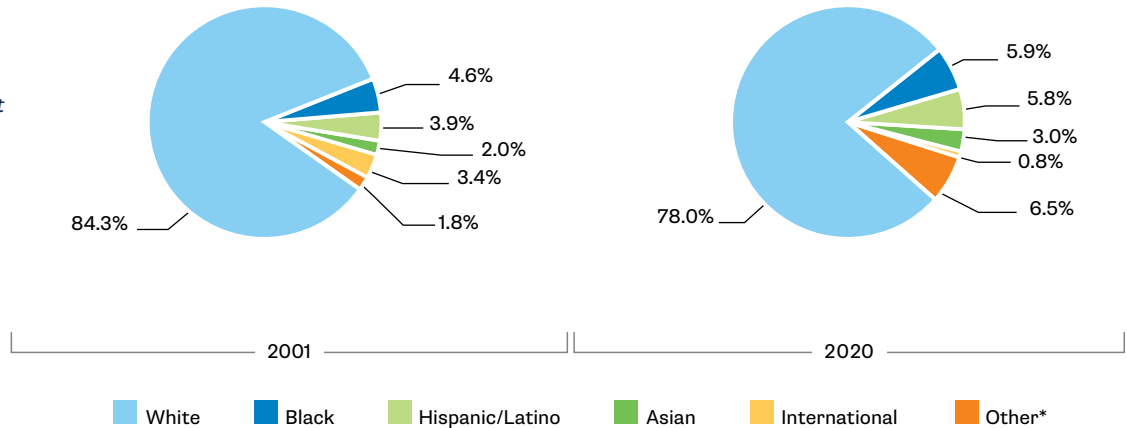
Source: NCAA Sports Sponsorship, Participation and Demographics Search



## NCAA Women’s Participation by Race/Ethnicity: Division III

While Division III minority female student-athlete participation has risen to **over 20%**, it continues to be the division with the lowest representation.

Source: NCAA Sports Sponsorship and Participation Rates Report



**NOTE:** Due to rounding, percentages may not always add up to 100%.

\* Two race/ethnicity categories were added since 2001: “Native Hawaiian/Pacific Islander” and “Two or More Races.” These groups are included in the “Other” category here, and they account for about 5% of all student-athletes in 2020 (<1% Native Hawaiian/Pacific Islander and 4% Two or More Races). This may explain, in part, the difference in these percentages from 2001 to 2020. In addition to these two categories, “Other” includes “American Indian/Alaska Native” and “Unknown.”

## NCAA EMERGING SPORTS

An emerging sport is a women’s sport recognized by the NCAA that is intended to provide more athletics opportunities for student-athletes, to increase sport-sponsorship opportunities for schools and to help sports achieve NCAA championship status.

When the NCAA membership adopted the recommendations of the NCAA Gender Equity Task Force in 1994, one of the recommendations was the creation of the list of emerging sports for women. Nine sports were on that first list. In the past 28 years, some have become championship sports (beach volleyball, rowing, ice hockey, water polo and bowling), while others have been added to or removed from the list. Bylaws require that emerging sports for women gain championship status (i.e., minimum of 40 varsity NCAA programs for individual and team sports; with the exception of Division III requiring only 28 varsity programs for team sports) within 10 years or show steady progress toward that goal to remain on the list. Institutions may use emerging sports to meet minimum sports-sponsorship requirements and, in Divisions I and II, minimum financial aid requirements.

The NCAA Committee on Women’s Athletics monitors the [Emerging Sports for Women program](#). The committee oversees the process by which sports can apply

and has the ability to recommend for sports to be added or removed from the NCAA Emerging Sports for Women program. The divisional governance structures ultimately determine through the legislative process which sports are emerging sports, as well as vote on a sport’s elevation to championship status.

Current NCAA emerging sports for women (and sport governing bodies/organizations):

**Acrobatics and tumbling**

[National Collegiate Acrobatics & Tumbling Association](#)

**Equestrian (Divisions I and II only)**

[National Collegiate Equestrian Association](#)

**Rugby**

[National Intercollegiate Rugby Association](#)

[USA Rugby](#)

**Triathlon**

[USA Triathlon](#)

**Wrestling**

[USA Wrestling](#)

[Wrestle Like a Girl](#)

Below is the most recent sports sponsorship data on the number of teams submitted to the NCAA by member schools for the five current emerging sports through the 2020-21 academic year.

## Acrobatics and Tumbling Sponsorship

Academic Year	Division I	Division II	Division III	Total
2020-21	4	20	3	27

## Equestrian Sponsorship

Academic Year	Division I	Division II	Total
2012-13	19	4	23
2013-14	19	4	23
2014-15	20	4	24
2015-16	19	4	23
2016-17	18	5	23
2017-18	18	5	23
2018-19	20	4	24
2019-20	19	4	23
2020-21	19	3	22

Source: NCAA Sports Sponsorship and Participation Rates Report

## Rugby Sponsorship

Academic Year	Division I	Division II	Division III	Total
<b>2012-13</b>	2	1	2	<b>5</b>
<b>2013-14</b>	3	1	2	<b>6</b>
<b>2014-15</b>	4	1	2	<b>7</b>
<b>2015-16</b>	8	2	2	<b>12</b>
<b>2016-17</b>	7	3	4	<b>14</b>
<b>2017-18</b>	8	5	4	<b>17</b>
<b>2018-19</b>	7	5	5	<b>17</b>
<b>2019-20</b>	8	6	6	<b>20</b>
<b>2020-21</b>	8	5	5	<b>18</b>

## Triathlon Sponsorship

Academic Year	Division I	Division II	Division III	Total
<b>2015-16</b>	0	3	1	<b>4</b>
<b>2016-17</b>	2	3	4	<b>9</b>
<b>2017-18</b>	2	6	5	<b>13</b>
<b>2018-19</b>	4	7	7	<b>18</b>
<b>2019-20</b>	6	10	9	<b>25</b>
<b>2020-21</b>	7	12	10	<b>29</b>

## Women's Wrestling Sponsorship

Academic Year	Division I	Division II	Division III	Total
<b>2018-19</b>	0	2	2	<b>4</b>
<b>2019-20</b>	0	3	6	<b>9</b>
<b>2020-21</b>	1	13	16	<b>30</b>

A discussion of Title IX and participation opportunities would be incomplete without addressing the issue of men’s dropped teams. The law is often part of the discussion when athletics departments decide to drop men’s sports, which is not the intent of Title IX nor should it be the effect. In 2003, the Office for Civil Rights issued a **“Dear Colleague Letter”** addressing Title IX compliance. The letter stated that “nothing in

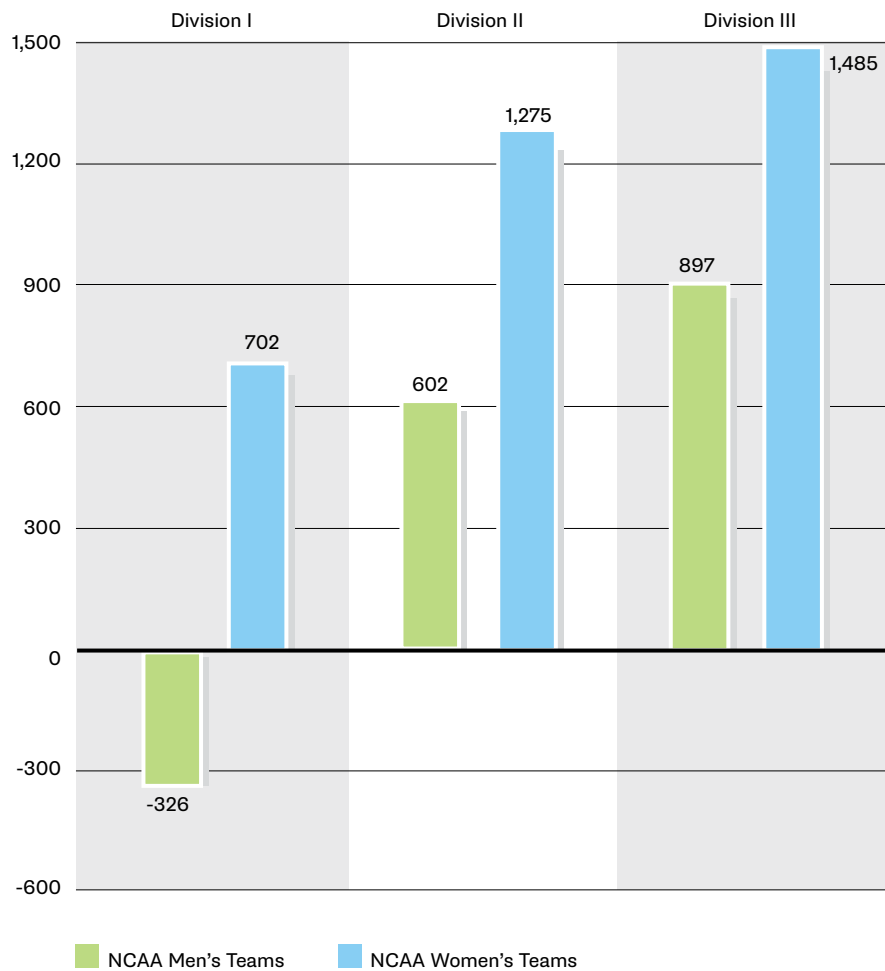
Title IX requires the cutting or reduction of teams to demonstrate compliance with Title IX” and that the elimination of teams is a “disfavored practice.”

The data that are available since 1988 indicate that only NCAA Division I has a net loss of men’s teams. In 2019-20, the net outcome of added and dropped teams for all three divisions was an increase of 61 men’s teams and 76 women’s teams.

### Net Outcome of NCAA Added and Dropped Teams 1988-2020

Since 1988, Division I has had a net loss of 326 men’s teams. However, an assessment of all NCAA divisions indicates a net gain for Divisions II and III men’s teams.

Source: NCAA Sports Sponsorship and Participation Rates Report



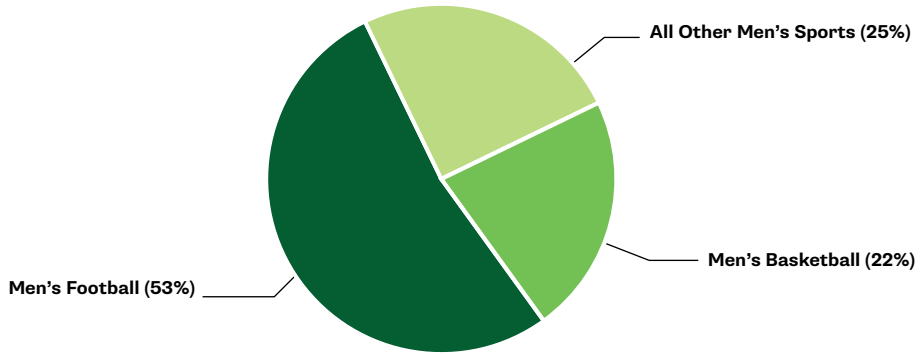


In an analysis of dropped and added teams, it is relevant to consider how athletics departments decide to allocate funds for teams. It is certainly true that some athletics departments rely on revenue-producing sports to fund their teams. It is also apparent that some athletics departments dedicate much of their resources to few sports. A consideration that is often overlooked in the discussion of men's dropped teams is the amount of men's sports program budgets spent on only football and basketball. NCAA financial figures for 2018-19 indicate that expenditures for men's basketball and football at Division I institutions, where numbers of men's sport teams have experienced a net decline, accounted for a significant portion of the budget for men's sports.

### Total Expenses by Men's Sport Program: Division I

In 2018-19, Division I institutions spent an average of **75%** of their overall men's budget on football and men's basketball.

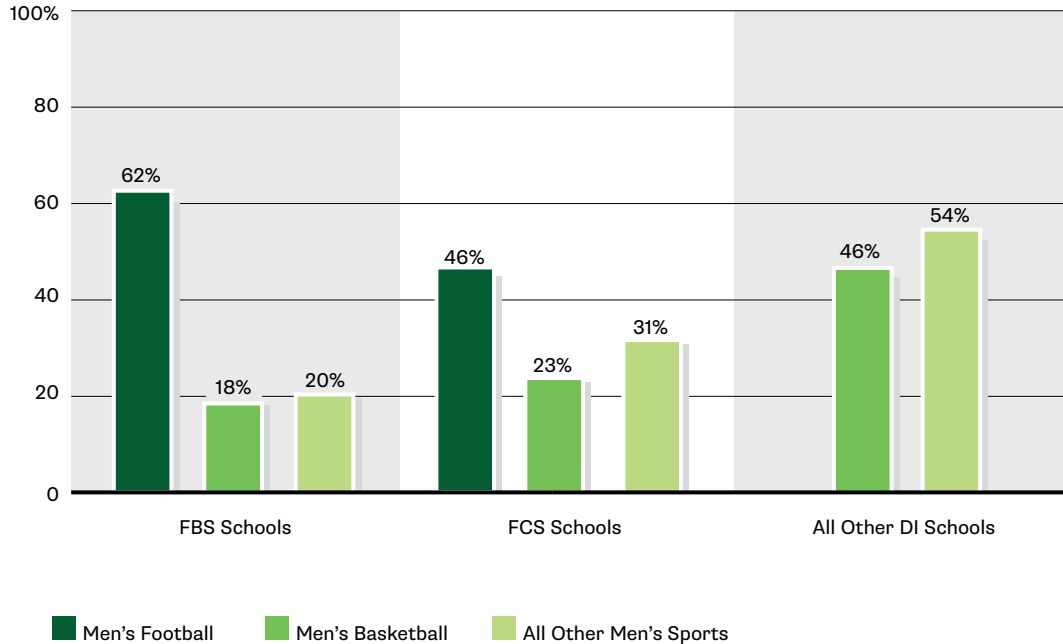
Source: NCAA Financial Reporting System



### Total Expenses by Men's Sport Program and Subdivision: Division I

Division I FBS schools spent an average of **80%** of the men's budget on football and basketball.

Source: NCAA Financial Reporting System



Division II schools with football spent an average of 60% of the men's budget on football (44%) and men's basketball (16%). Division II schools without football averaged an allocation of 26% of their men's budget to basketball.

Division III schools are currently not required to submit this information to the NCAA. Response rates were not high enough to present valid Division III average expenses for men's basketball and football.

# ***Allocation of Resources***

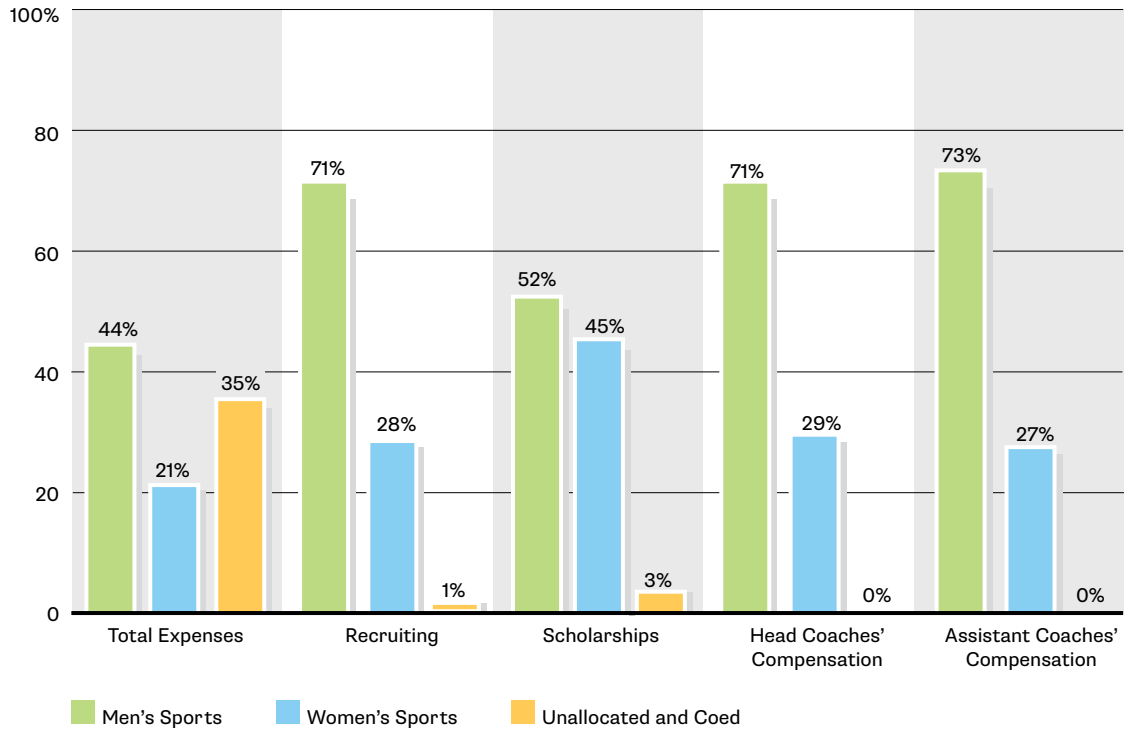


The data in the graphs and charts in this section are from the 2018-19 NCAA Financial Reporting System and are presented in total values, an important clarification since the report to commemorate Title IX’s 45th anniversary used median values. When reviewing this data, one should be aware that Title IX does not require equal expenditures for men’s and women’s athletics programs or teams; instead, it focuses on how resources are used to provide equitable treatment and benefits for male and female student-athletes. Several of the charts and graphs in this section present expenses in three categories: men’s sports, women’s sports, and unallocated/coed. NCAA schools allocate expenses to these three categories when they submit financial data for over 35 line items. Line items that are often designated as “unallocated/coed” are those that are not related to a specific team, such as facilities used by both genders and fundraising.

### Allocation of Resources: Division I

*Of the NCAA divisions, Division I has the greatest difference in expenditures on men’s and women’s athletics programs, with the exception of scholarships.*

Source: NCAA Financial Reporting System

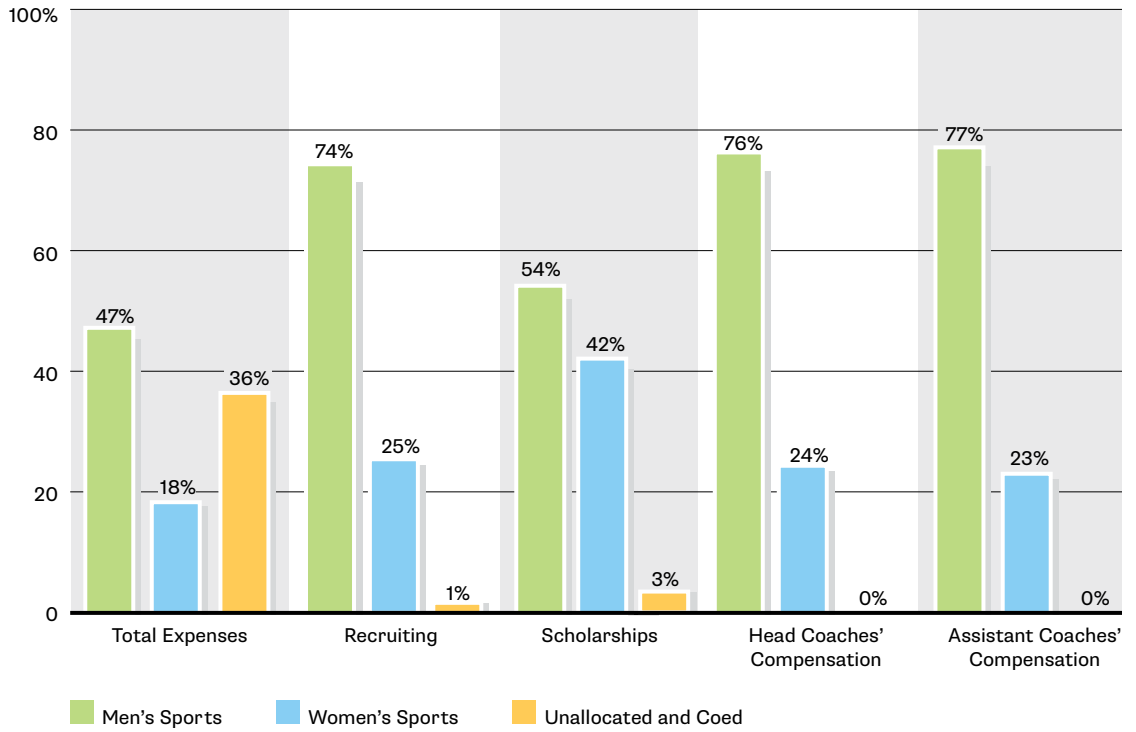


**NOTE:** Due to rounding, percentages may not always add up to 100%.

### Allocation of Resources: Division I FBS

The largest gaps in expenditures between men's and women's programs in intercollegiate athletics occur in the Division I Football Bowl Subdivision.

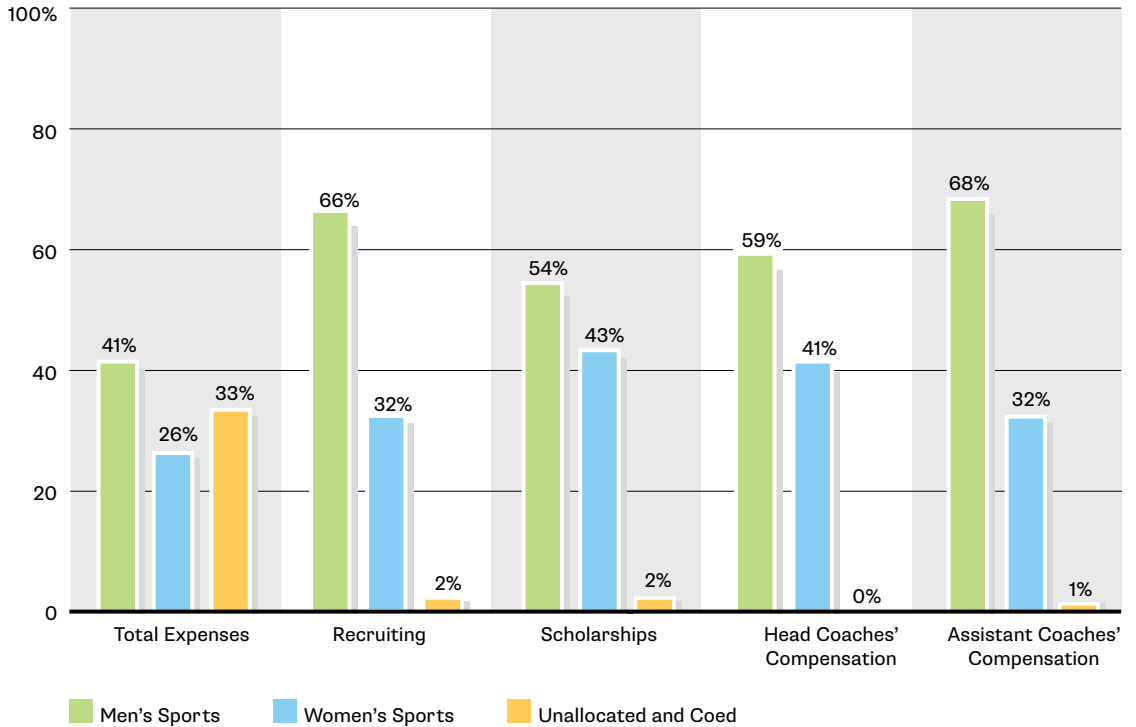
Source: NCAA Financial Reporting System



Resource allocations at Division I Football Championship Subdivision schools feature less of a gap between men's and women's athletics programs than at FBS schools.

Source: NCAA Financial Reporting System

### Allocation of Resources: Division I FCS

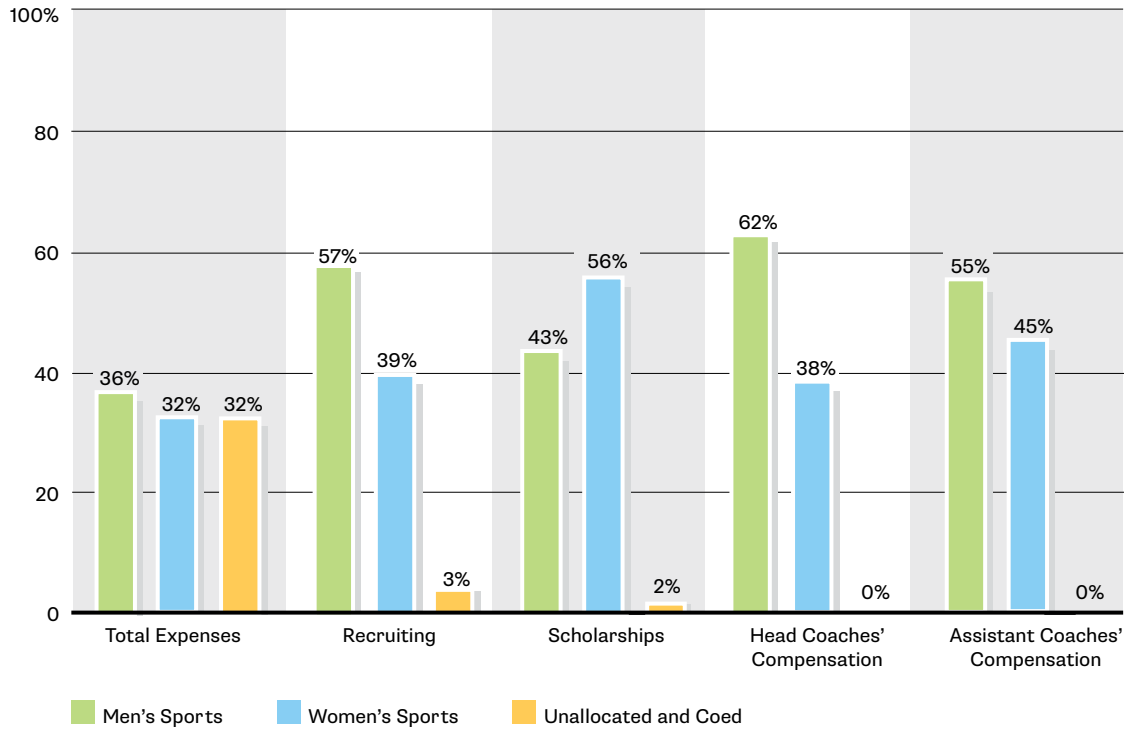


NOTE: Due to rounding, percentages may not always add up to 100%.

### Allocation of Resources: Division I Subdivision

*Division I athletics programs without football have more gender-equitable total expenses than any other type of NCAA athletics program. Expenditures for scholarships are greater for women's sports than men's sports.*

Source: NCAA Financial Reporting System



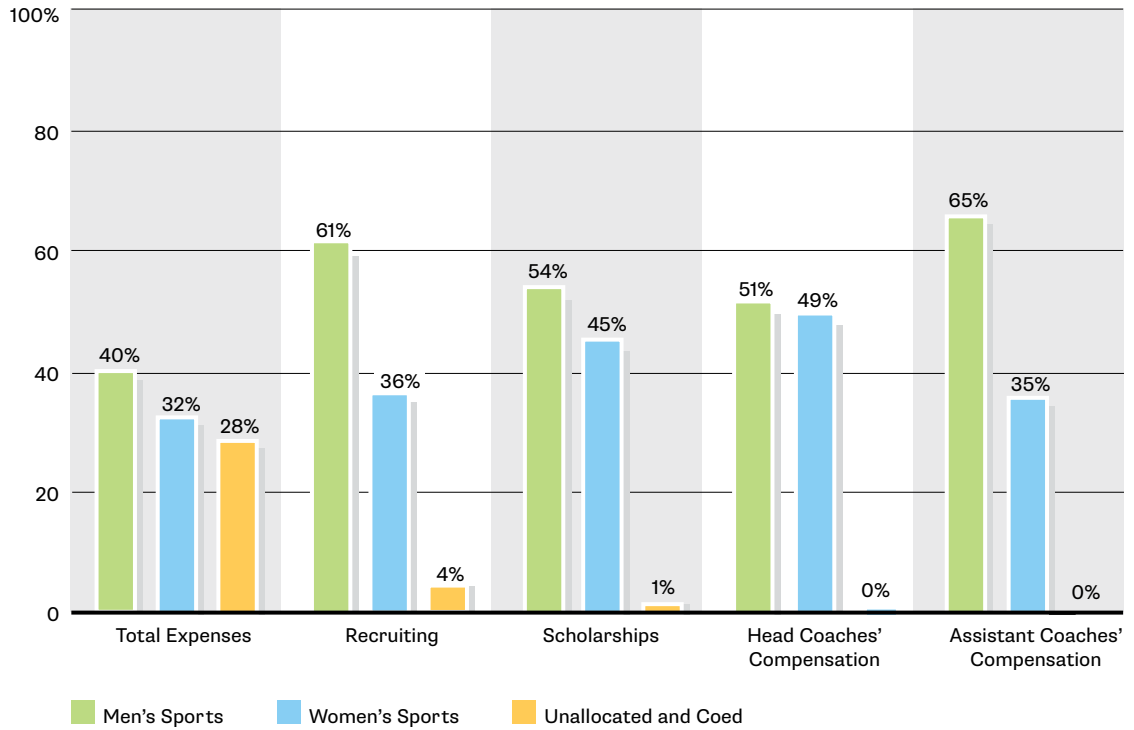
**NOTE:** Due to rounding, percentages may not always add up to 100%.



### Allocation of Resources: Division II

Division II athletics programs have single-digit gaps in favor of men's programs in most areas with the exception of recruiting and assistant coaches' compensation, where there are significant differences in spending in favor of men's programs.

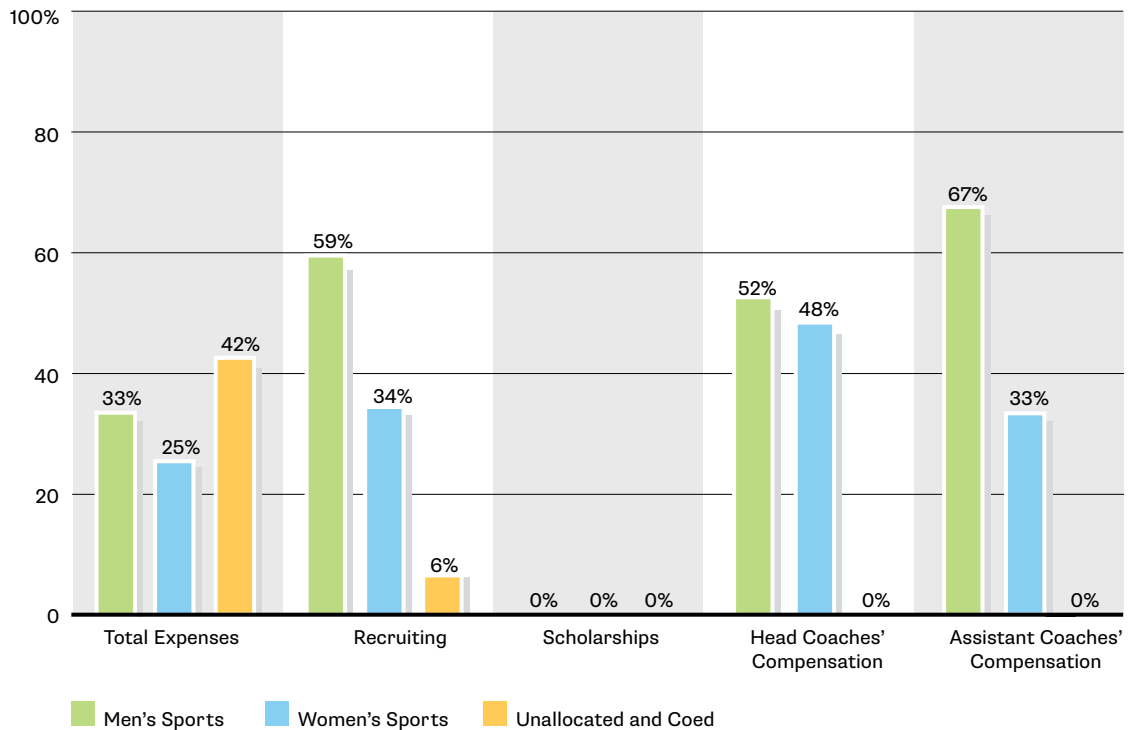
Source: NCAA Financial Reporting System



### Allocation of Resources: Division III

Division III athletics programs have single-digit gaps in favor of men's programs in total expenses and head coaches' compensation. Similar to Division II, the significant differences are in recruiting and assistant coaches' compensation.

Source: NCAA Financial Reporting System



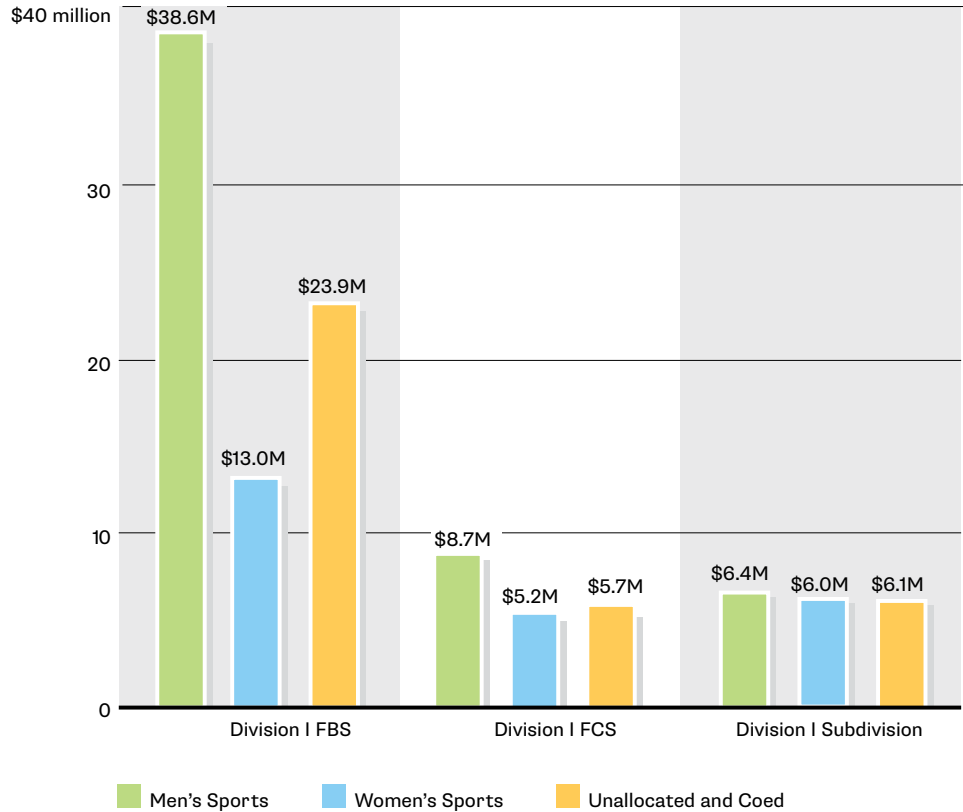
NOTE: Due to rounding, percentages may not always add up to 100%.

This section focuses on the 2018-19 median expenses for men’s and women’s athletics programs for each NCAA division, including a longitudinal view of expenditures. It’s important to note again that NCAA schools decide how to allocate expenses in the categories for men’s programs, women’s programs, and unallocated/coed when they submit financial data for over 35 line items. Examples of line items that are often designated as “unallocated/coed” are facilities that are used by both genders and fundraising.

### Median Total Expenses in Athletics Programs: Division I

*At FBS institutions, the spending for men’s athletics is almost three times more than what is reported for women’s athletics.*

Source: NCAA Financial Reporting System



**NOTE:** The financial data on pp. 38-41 are medians (pp. 34-37 use totals).

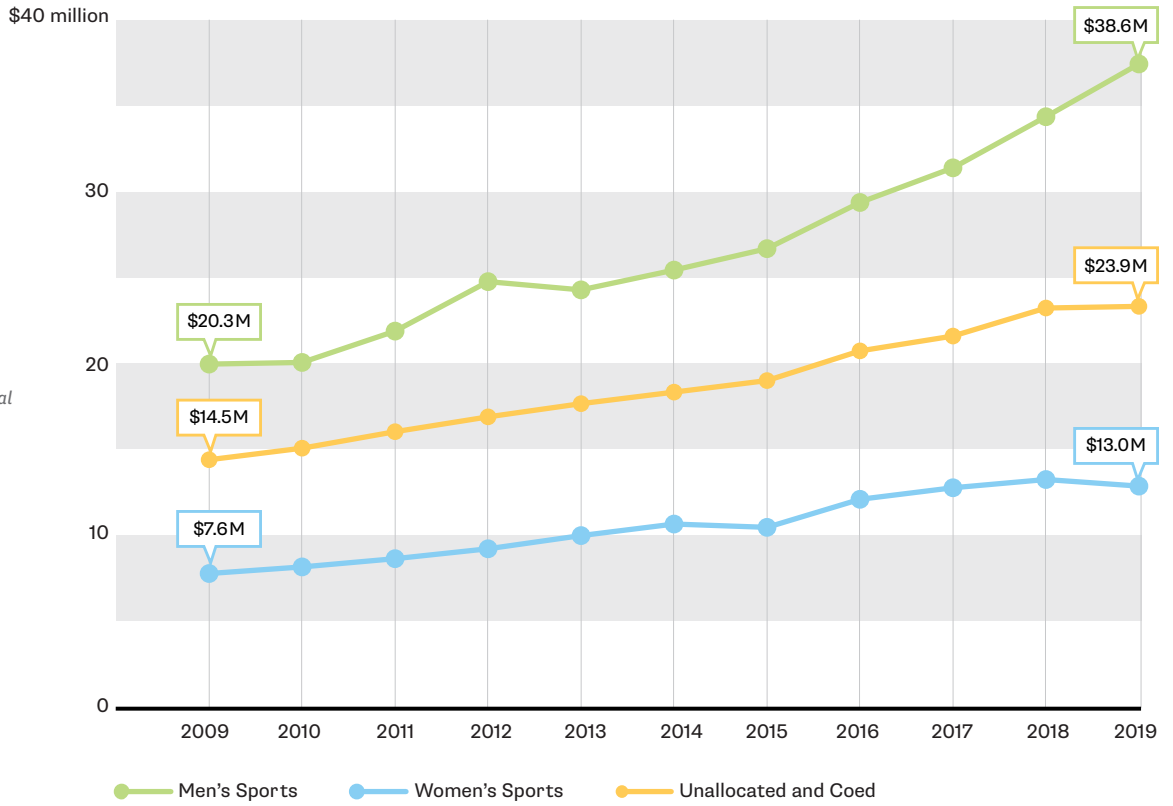
**NOTE:** Due to rounding, percentages may not always add up to 100%.

A longitudinal view of athletics department expenses depicts how spending on men’s and women’s programs has increased significantly over the past decade in all divisions.

### Median Total Expenses: Division I FBS

The median spending gap between men’s and women’s athletics programs has doubled from \$12.7 million in 2008-09 to \$25.6 million in 2018-19.

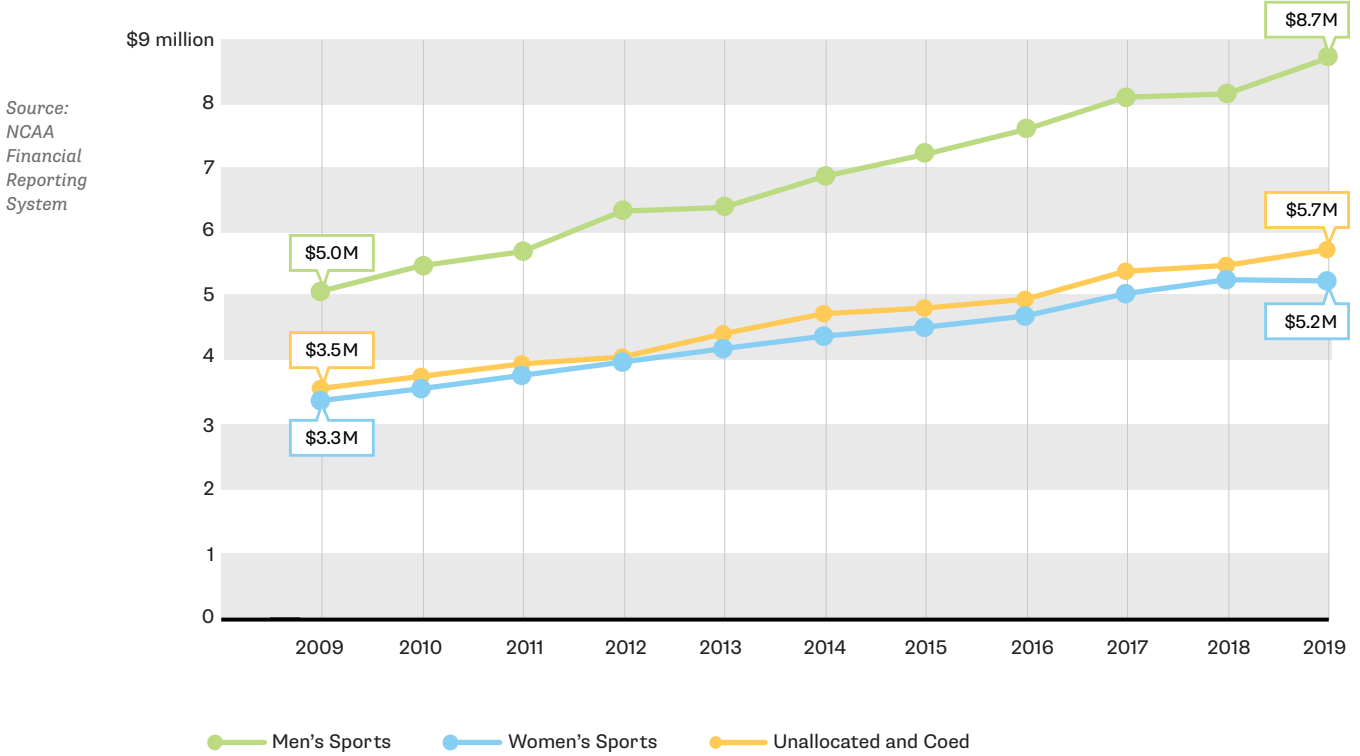
Source: NCAA Financial Reporting System



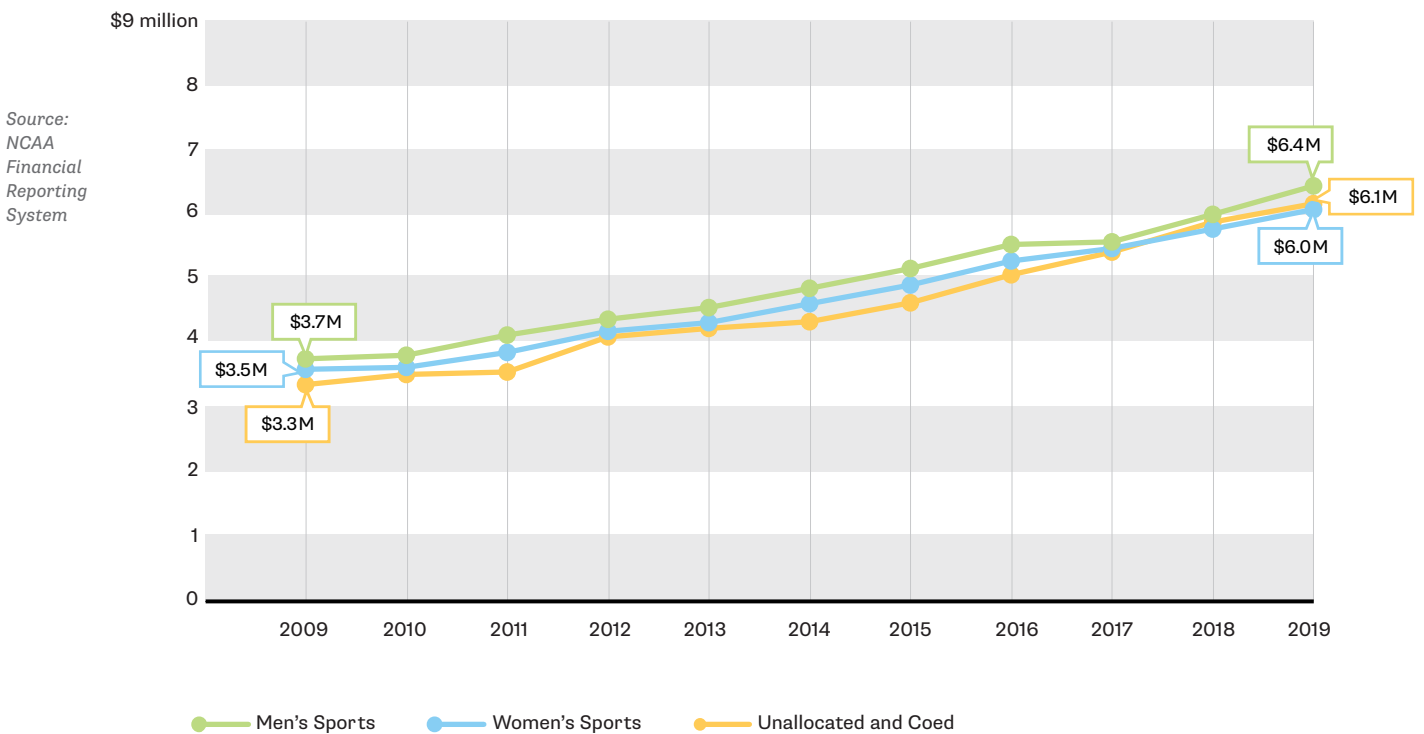
**NOTE:** Due to rounding, percentages may not always add up to 100%.

At Division I FCS institutions, the spending gap between men's and women's sports is \$3 million. The smallest spending gap in any division occurs at Division I Subdivision institutions, which spend \$400,000 more on men's sports than women's.

### Median Total Expenses: Division I FCS



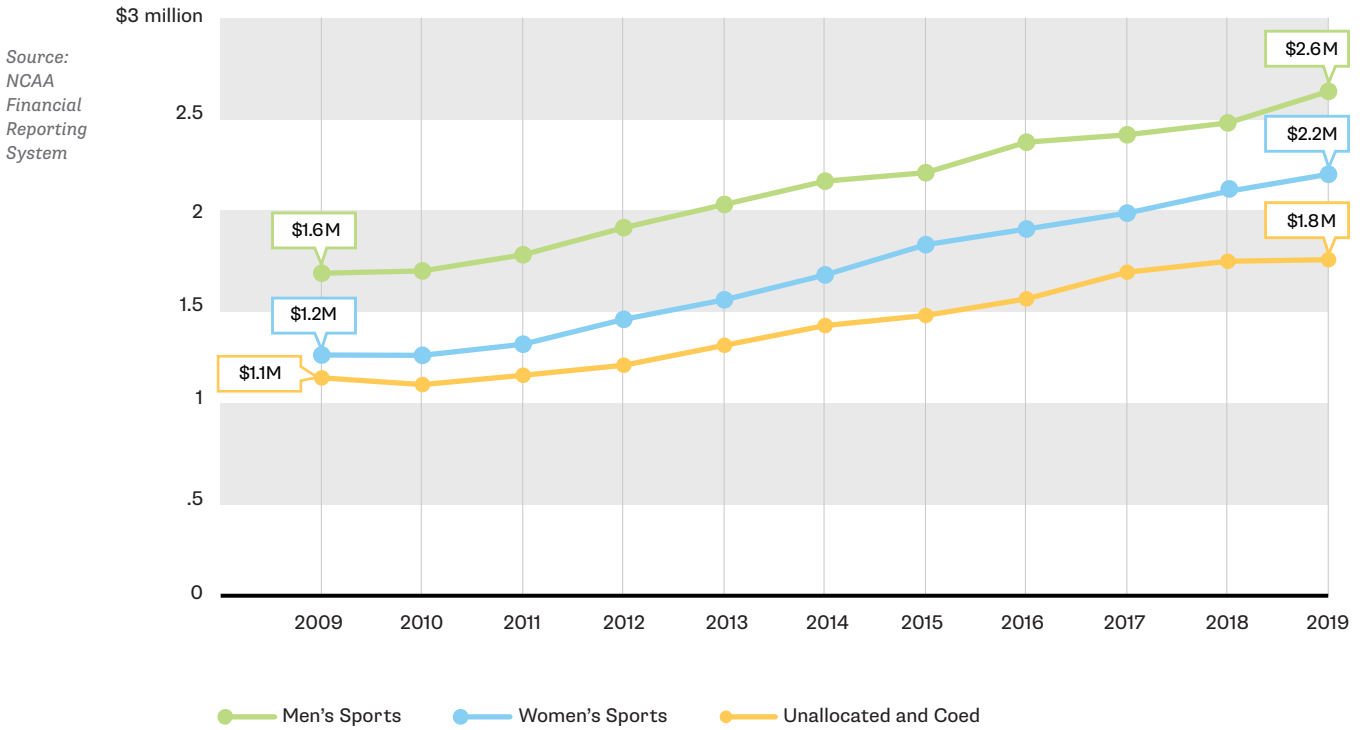
### Median Total Expenses: Division I Subdivision



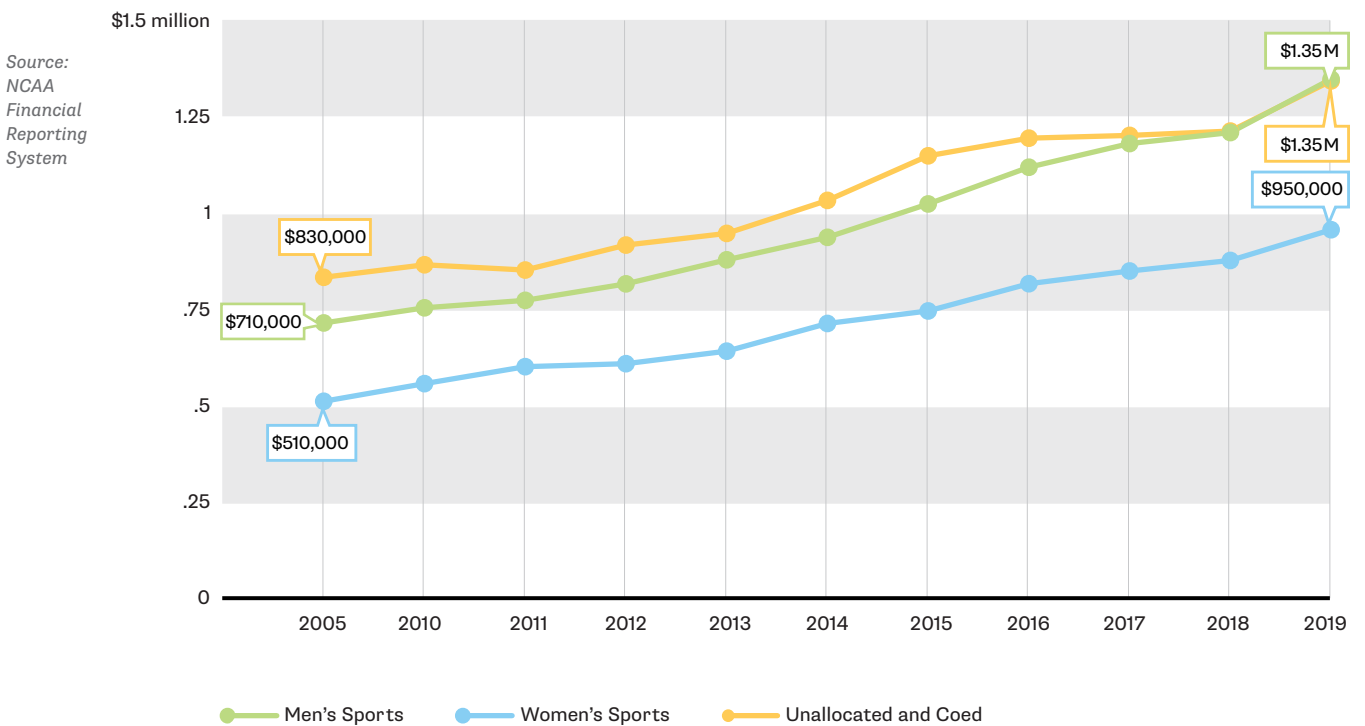
NOTE: Due to rounding, percentages may not always add up to 100%.

In Divisions II and III, expenses for men's and women's programs have increased steadily over the past decade.

### Median Total Expenses: Division II



### Median Total Expenses: Division III



**NOTE:** Due to rounding, percentages may not always add up to 100%.



# ***Leadership Positions***



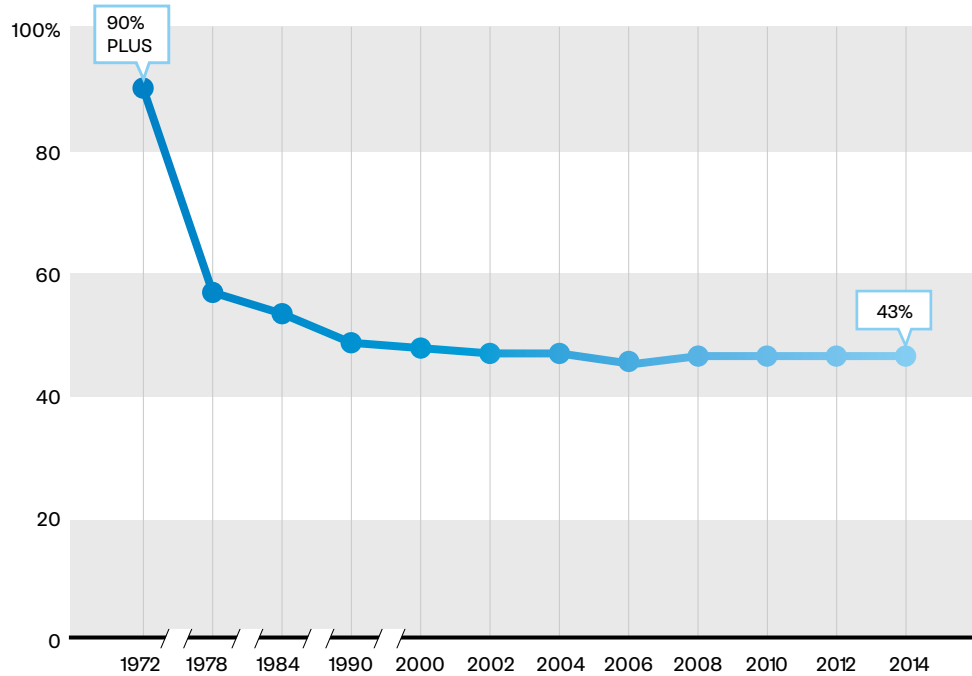
R. Vivian Acosta, Ph.D., and Linda Jean Carpenter, Ph.D., professors emeritae at Brooklyn College, began collecting information on women in intercollegiate athletics in 1977. The result is a longitudinal, national study (1977-2014) that Acosta and Carpenter updated every two years through 2014 by requesting data from the senior woman administrator at every NCAA school. The bar graph below illustrates the steadily declining number of female head coaches for women's teams. By the late 1980s, there were more male head coaches of women's teams than female head coaches, a trend that has continued.

### Acosta and Carpenter's Longitudinal Study Percentage of Women's Teams Coached by Women

When Title IX was passed, women's teams were coached almost exclusively by women.

This number of women coaching women steadily declined after 1972, reaching an all-time low of **42.4%** in 2006, but rising slightly to **43.4%** by 2014.

Source: Acosta R.V. & Carpenter, L.J. "Women in Intercollegiate Sport. A Longitudinal, National Study, Thirty-Five Year Update. 1977-2012." Unpublished Manuscript. Available for downloading at [www.acostacarpenter.org](http://www.acostacarpenter.org)

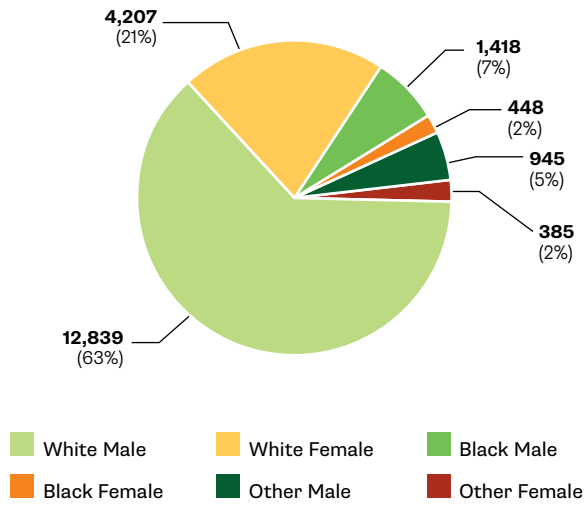


**NOTE:** Before the 1981-82 academic year, when the NCAA began sponsoring women's sports, numbers were collected from the Association for Intercollegiate Athletics for Women.

## 2020 Head Coaches – All Divisions

When Title IX was passed in 1972, more than **90%** of women’s teams were coached by female coaches. In 2020, **75%** of NCAA teams have male coaches.

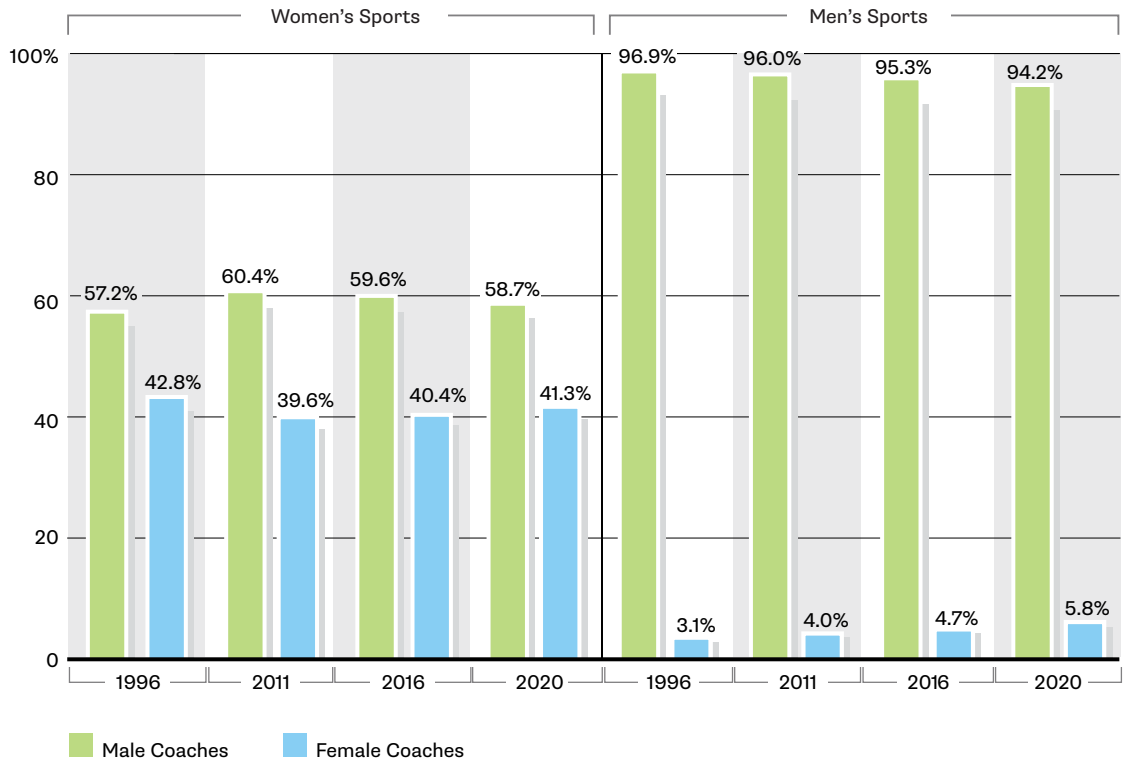
Source: NCAA Demographics Database



## Head Coaches by Gender

According to NCAA data, **59%** of women’s teams are now coached by men. While men are coaching women’s teams in high numbers, only **5.8%** of men’s teams are coached by women, an increase of **2.7 percentage points** over 24 years.

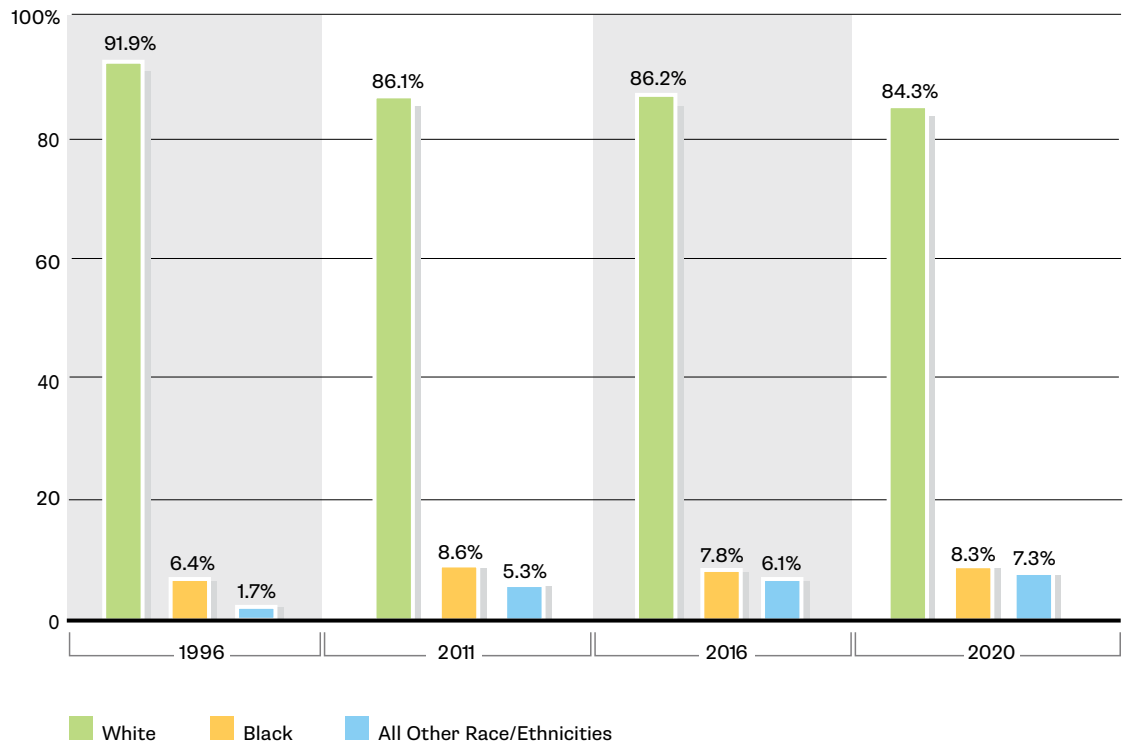
Source: NCAA Demographics Database



## Female Head Coaches of Women's Teams by Race/Ethnicity

Nearly **16%** of female head coaches of women's teams were minority women, an increase of nearly **2 percentage points** in the past four years.

Source: NCAA Demographics Database

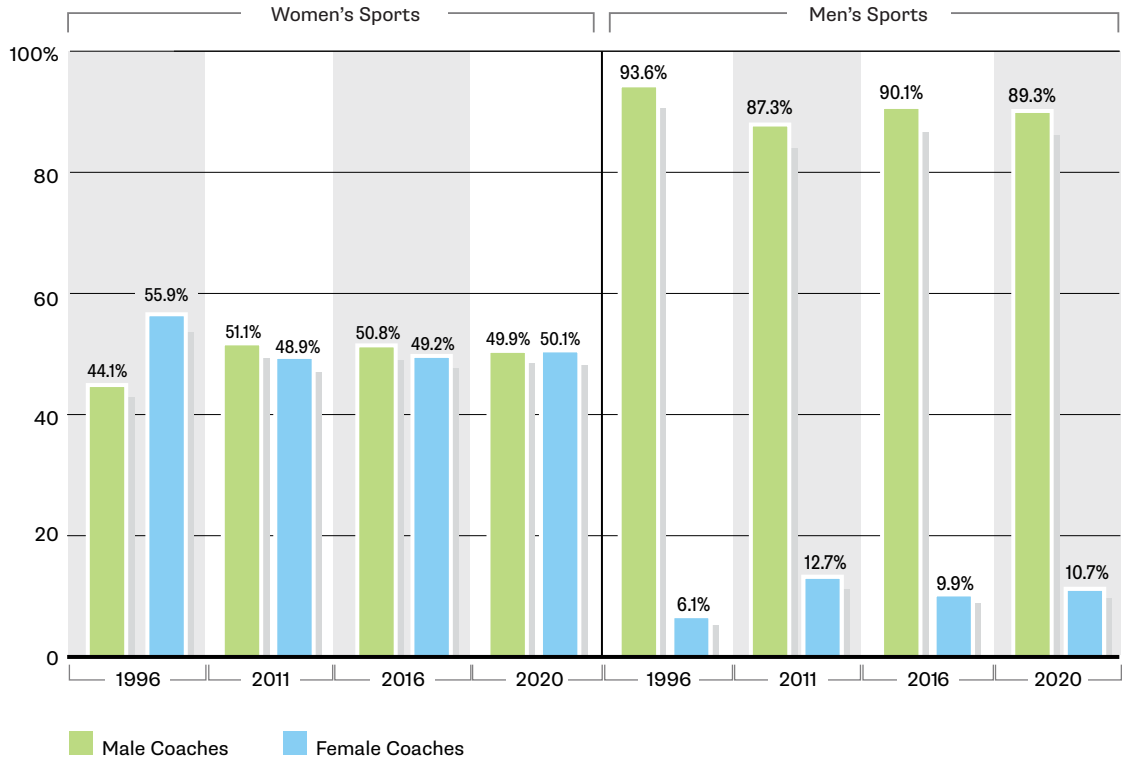


### Assistant Coaches by Gender

The trend of four years ago continues, with close to the same number of men and women serving as assistant coaches for women's teams.

Female assistants for men's teams has risen over the past 24 years, but are at only 10.7%.

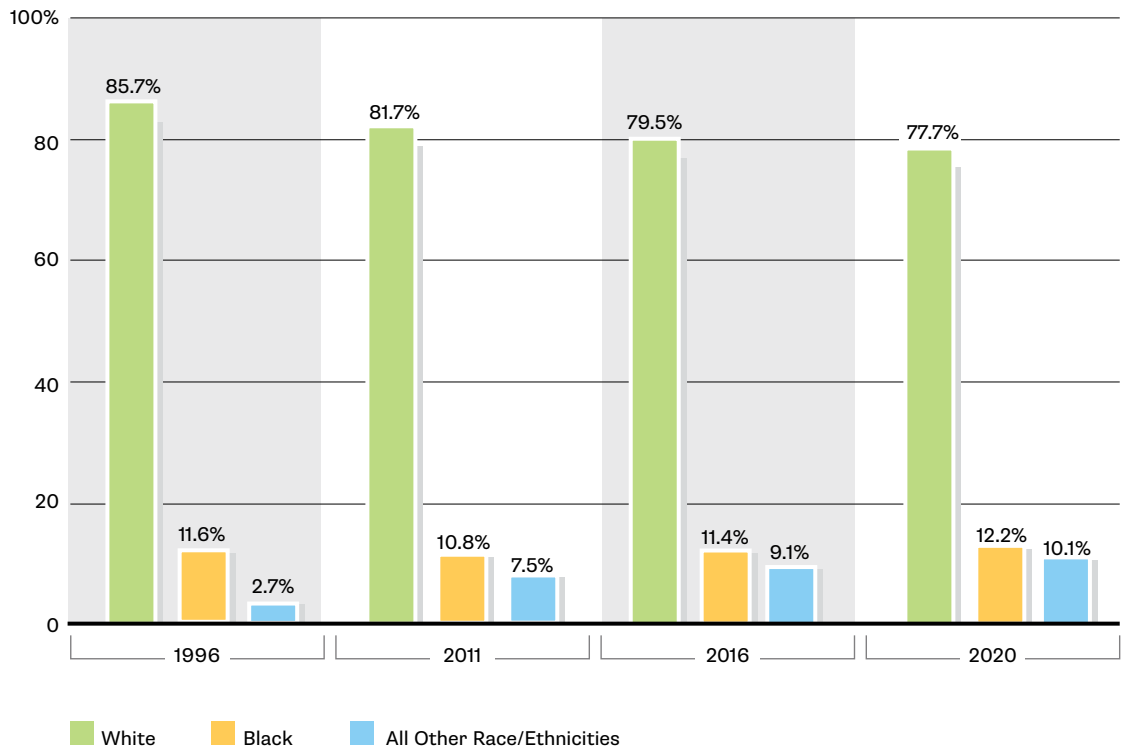
Source: NCAA Demographics Database



### Female Assistant Coaches of Women's Teams by Race/Ethnicity

Of female assistant coaches of women's teams, minority women make up over 20%, a number that has increased nearly 2 percentage points in the past four years.

Source: NCAA Demographics Database





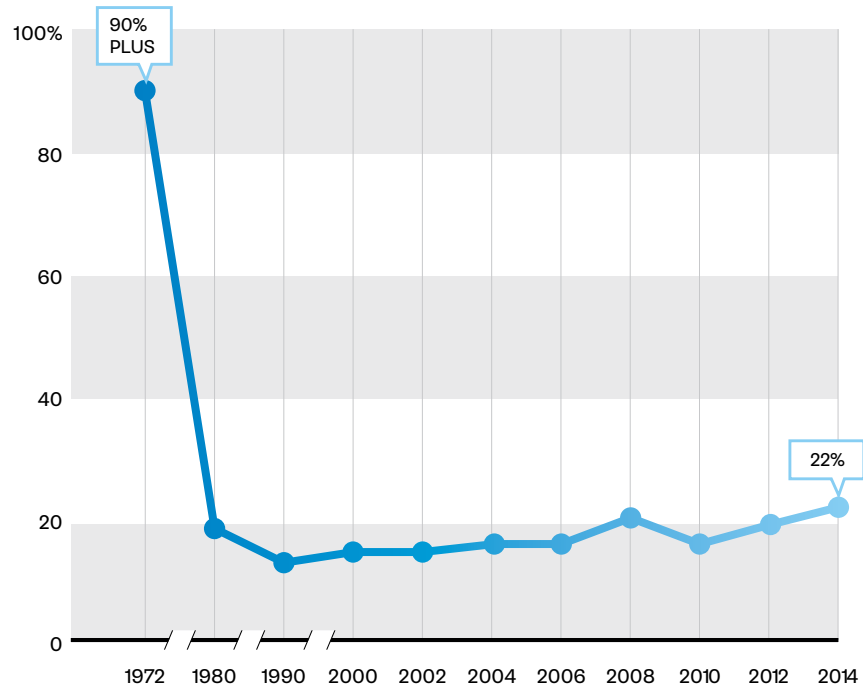
In addition to presenting data about coaching, Acosta and Carpenter’s longitudinal study (1977-2014) also provided data about athletics administration, which reveal a large and immediate decline in the number of female athletics directors by the end of Title IX’s first decade. According to Acosta and Carpenter, female athletics directors were distributed across the three NCAA divisions in 2014 in this way: Division I, 10.6%; Division II, 23.2%; and Division III, 30.3%.

### Acosta and Carpenter’s Longitudinal Study Percentage of Female Athletics Directors

More than 90% of athletics directors for women’s programs were female when Title IX was passed.

The percentage dropped drastically by 1980 and has hovered around 20% for decades.

Source: Acosta R.V. & Carpenter, L.J. “Women in Intercollegiate Sport. A Longitudinal, National Study, Thirty-Five Year Update. 1977-2012.” Unpublished Manuscript. Available for downloading at [acostacarpenter.org](http://acostacarpenter.org).

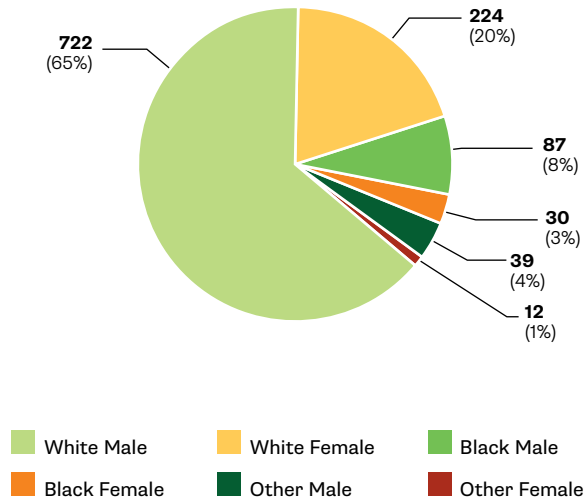


**NOTE:** Before the 1981-82 academic year, when the NCAA began sponsoring women’s sports, numbers were collected from the Association for Intercollegiate Athletics for Women.

## 2020 Directors of Athletics – All Divisions

Fifty years after Title IX, white men hold **65%** of the athletics director positions at NCAA schools.

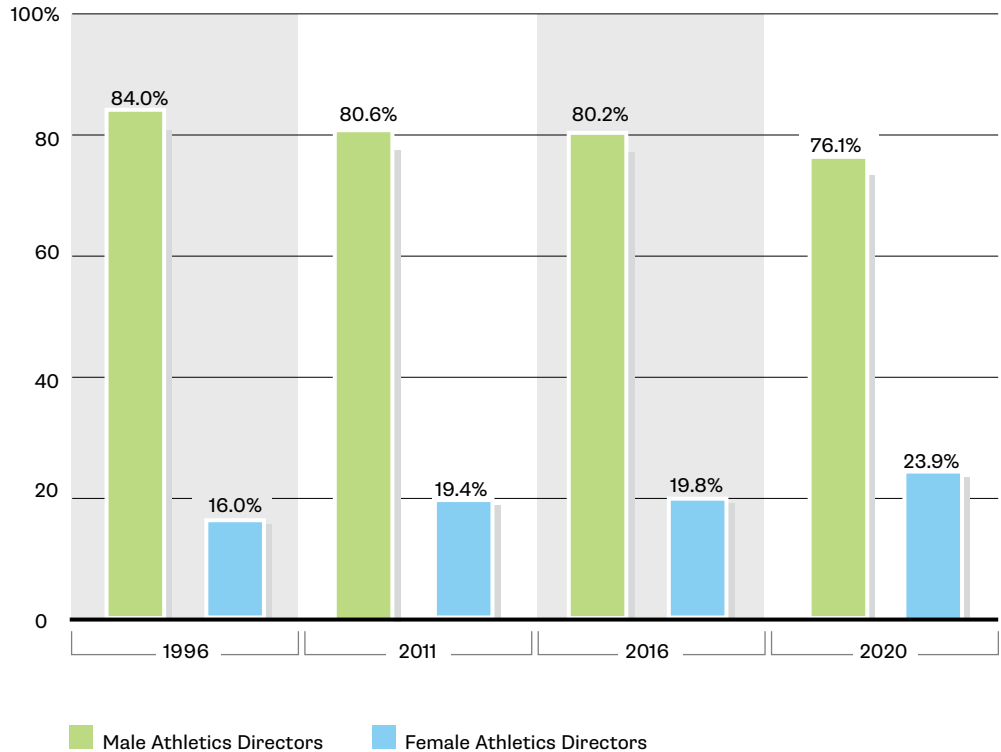
Source: NCAA Demographics Database



## Administrators by Gender: Directors of Athletics

NCAA data indicates that **23.9%** of athletics directors were women in **2019-20**, holding **266** of the **1,114** positions. This is an increase of **4 percentage points** from four years ago.

Source: NCAA Demographics Database



### Directors of Athletics by Race/Ethnicity: 1996

Male minority directors of athletics were only **9%** of the **789** male athletics directors while female minority athletics directors made up just **7%** of the **150** female athletics directors in 1996.

Source: NCAA Demographics Database

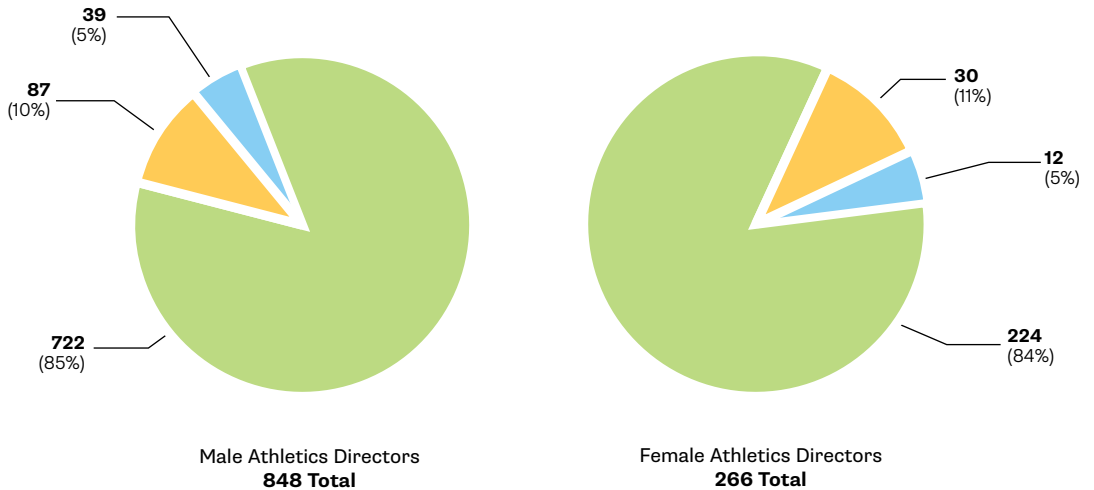


White Black All Other Race/Ethnicities

### Directors of Athletics by Race/Ethnicity: 2020

In **2019-20**, there were **126** total minority male athletics directors and **42** total minority female athletics directors at NCAA schools.

Source: NCAA Demographics Database



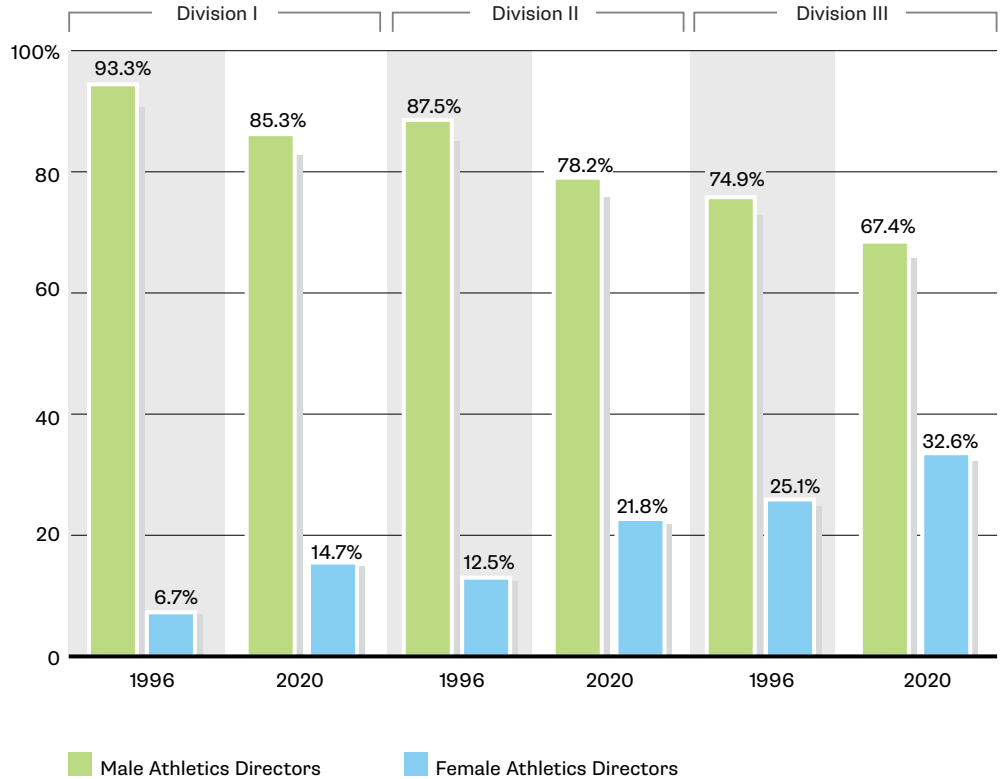
White Black All Other Race/Ethnicities

### Administrators By Division and Gender: Directors of Athletics

The percentage of female Division I athletics directors has doubled in the past 24 years but remains under **15%**. Athletics director data from 1995-96 compared with **2019-20** show that women have made modest advances in attaining athletics director positions.

The most opportunities for female athletics directors are available in Division III (**33%**).

Source: NCAA Demographics Database

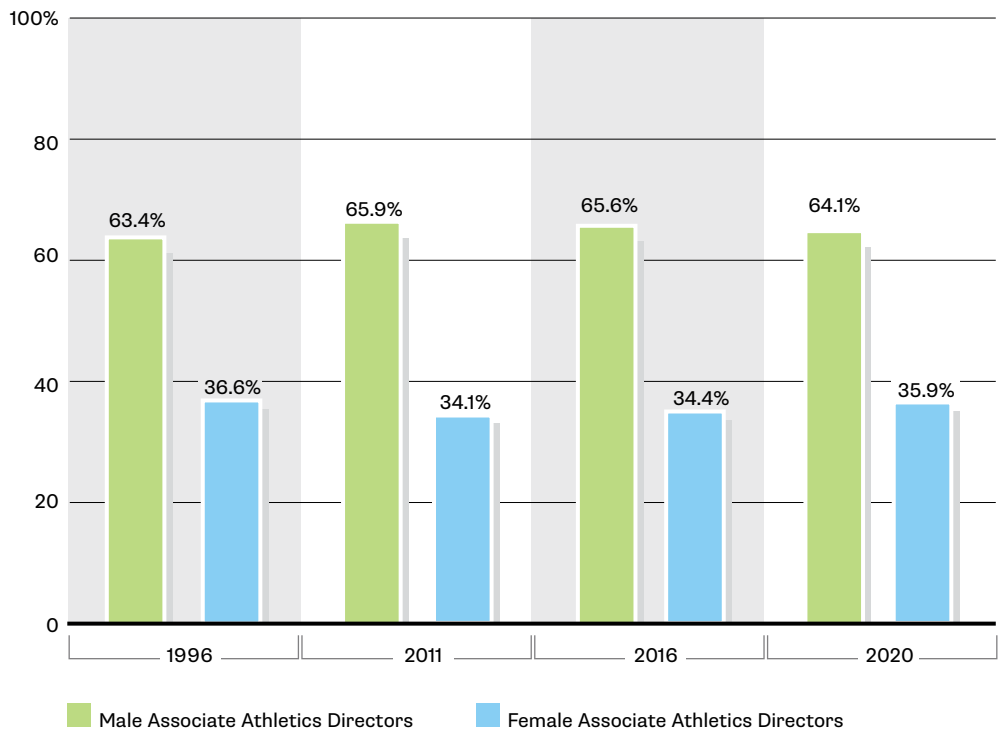


Women’s opportunities to be associate athletics directors have remained at around **35%** over the past **four** years.

This is actually **0.7 percentage points** less than **24** years ago.

Source: NCAA Demographics Database

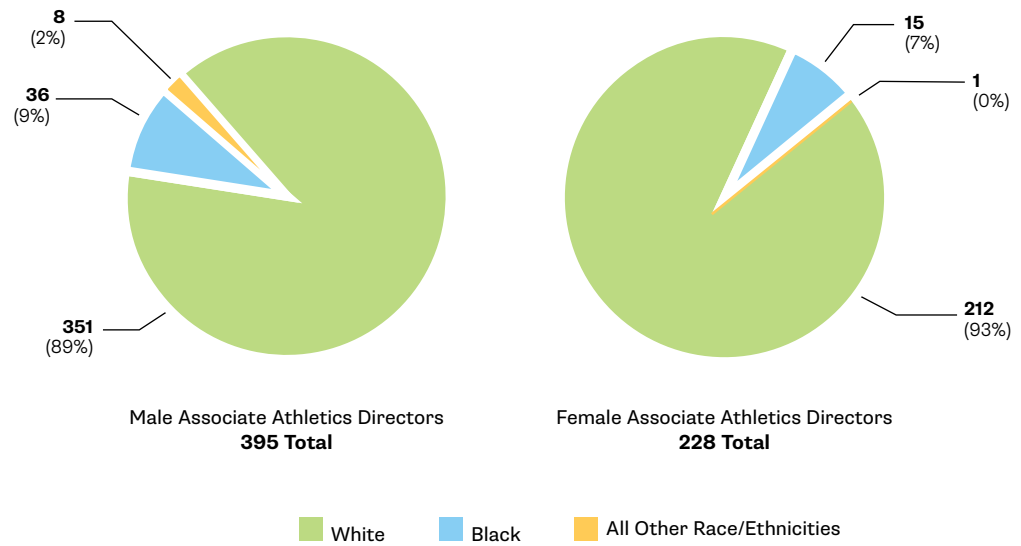
### Administrators by Gender: Associate Directors of Athletics



### Associate Directors of Athletics by Race/Ethnicity: 1996

Male minority associate athletics directors at NCAA schools were **11% of men** who held the position while female minority associate athletics directors were only **7% of women** serving in this position.

Source: NCAA Demographics Database

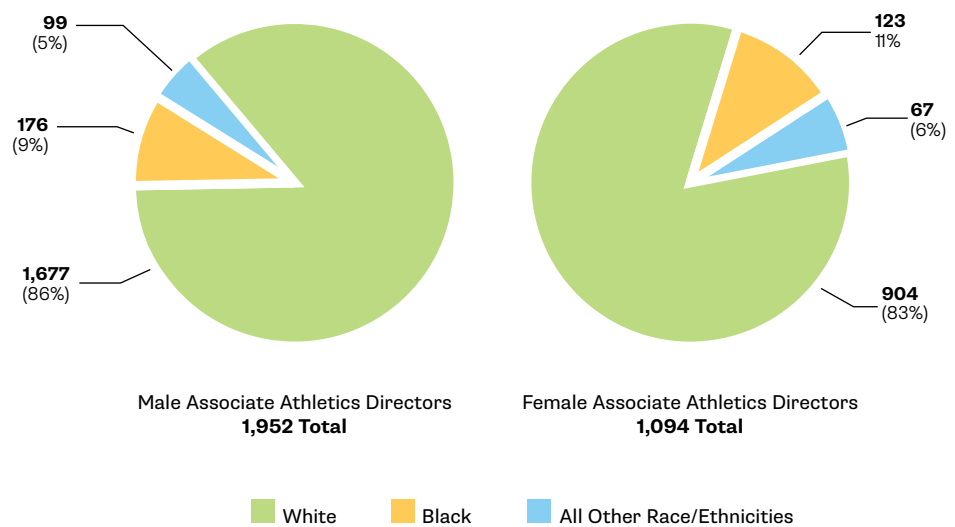


### Associate Directors of Athletics by Race/Ethnicity: 2020

Minority women in associate athletics director positions have increased by **10 percentage points** since 1995-96.

Minority men in associate athletics director positions have experienced a more modest gain at **3 percentage points** since 1995-96.

Source: NCAA Demographics Database

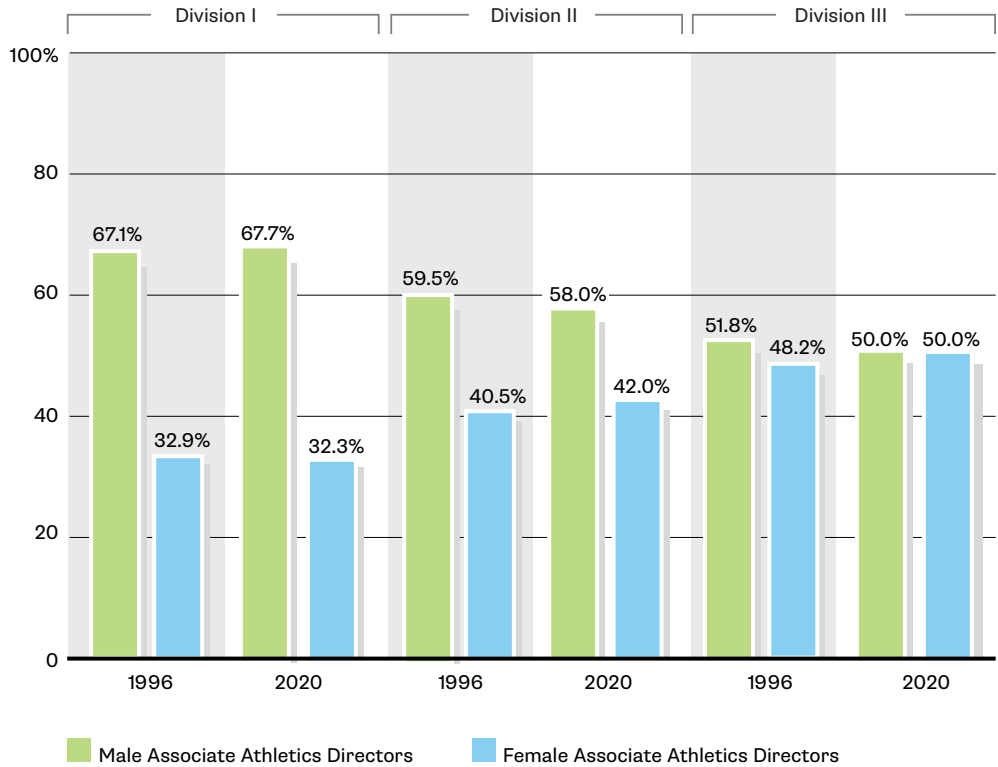


### Administrators by Division and Gender: Associate Directors of Athletics

In Division I, the gap between the percentage of male and female associate athletics directors has widened by **0.6 percentage points** in favor of men over the past 24 years.

Division II and Division III percentages of female associate athletics directors have improved slightly.

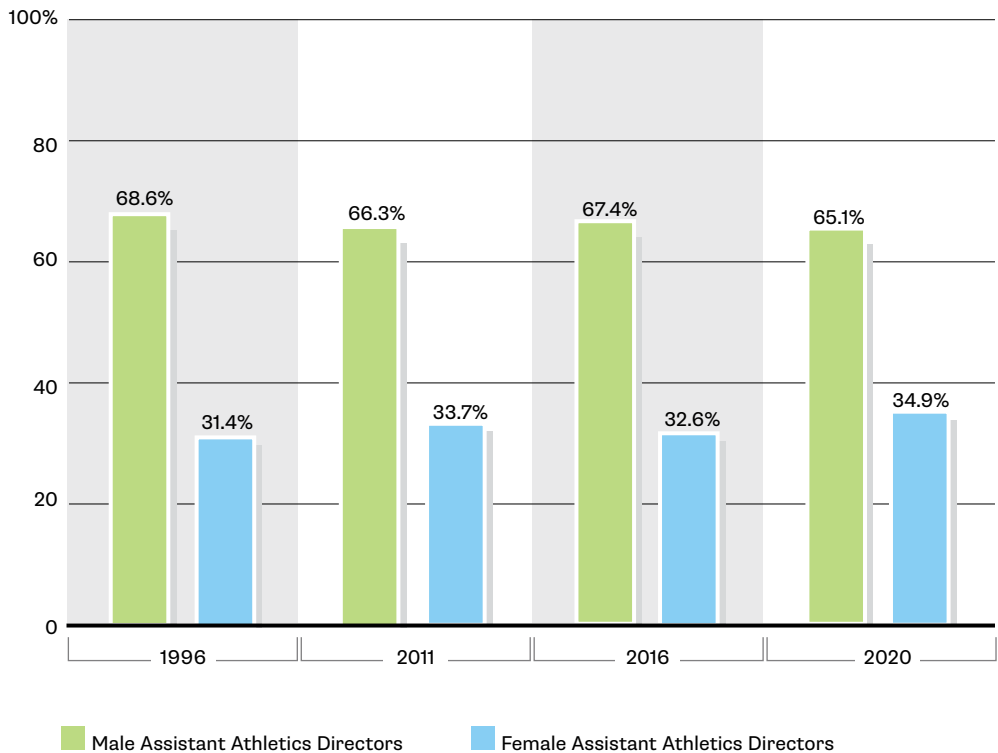
Source: NCAA Demographics Database



The percentage of female assistant athletics directors has increased by **2.3 percentage points** over the past **four** years, and the percentage has remained generally stagnant for **24** years.

Source: NCAA Demographics Database

### Administrators by Gender: Assistant Directors of Athletics

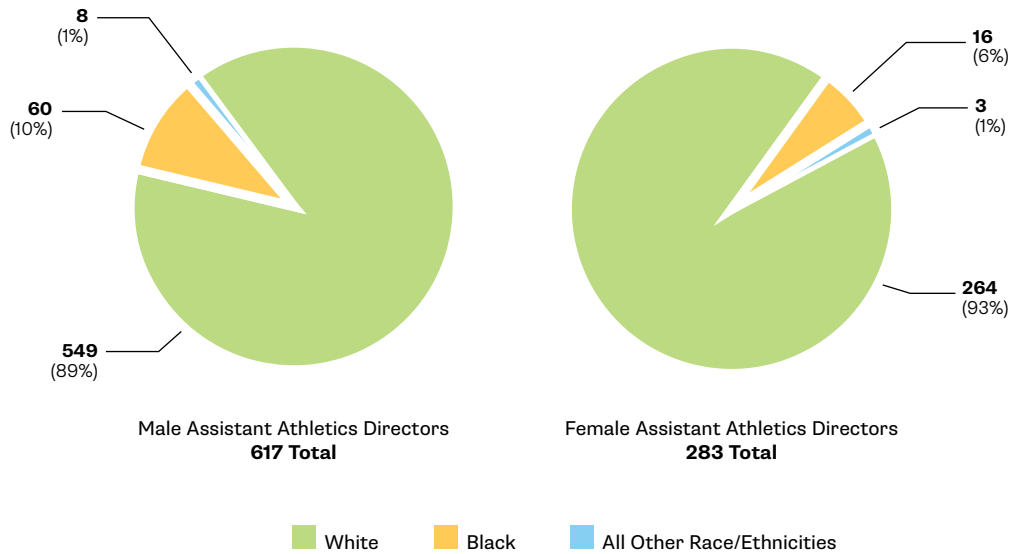




### Assistant Directors of Athletics by Race/Ethnicity: 1996

Male minority assistant athletics directors were **11%** of the males who held this position while female minority assistant athletics directors were only **7%** of the total number of women holding these positions.

Source: NCAA Demographics Database

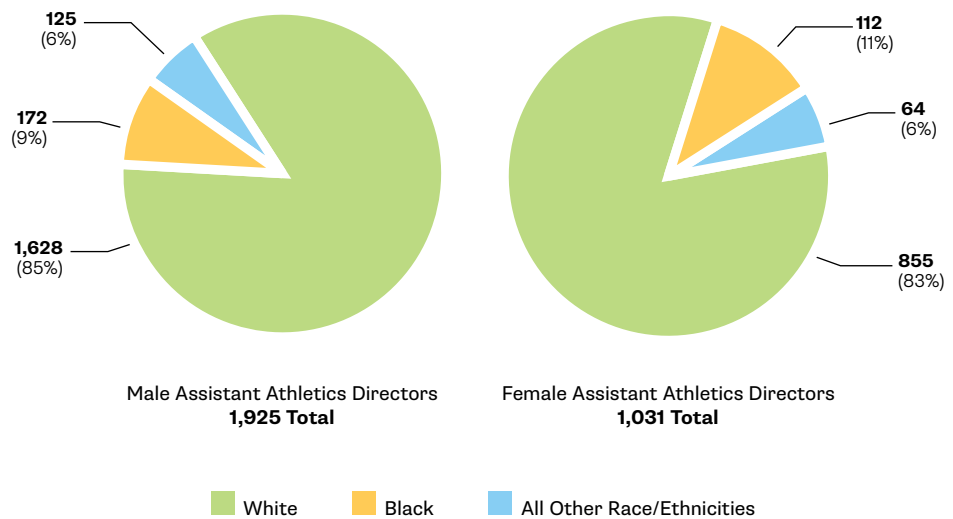


### Assistant Directors of Athletics by Race/Ethnicity: 2020

Black women in assistant athletics director positions have increased by **5 percentage points** since 1995-96.

While the percentage of male minority assistant athletics directors has increased by **4 points**, the percentage of Black men in these positions has slightly declined.

Source: NCAA Demographics Database

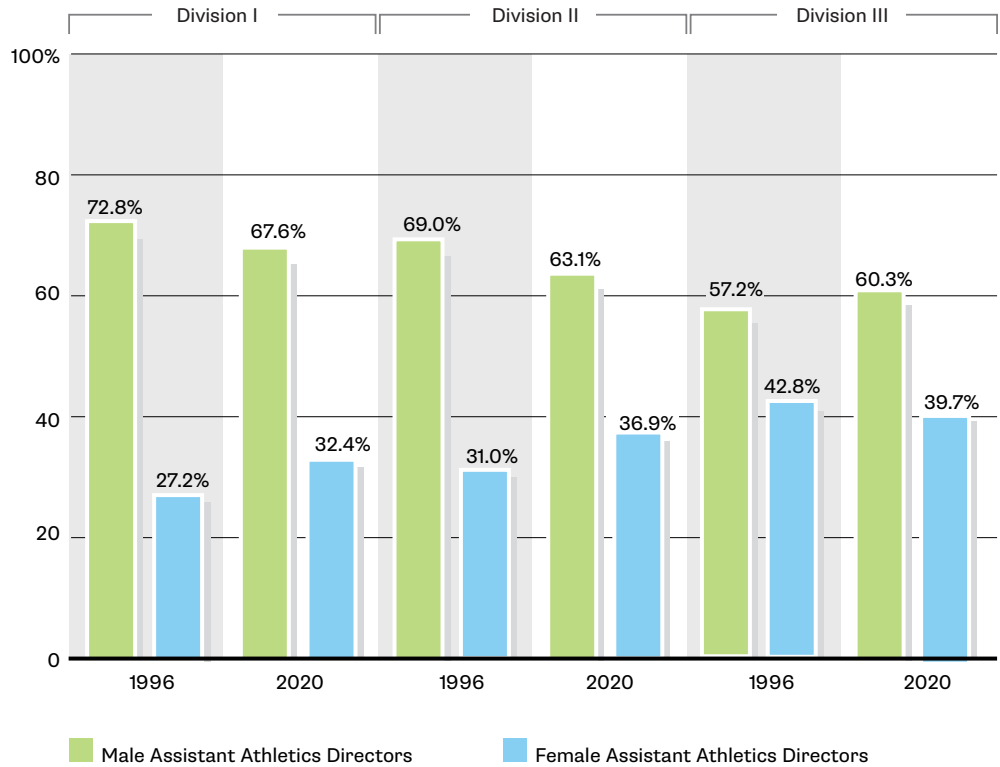


### Administrators by Division and Gender: Assistant Directors of Athletics

In Division I and Division II, women in assistant athletics directors positions increased by **5.2 and 5.9 percentage points** over the past **24** years.

In Division III, there has been a decrease of **3.1 percentage points**.

Source: NCAA Demographics Database

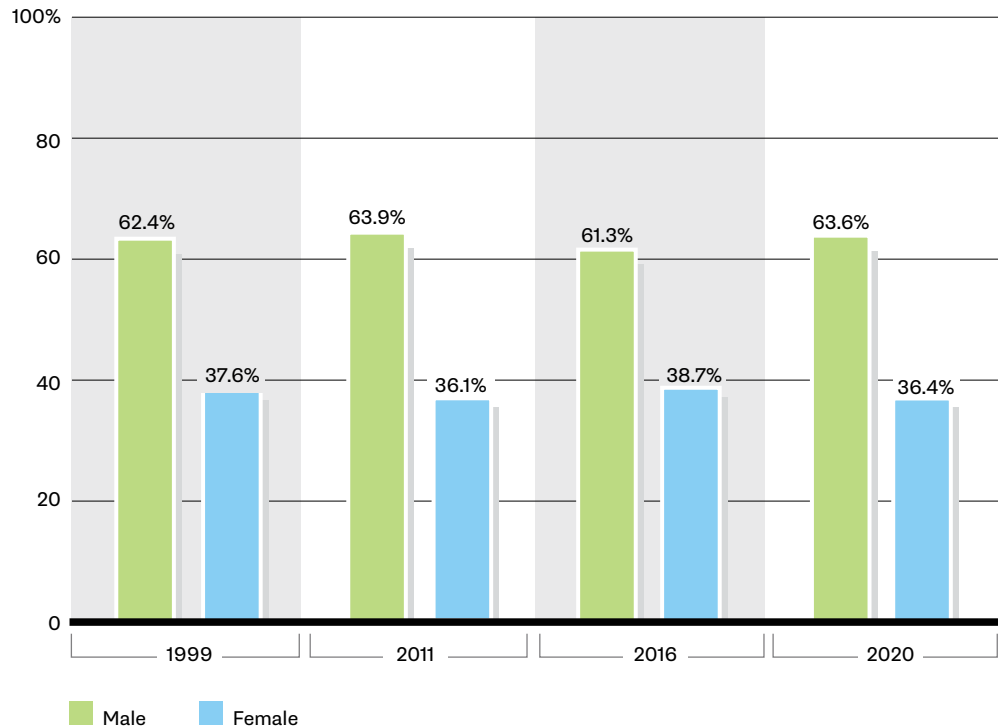


This chart includes all conference personnel (13 positions) from commissioners to administrative assistants.

Men hold over **60%** of the positions in all NCAA conferences. While the number of female conference commissioners has increased over the past four years, the overall number of women in positions in conference offices has decreased.

Source: NCAA Sports Sponsorship, Participation and Demographics Search

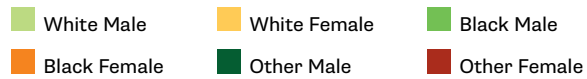
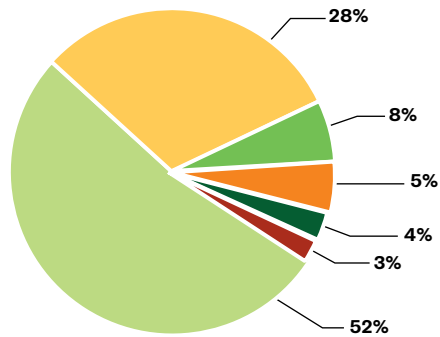
### Conference Personnel by Gender



### Conference Personnel by Race/Ethnicity and Gender: 2020

White men fill the majority of conference positions (52%). Minority women and minority men combined fill 20% of these positions.

Source: NCAA Sports Sponsorship, Participation and Demographics Search

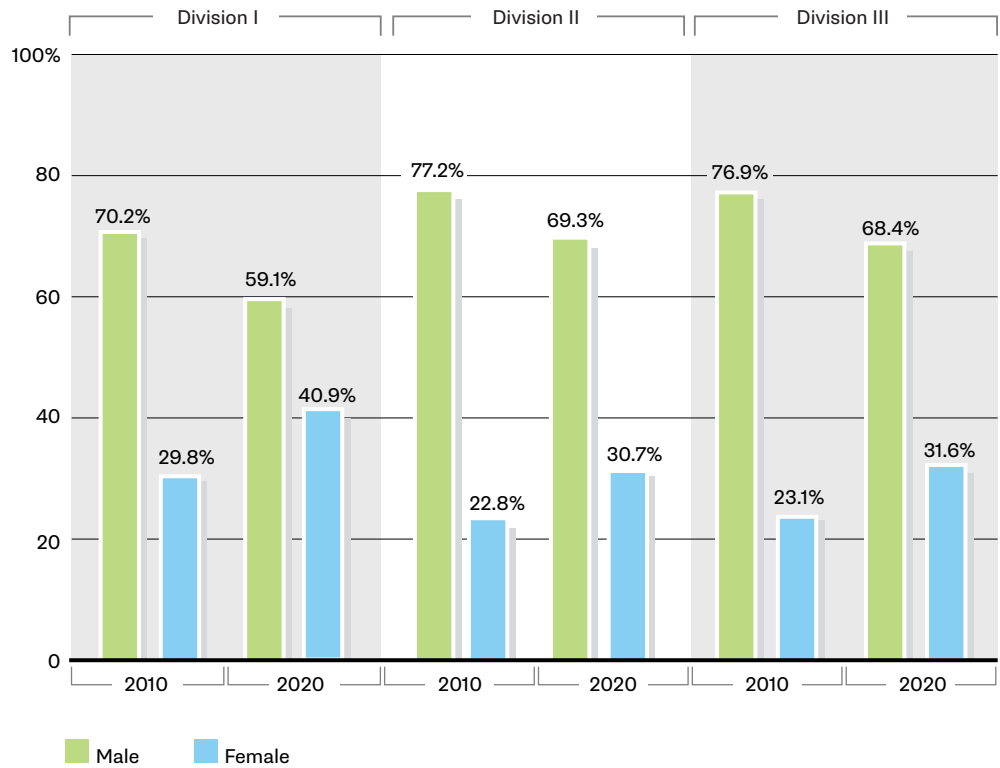


### Conference Personnel by Gender and Division

For the 13 conference positions for which the NCAA collects data, Division I has the largest percentage of positions held by women.

Both Divisions II and III have experienced growth of **about 8 percentage points over 10 years** for women in conference positions.

Source: NCAA Sports Sponsorship, Participation and Demographics Search



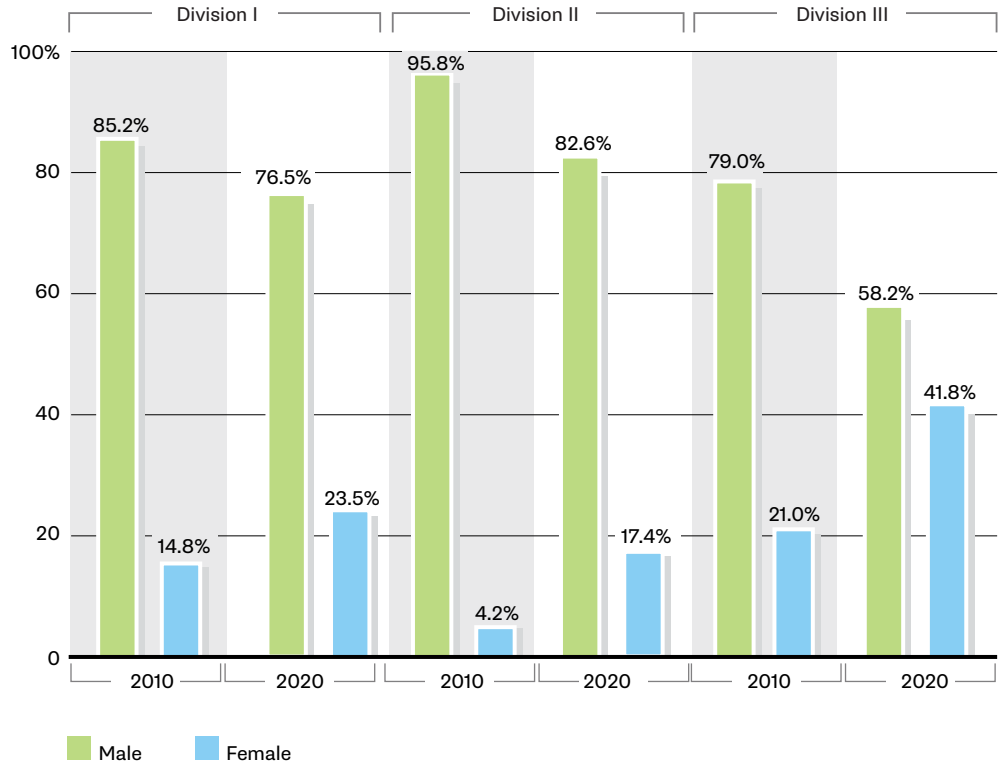
Female leaders have made some strides in becoming conference commissioners in the 2000s. In **2019-20**, women held **44 of 141** commissioner jobs.

However, minority women have gained access to this opportunity only recently.

In 2019-20, there were **five minority female** conference commissioners.

Source: NCAA Sports Sponsorship, Participation and Demographics Search

### Conference Commissioners by Gender and Division



### Conference Commissioners 2020

Division	Women	Minority Women
<b>Division I</b>	12	2
<b>Division II</b>	4	1
<b>Division III</b>	28	2
<b>TOTAL</b>	<b>44</b>	<b>5</b>

# ***NCAA Initiatives***



## Ongoing NCAA Initiatives to Support Equity in College Sports

Several NCAA membership committees and national office-led initiatives support women's participation and leadership opportunities in intercollegiate athletics. These initiatives complement efforts by schools and conferences.

- The NCAA's diversity, equity and inclusion efforts are led by four committees: the **Committee to Promote Cultural Diversity and Equity**, the **Committee on Women's Athletics**, the **Minority Opportunities and Interests Committee**, and the **Gender Equity Task Force**. All four committees have worked on developing recommendations from the NCAA external gender equity review and are engaged in tracking on **progress** on the recommendations. The committees are engaged in many worthwhile efforts, including:
  - Immediately following the outcry about inequities at the 2021 Division I Women's Basketball Championship, the Committee on Women's Athletics sent a letter to NCAA executives calling for the inequities to be remedied immediately. Subsequently, the Committee on Women's Athletics and the Gender Equity Task Force collaborated during the spring and summer of 2021 to identify **Gender Equity Principles and Recommendations** for the Association. Many of these align with and support the NCAA External Gender Equity Review Phase I and Phase II Reports with some calling for broader, more extensive efforts.
  - The Gender Equity Task Force recommendation that schools engage in a required diversity, equity and inclusion review was legislated by Division I. All Division I schools will attest that they have completed a review by fall 2023. The Gender Equity Task Force joined the three other membership DEI committees to provide feedback on a DEI Review Resource that the office of inclusion will disseminate to the membership in summer 2022.
  - The Committee to Promote Cultural Diversity and Equity continues to engage with all three Divisions on efforts to diversify committees across the governance structure. The committee explores and supports diverse hiring strategies such as the **West Coast Conference's Bill Russell Rule**. In addition, committee representatives are joining meetings of the Committee on Competitive Safeguards and Medical Aspects of Sports to provide perspective on inclusion as the **updated Transgender Student-Athlete Participation Policy (2022)** is implemented.
  - The Minority Opportunities and Interests Committee's recommendation that all athletics departments have an **athletics diversity and inclusion designee** was legislated by all three divisions. The committee continues to collaborate with the office of inclusion to optimize the designation's impact.
  - The Committee on Women's Athletics oversees the **Emerging Sports for Women program**, which includes the sports of acrobatics and tumbling, equestrian (Divisions I and II), rugby, triathlon, and wrestling.
  - The Committee on Women's Athletics leads the nomination process for the **NCAA Woman of the Year** award and engages members of the Minority Opportunities and Interests Committee in the nomination review process. The NCAA Woman of the Year program was established in 1991 and honors the academic achievements, athletics excellence, community service and leadership of graduating female college athletes from all three divisions.
  - The **NCAA office of inclusion** provides resources and programming and leads initiatives across the core identities of disability, international student-athletes, LGBTQ, race/ethnicity, and women/gender equity. The office's annual **Inclusion Forum** is the Association's flagship diversity, equity and inclusion event.
    - The office of inclusion formed an NCAA national office advisory group to plan and facilitate the **Title IX 50th anniversary** commemoration and celebration that began in January 2022 and will culminate at the NCAA women's basketball championships in 2023 in Dallas where all three divisions will crown their national women's basketball champions.
    - The office of inclusion continues its **Optimizing the Senior Woman Administrator** initiative with the goal of empowering women in leadership roles across intercollegiate athletics.
    - **NCAA leadership development** offers extensive programming that supports the personal growth and career goals of student-athletes and the professional development and advancement of coaches and administrators. One of leadership development's most impactful new initiatives is the **Leadership Collective**, a valuable tool that features ethnic minority candidates ready for jobs across intercollegiate athletics.





- NCAA inclusion, education and community engagement partners with groups such as the [Minority Opportunities Athletic Association](#), [Women Leaders in College Sports](#) and [WeCOACH](#) to provide professional development programming for women at various stages of their athletics administration and coaching careers.
- The Division II Strategic Plan highlights diversity and inclusion as one of its five strategic positioning outcome areas. As part of this commitment, Division II stresses the importance, value and benefits of establishing and maintaining an inclusive culture for student-athletes and career opportunities for coaches/administrators from diverse backgrounds. Division II has implemented several successful programs over the years to support women's participation and leadership opportunities. A few examples are listed below:
  - Every other year, Division II provides funding to send approximately 40 institutions to the NCAA Inclusion Forum. An institutional implementation team of individuals (e.g., individuals inside and outside of athletics, student-athletes) attend the forum's programming and develop an action plan to enhance inclusion on their campuses.
  - Division II offers annual Governance Academies in partnership with Women Leaders in College Sports and the Minority Opportunities Athletic Association.
  - Division II offers a mentoring program for aspiring ADs, particularly women and ethnic minorities, which has resulted in 25 individuals hired to the director of athletics role.
  - Division II offers [three different diversity grants](#) (Strategic Alliance Matching Grant, Coaching Enhancement Grant, and Ethnic Minorities and Women's Internship Grant), exclusively for women and ethnic minorities.
  - Division II has enhanced a partnership with the Division 2 Athletics Directors Association that targets aspiring ADs, particularly women and ethnic minorities, to advance their careers.
  - Division II's second largest distribution is the Conference Strategic Priorities Fund for all Division II active conferences, and this program requires that at least 10% of the funds be earmarked toward efforts that enhance diversity, equity and inclusion.
- The Division III Diversity and Inclusion Working Group created a resource titled ["The Diverse Workforce: Recruitment and Retention Basics for Division III"](#)

**Athletics Departments**” to support its schools’ efforts to make diversity a priority in seeking, selecting and retaining high-performing athletics administrators and coaches. In addition, Division III funds **diversity grants** for administrators (Strategic Alliance Matching Grant and Ethnic Minorities and Women’s Internship Grant). Division III also provides several professional development opportunities for female student-athletes, coaches and administrators that are described on its [Diversity and Inclusion webpage](#).

- In 2016, the Division III Management Council endorsed the creation of a Lesbian, Gay, Bisexual, Transgender and Questioning Working Group. The working group’s charge is to examine the current LGBTQ landscape in Division III. Examination and research have led to the creation of a [nondiscrimination policy guide](#), the [OneTeam Program](#), and the recognition award program that honors three recipients of the LGBTQ community and its allies at the NCAA Convention. The group has also worked to increase engagement and collaboration at the institutional, conference and national levels.

## 50 Years of Title IX: It’s Time for a Renewed Commitment to Progress

Title IX has been a federal law for 50 years. This milestone anniversary marks an opportune time to ask why aren’t we there yet? How can we work together to eliminate sex discrimination in education? How can we succeed at providing equitable intercollegiate athletics

participation opportunities; at using resources to provide equitable treatment and to create equitable experiences for all student-athletes; and at hiring and retaining diverse leaders who reflect the demographics of the increasingly diverse student-athlete population and serve as impactful role models?

This report shows that while some progress has been made, there remains much work to do. As previously referenced in this report, in March 2021, participants’ observations of inequities at the Division I Women’s Basketball Championship instigated an in-depth external study of gender equity across NCAA championships. The national office Gender Equity Steering Committee continues to collaborate with NCAA membership committees to achieve many of the recommendations outlined in the external gender equity review. These membership committees include the diversity, equity and inclusion committees referenced earlier in this section; sport committees (e.g., Women’s Basketball Oversight Committee and Men’s Basketball Oversight Committee); and divisional leadership groups (e.g. Division III Management Council, Division II Management Council, the Division I Strategic Vision and Planning Committee). Goals have been accomplished in many areas, but more progress is needed to ensure meaningful systemic change that leads to long-term equity. For more information, go to the NCAA’s [gender equity update webpage](#).

Achieving an equitable and inclusive experience for student-athletes and all who teach and lead them demands an ongoing and proactive commitment by the NCAA national office and the membership.

# 50 years of Title IX





*It's time to recommit to equity in intercollegiate athletics.*





