

Women in Sports



To kick off our women in sports unit we're going to start with your thoughts/opinions.

Once I post the question, please move to the side of the room that you support.

- **I Agree** - stand on the side of the room by the door
- **I Disagree** - stand on the side of the room by the window.



What are the
qualities that are
important to you
in a doctor?



Question

I would like my doctor to match my gender identity.

What are the qualities that are important to you in a coach?



Question #1

I would prefer that my coach match my gender identity.

How often has your coach been the same/different gender than you?

Why might it be worthwhile for those in under-represented groups to see coaches who are of their same background?

Why might it be worthwhile for those in the dominant group to see coaches who are of different backgrounds than they are?

DECLINE OF FEMALE HEAD COACHES



1971
90%

of Women's
teams coached
by women



TODAY
43%

of Women's
teams coached
by women



TODAY
3%

of Men's
teams coached
by women



TODAY
23%

of all
teams coached
by women

Source: Acosta & Carpenter, 2014.

MEN ARE GIVEN MORE PROFESSIONAL ADVANTAGES

Women believe it is easier for men to secure high level jobs, salary increases, promotions, and multi-year contracts.



4 out of 5 women think it is easier for men to get top-level coaching jobs.

WOMEN EXPERIENCE MORE GENDER BIAS ON THE JOB

Many more female coaches believe that male coaches are favored over female coaches by management.



31% Women



5% Men

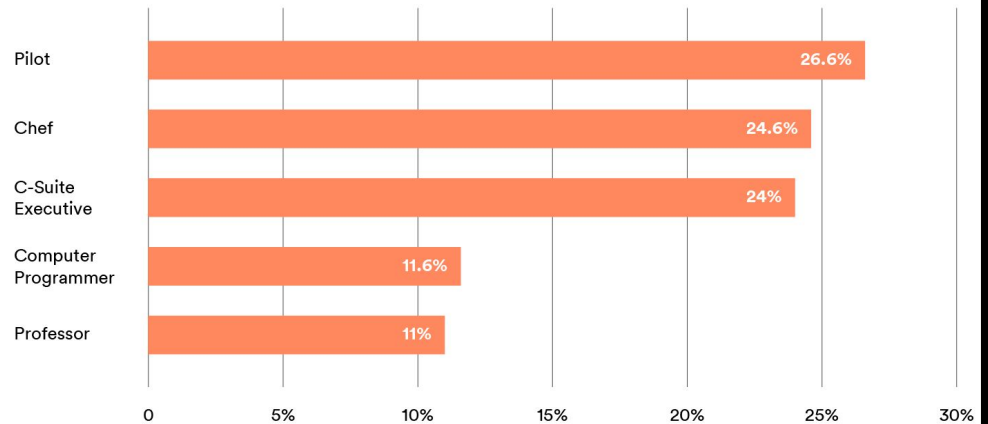
Question #2

Two people who do the same work, at the same level of quality, should be paid equally.

Should a male & female surgeon be paid the same amount assuming their education and training are comparable?

What about a teacher, pilot or chef? Should they be paid the same all things considered?

U.S. jobs with the largest gender pay gap



Source: Glassdoor

Question #3

Female & male athletes should be paid equally at comparable events (e.g. FIFA World Cup, US Open, etc..)

2021 WIMBLEDON CHAMPIONS PRIZE MONEY BREAKDOWN

ASH BARTY vs. NOVAK DJOKOVIC



\$2.4 MILLION EACH

SHUT:LOCK

The Gender Disparity In World Cup Prize Money

Total prize money awarded at soccer World Cups by FIFA

● 2018 FIFA World Cup ● 2019 FIFA Women's World Cup

Total prize pool



Winner's prize money

\$30m

\$38m

\$4m



@StatistaCharts Source: FIFA

Forbes statista

How do we explain the gap in these two sports?
Is that equitable? Why or why not?

Question #4

It's fair that female athletes get paid less because women's sports generate less revenue.

Professional Sports Salaries (women vs men)

- National Women's Hockey league
just raised the team salary cap from \$150,000 to \$300,000.
 - That averages out on a 20 person team to about \$15,000 per player.
- Nat. Women's Soccer league
 - League minimum is \$22,000
 - Maximum salary is \$52,500
- WNBA
 - Average \$120,000
 - Highest \$221,000
 - Rookies \$58k-70k (draft dependent)
- NHL has a salary cap of \$81.5 mil.
 - That averages out to a little over \$4 million per player. (The league minimum is \$700,000.)
- Major League Soccer (MLS)
 - \$4.9 million salary cap per team to spend on senior roster (20) (averages to \$418,365 per player)
 - Supplemental roster players (10) make anywhere from \$63,547 - \$81,375 per season
- NBA
 - Average \$7.7 mil
 - Highest \$46 mil
 - Rookie \$820k

AVERAGE PROFESSIONAL SPORTS SALARIES

MALE vs FEMALE

NBA vs WNBA <i>BASKETBALL</i>	 \$7,860,863	 \$100,658
PGA vs LPGA <i>GOLF</i>	 \$1,015,718	 \$141,248
MLS vs NWSL <i>SOCCER</i>	 \$410,730	 \$42,000
MLB vs NPF <i>BASEBALL/SOFTBALL</i>	 \$4,051,490	 \$6,250
ATP vs WTA <i>TENNIS</i>	 \$335,946	 \$283,635



SUE BIRD

17 SEASONS IN THE WNBA

4 WNBA CHAMPIONSHIPS

2020 SALARY: \$215,000

BONUS FOR WINNING
2020 FINALS: \$11,356

LEBRON JAMES

17 SEASONS IN THE NBA

4 NBA CHAMPIONSHIPS

2020 SALARY: \$37.44M

BONUS FOR WINNING
2020 FINALS: ~\$370,000

Question #5

Because people are more interested in men's sports (pro & amateur), men should get top billing on major sports networks.

* Top billing: more coverage, better time slots, favorable coverage.



sports media



Media coverage on women's sports has never been equal and has even declined over the last few years. Why?

One reason may be the continued media gap in sports reporting. (Sports reporting is overwhelmingly white & male.)

In 2021, the Institute for Diversity & Ethics in Sport released a report card looking at race & gender among sports media.

Finding from the 2021 report:

- 79.2% of the sports editors were white and 83.3% were men.
- 72.0% of the assistant sports editors were white and 75.8% were men.
- 77.1% of the columnists were white; 82.2% were men.
- 77.1% of the reporters were white; 85.6% were men.
- 72.4% of web specialists were white; 78.1% were men.



THE INSTITUTE FOR DIVERSITY AND ETHICS IN SPORT

MAKING WAVES OF CHANGE

The 2021 Sports Media Racial and Gender Report Card™: Associated Press Sports Editors (APSE)

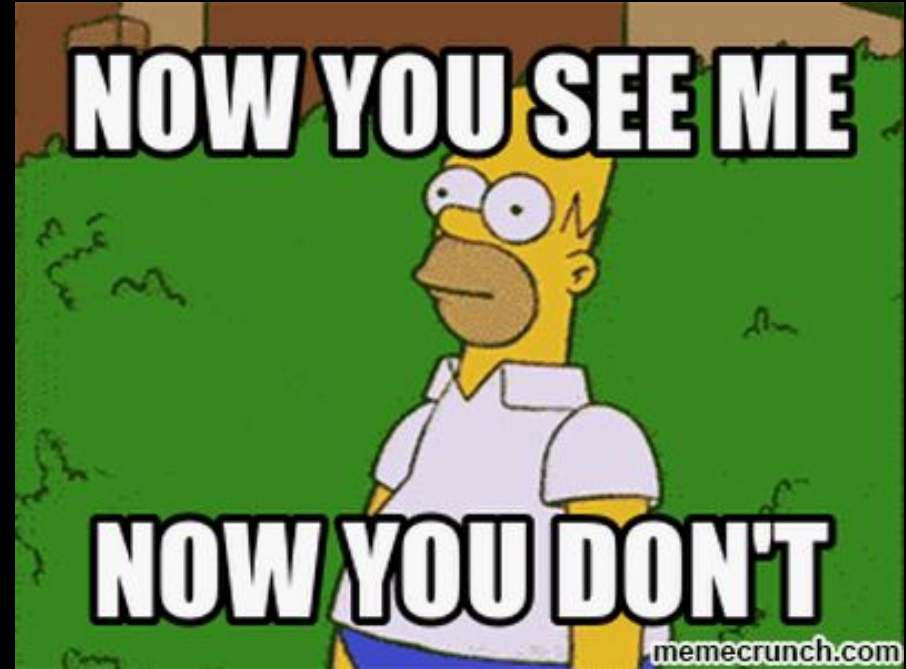
By Richard E. Lapchick

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Presented by:
The Institute for Diversity and Ethics in Sport™
with the DeVos Sport Business Management Program
in the College of Business Administration of the
University of Central Florida



Do you think the lack of women's sport coverage makes it harder to build a stronger fan base?



Question #6

Male and female athletes should be held to the same standards of behavior when playing their sport.

Andy Roddick has been known to question the umpire's education, and even whether or not he has ears, throwing an impressive range of insults in the process.

Jimmy Connors and John McEnroe are known for their tantrums. Both have been known to intimidate line judges, swear at umpires and break rackets.

In addition to his recent Covid-related issues, Novak Djokovic has yelled at ball boys, hit a line judge with a ball, nearly hit an official with a thrown racket, fired a ball into the stands in anger, and smashed his racket in a fit of rage,



Serena Williams

- Threatened to make a line judge eat a tennis ball at 2009 US Open semifinals,
- At 2016 Wimbledon center court finals after dropping the tie to Christina McHale she threw her racket so far it ended up in a cameraman's lap
- In the 2018 U.S. Open final. Williams called the chair ump "a thief" after he accused her of cheating.

Williams' loss to Naomi Osaka at the 2018 US Open sparked a conversation around sexism in tennis.

In interviews with reporters after the loss, Williams said she feels her male counterparts are often given more leniency when venting their frustrations at umpires.

"When a woman is emotional, she's 'hysterical' and she's penalized for it," tennis great Billie Jean King tweeted after the match. "When a man does the same, he's 'outspoken' & there are no repercussions."



What do you think? Is there a double standard in terms of what we expect/accept from male athletes as opposed to female athletes?

What about clothing? Did you hear about the controversy that erupted over women's uniforms last summer?



Norway's Beach Handball Federation was fined after its women's team wore shorts instead of bikini bottoms in the bronze medal match of the European Handball Championships in Varna, Bulgaria, July 2021.



German gymnasts, Tokyo Olympics: "It's about what feels comfortable. We wanted to show that every woman, everybody, should decide what to wear," gymnast Elisabeth Seitz told *The Guardian*.

What uniform would YOU rather play beach volleyball in?





serenawilliams • Following

serenawilliams Catsuit anyone? For all the moms out there who had a tough recovery from pregnancy—here you go. If I can do it, so can you. Love you all!!

Serena Williams was criticized by Bernard Giudicelli, president of the French Tennis Federation, for wearing a sleek black catsuit during the 2018 French Open as a way to regulate blood clotting post-pregnancy.



After Giudicelli stated in an interview that catsuits would be banned from future competitions, Williams donned a black tutu for her next match, at the U.S. Open.

Question #7

If the athletic teams at a high school are 50% boys and 50% girls, the school should FUND those programs equally.

Question #8

If a high school has 4 varsity programs but only 3 quality turf fields, a practice and game schedule should be created so each team gets equal practice/game time on the turf fields.

Question #9

If a school has the same number of boys teams as it does girls teams, that means the programs are equal.



Is this equality?





Is this what the NCAA considers equality?



WOMEN'S VS MEN'S VIEWERSHIP

2021 NCAA COLLEGE WORLD SERIES' EDITION

WOMEN'S COLLEGE WORLD SERIES AVERAGED
60% MORE VIEWERS THAN THE MEN'S

- Softball Hall of Fame stadium in Oklahoma City holds 13,000 - sells out overnight each year
- No on-site showers, only recently got bathrooms in the dugouts
- Off days between games are rare
- Some teams have to play twice on the same day, increasing injury risk.
- The N.C.A.A. prefers the condensed schedule to hold down hotel and meal costs.



VS.



1,200,000

AVERAGE VIEWERSHIP

755,000

2,100,000

MOST VIEWED GAME

1,700,000

- One of the NCAA's marquee championships
- Held at TD Ameritrade Park (Omaha) holds 24,000, with the ability to expand to 35,000.
- Players have off days, as well as a golf outing, a free massage day and a celebratory dinner for coaches, players & dozens of guests

Question #10

If a high school only offers a sport for one gender, athletes of a different gender should be able to join.



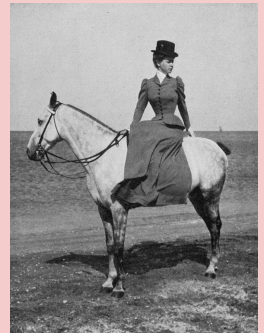
Women's Participation in Sports

Early 1900s-1960s



Women's opportunities in sports have in many ways been a reflection of & response to opportunities in society.

Women's Sports in the late 1800s



- Before the 1870s, sports for women were recreational, non-competitive, & informal.
 - Belief in the 1800s was that each human had a fixed amount of energy. If this energy was used for physical & intellectual tasks at the same time, it could be dangerous.
 - Physical activity for a woman was thought to be especially hazardous because during menstruation she was “periodically weakened.”
- In the 1800s, women’s modesty was valued over physicality.
 - Elite women therefore did not exert themselves. Instead, they engaged in sports which were relaxing, fun & which didn’t involve competition (like archery, horseback riding or swimming.)

Concerns about women's health

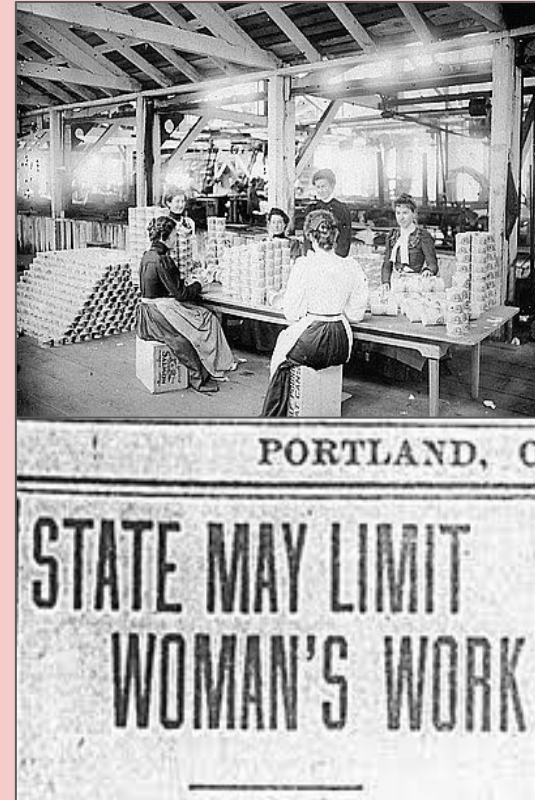
- In the late 1800s, doctors said women did not have the physical stamina to take part in athletics, and any attempt would endanger their mental and physical health.
- It was argued that any kind of exertion had the potential to damage a woman's future ability to bear children.
 - One pamphlet at the time declared that *"women are, as a rule, physically smaller & weaker than men; their brain is much lighter; and they are in every way unfitted for the same amount of bodily or mental labour that men are able to undertake."*
- Baron Pierre de Coubertin, founder of the modern Olympics, stated: "No matter how toughened a sportswoman may be, her organism is not cut out to sustain certain shocks."

These beliefs about female athletes was NOT out of line with how American society viewed/treated women.

In 1908, Oregon limited the workday for women in factories & laundries to 10 hours. The belief was that women were too fragile to work much longer than that, or they were needed at home. (NY state had a similar law restricting the hours of bakers, on the basis of the “difference between the sexes.”)

When challenged, the Oregon law was upheld by the Supreme Court.

- The Court agreed that the child-bearing nature and social role of women provided a strong govt interest in reducing their working hours.



What happened when women started to ride bikes?



- Biking was adopted by many middle & upper class men and women in the 1890s.
- For men, the bike was a novelty. They saw it as a cheap, fast form of transportation. But it was controversial for women.



What do you imagine the fear/danger was with bikes?



Medical opposition to the bicycle



Anti-bicycle movement: Male doctors gave all sorts of reasons to convince women not to ride bikes. They argued that:

- Biking was excessively taxing & unsuitable for women.
- Any kind of exertion had the potential to damage a woman's future ability to bear children.
- Biking would make women sexually aggressive & adventurous.

Another “medical” concern:

“bicycle face,” which was accompanied by exhaustion, insomnia, heart palpitations, headaches, & depression.

In the words of the press:

“So much anxiety is developed in learning to ride the popular vehicle and, ... in avoiding the accidents of various kinds which it invited, that it insensibly affects the muscles of the face, and gives even the openest and blandest physiognomy.”



What did women like about bicycles?



The New Women -- Wash Day.
Copyright 1901 by Underwood & Underwoods

- It meant greater mobility
- Offered a degree of independence.
 - For many women, it was the first time in their lives that they were able to control their own vehicle & travel without the supervision of a male driver or chaperone
- Susan B. Anthony (advocate for women's rights) said,
 - "Let me tell you what I think of bicycling... I think it has done more to emancipate women than anything else in the world. I stand and rejoice every time I see a woman ride on a wheel."



History of Women in Sport

In late 1800's and early 1900's women got more involved in sports but there were no real organized athletic programs for women.

- The small % of women who did attend college were only allowed to play intramural sports (against other women at their school) and not extramural sports (against women from other schools)

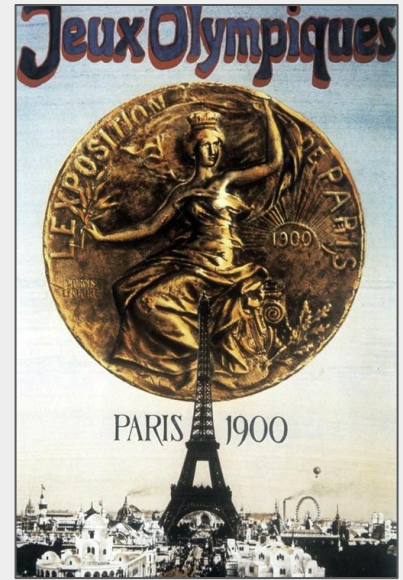


Univ. Wisconsin Women's Basketball 1897

In spite of social beliefs about women, the 1900 Olympics was the first Olympics to include women.*

Any guesses as to what 2 “feminine sports” they participated in?

** 12 out of the 1066 athletes were female.*



History of women in sport

After a period of regression in the 1930s, the pendulum swung back in women's favor with WWII.

- Women joined the military to help fight the war and left their homes to work in the factories and make war material.
- This also led to the creation of the first professional sports league for women - The All-American Girls Baseball League



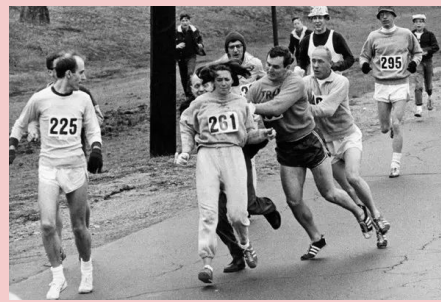
Notable Female Athletes



Gertrude Ederle, first woman to swim across the English Channel, 1926



Wilma Rudolph, first American woman to win three gold medals in the track and field competition, 1960.



Kathrine Switzer, first woman to run the Boston Marathon, 1967



Althea Gibson, tennis player and pro golfer, first African American to win a Grand Slam title, 1956



Alice Coachman, set a world record of 5'6 & 1/8" in the high jump finals at London Olympics, first black woman to win an Olympic gold medal, 1948.



Babe Didrikson Zaharias, who excelled in golf, basketball, baseball and track and field. She won two gold medals in track and field at the 1932 Summer Olympics, before turning to professional golf and winning 10 LPGA major championships.



By the 1950's and 1960's, the push for civil rights and the rise of feminism started to bring about more change and progress for women.



Women's Fight for Equality

- In the mid to late 1960s, women began forming groups to increase awareness of women's situation in society: **National Organization for Women** (NOW), led by Betty Friedan, which advocated for issues like fair pay, equal job opportunities, a more realistic portrayal of women in the media, etc..
- Protests:
 - **Ms. America Pageant (1968)**: women ditched physical objects of women's oppression (bras, girdles, curlers, false eyelashes, women's magazines, etc.) in the "freedom trash can," refused interviews with male reporters & boycotted pageant sponsors for helping to perpetuate a sexist image of womanhood.
 - **Women's Strike for Equality (1970)**: women in 90+ cities put down their mops, typewriters & refused to do "women's work" for the day
- **Equal Rights Amendment (1972)**: approved by Congress in 1970, the proposed law promised equal treatment for men and women in all spheres, not just employment. (Although the ERA was at first highly supported, it failed to gain ratification by the necessary number of states and was not added to the Constitution.)

The women's movement led to calls for greater equality in all aspects of life, including sports.



Do you know your
female athletes?

([Kahoot time!](#))

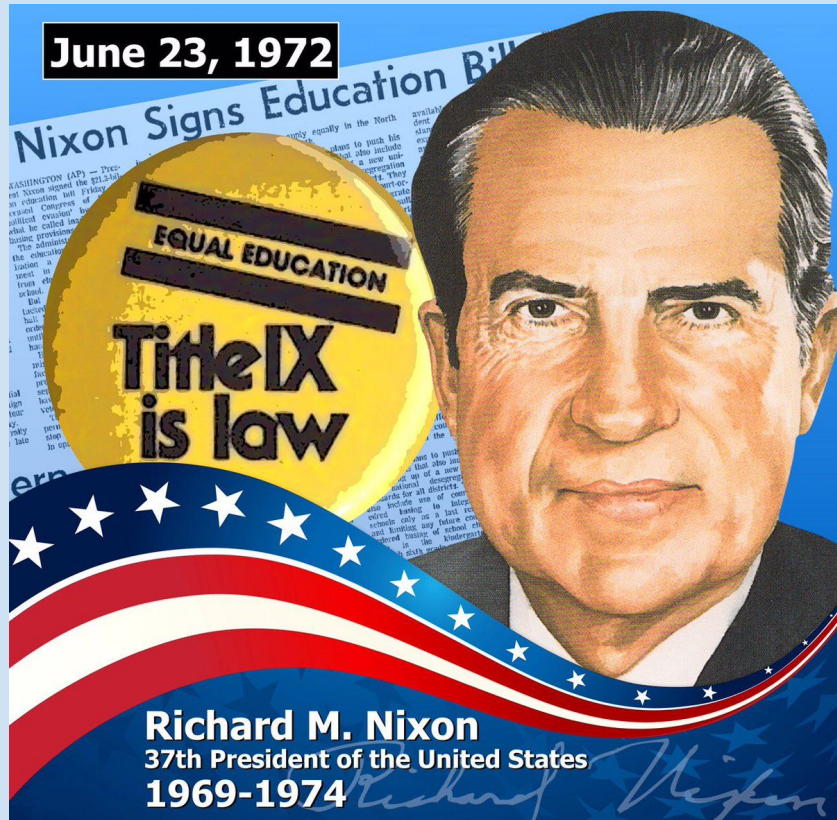




The women's movement sought to equalize opportunities for women socially, educationally, economically & politically.



Title IX



- The sponsor of Title IX's bill, Senator Evan Bayh, said that the purpose of Title IX was to:
“provide for the women of America something that is rightfully theirs—an equal chance to attend the schools of their choice, to develop the skills they want, and to apply those skills with the knowledge that they will have a fair chance to secure the jobs of their choice.”
- Title IX intended to put women on an equal playing field with men in terms of education.

Title IX of Education Amendments of 1972 - The law and its meaning

Title IX provides: *“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.”*

Title IX is published in the United States Code at [20 U.S.C. §1681-§1688](#).

What does the law actually mean? How do we go from that statement, to making changes to athletic teams in schools across the country?

Title IX of Education Amendments of 1972 - The law and its meaning

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Title IX is published in the United States Code at [20 U.S.C. §1681-§1688](#).

- 1** “Person” is chosen specifically so that no one individual human being can be discriminated against in education.
- 2** “Sex” is a biological term. Gender is a social construction, but sex is biology. Originally, this was meant to simply mean “male” or “female”. However, with our expanding understanding of the complexities of sexual biology, the reach of this law’s protections have grown over the years.
- 3** “Activity” means that this law goes beyond just the classroom & curriculum. Think of all of the activities that take place at L-S during a given year. What if the administration said that half of the student body weren’t allowed to participate in a certain activity? Would that be fair - especially if it were seen as a positive activity or one that helps enrich an educational experience or a transcript?

Scenarios

How might the law apply?

With your group, read the scenario and decide whether or not the school is in violation of Title IX.

Use the definition of the law and the expanded wording to help you.

Be able to explain why the school is in compliance with (obeying) Title IX. If it isn't, explain why not and what should be done.



A private school in Western MA seems to have a problem with some of its male students. The school, formerly an all girls school that needed to go coed in 2015 for financial reasons, is facing public criticism from some of its male students (and their families).

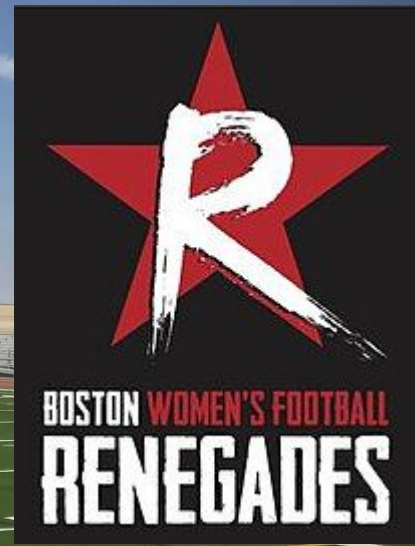
Currently the school's athletic department consists of 15 girls teams and 5 boys teams. Several groups of male students have tried to start various teams, but the athletic director only allows them to maintain "club" status because there isn't enough money to fund new varsity teams. As clubs, they can play other schools, but the results of those games are not counted against the other schools & the clubs can't participate in any post-season tournaments.

The school does accept a federal grant to help offset the cost of tuition for students with financial challenges.



Women's professional football is starting to become well-known & popular (the Boston Renegades are champions again!)

25 female students at a high school have approached the athletic department about starting a team. The girls have even found someone willing & able to coach. So far, they have been told "no." However, it was suggested that they could start a club or tryout for the boys football team. Last year, 5 girls tried out & 1 made the JV team.



A few details to consider:

1. The school has 30 varsity level sports teams
2. 12 teams are girls teams, 12 boys teams and 6 teams that are co-ed
3. There are currently no other girl's football teams in the area



A school that struggles with funding, but wants to provide as much as possible for all of its students, has found some very interesting ways to save money.

For example, because uniforms are so expensive, every year that the boys soccer or lacrosse teams get new jerseys, their old ones are given to the girls teams.

Also, because the school cannot afford to fix the plumbing in one of the locker rooms, the boys teams always have practice first so that they can shower & change while the girls have their practices. This means the girls always practice late. If, for some reason, the boys aren't done yet, the ladies just need to wait a short while for the locker rooms to be available.

In the spring of their 9th grade year, two female students at a local high school register for spring sports. One plans to play lacrosse & the other baseball. When they register, they check off the box as female, pay their athletic fee & each sign up for the “boys” team in their respective sports.

The athletic director (AD) later informs them that because the school offers equivalent teams for girls, that they must tryout for softball & girls lacrosse. The girls want to play on the teams they have signed up for. Can the athletic director prevent them from trying out for the “boys” teams?



Are these “like” sports the same?

What do you think: is telling girls they have to play girls lacrosse or softball fair?



What if a girl wants to play lacrosse or hockey with the boys team instead of on the girls team that is offered?

What if a girl wants to play golf but there is NO girls golf team in existence?



MIAA rules prevent girls from playing on a boys team or boys on a girls team in the event that there is a “like” sport offered.

IF there is no “like” sport offered, students may play with with the team that is offered.

Contact Sport Exemption

In 1975, the Office for Civil Rights published regulations, which said:

“[W]here a recipient [of federal funds] operates or sponsors a team ... for members of one sex but operates or sponsors no such team for members of the other sex, and athletic opportunities for members of that sex have previously been limited, members of the excluded sex must be allowed to try out for the team offered unless the sport involved is a contact sport.

... contact sports include boxing, wrestling, rugby, ice hockey, football, basketball and other sports the purpose or major activity of which involves bodily contact.”

Exceptions to the Contact Sport Exemption

In spite of the contact sport exemption, girls *HAVE* successfully participated on boys football teams, wrestled alongside boys in high school tournaments, etc..

How is this allowed?

The Equal Protection Clause of the 14th Amendment gives grounds for someone to sue to gain access to a space from which they've been excluded on the basis of their gender.

14th Amendment

...nor shall any state deprive any person of life, liberty, or property, without due process of law; nor deny to any person within its jurisdiction the equal protection of the laws.

Danbury High, in Conn., is the home to one of the state's best field hockey teams. Two male students have moved to Danbury from South Africa, where they played field hockey for their former school.



They are disappointed that there is no boys team, but are open to joining the girls on the field of play. Needless to say, many parents are not happy about this and the athletic department has told the boys that they can't play.

A small MA high school has an athletic department with a handful of teams. Unlike most of the high schools in the area, this one actually has more girls teams than boys. Oddly, though, the money spent on the boys' teams is more than that on the girls' teams. Unfortunately, money is tight & the department needs to cut spending by 25%. If you were the athletic director, how would you do that?



Boys Teams & % of budget: 70%

- Football - 15% (won 3 of last 5 super bowls)
- Hockey - 15% (middle of the pack team)
- Baseball - 5% (rebuilding, but usually strong)
- Basketball - 5% (mid level team in district)
- Wrestling - 5% (annually top 3 team in state)
- Lacrosse - 10% (nationally ranked)
- Track - 10% (often competes for state title)
- X-Country - 5% (three state titles in 10 years)

Girls Teams & % of budget: 55%

- Soccer - 5% (state title last year)
- Rugby - 5% (relatively new, but strong team)
- Field Hockey - 5% (rebuilding over last 5 year)
- Track - 10% (often competes for state title)
- X- Country - 5% (4 state titles in 10 years)
- Softball - 5% (sub 500 over last 6 years)
- Basketball - 5% (mid level team in district)
- Volleyball - 5% (inconsistent over last 10 years)
- Lacrosse - 10% (new varsity team - no history)



Difference in sports funding/resources before Title IX

- It was common for men's teams to get budgets for travel on chartered buses, while the women's teams had to hold bake sales, sell candy bars or Christmas trees, and seek donations to fund their travel and uniforms.
- At one big state school, with a 50% female student body, only \$5,000 of the \$68,000 in student fees that were allocated for athletes went to women's teams. In perhaps the most dramatic case of inequity, one midwestern university put more than \$2.6 million a year into men's athletics, while the women's teams got no money at all.
- The women's varsity basketball team at one school (once a women's college) was told they could use the gym "only when the men's teams didn't want to use it."
- Some universities provided team doctors and insurance for the men's teams, not the women's teams.

Case Study: Yale Women's Collegiate Crew (rowing)



Yale Women Strip To Protest a Lack Of Crew's Showers

Special to The New York Times

NEW HAVEN, March 3—Nineteen members of the Yale women's varsity crew stripped naked this afternoon in the office of Joni Barnett, director of physical education, to protest the lack of shower facilities at Derby, Conn.

The nude women, with the words "Title IX" emblazoned across their chests and backs in Yale-blue paint, stood at attention as Chris Ernst, a senior from Wilmette, Ill., who



Crew demonstration

continued from page sixteen

the demonstration, saying, "We've been asking for a facility for two years. It's our number one priority in this department."

Athletic Director DeLaney Kiphuth echoed Barnett's feelings: "We've been doing something about this for a year and have worked very hard in this regard.

"Women's sports have not been neglected," Kiphuth continued. "As an alternative to building major additions to the boathouse, we had a trailer arrive today to help the women through this crisis—and it really is a crisis."

Kiphuth termed the demonstration "the most God-awful thing I've ever heard of," and felt that "striking at the women's athletic administration was unfair and inconsiderate."

Title IX

All but one member of the crew participated in the demonstration. Each one had emblazoned the words "Title IX" on her chest and back in reference to the HEW ruling concerning equal athletic facilities for women.

"If this were the football team," said one woman rower, "there would be showers."



PART I: The Thread:
These Are the Bodies
1976 Yale Women's Crew

VIDEO Preview: *A Hero for Daisy*

1. For the first 200+ years of its existence, Yale was an all-male institution. How did many Yale men feel about the decision to make Yale co-ed & how did they treat the new women on campus?
2. **SUPPORT THIS STATEMENT:** The female rowers at Yale experienced different conditions than the male rowers.
3. What did the Yale women's rowers ultimately do to get the university's attention?
4. What impact did their protest have on the school and their conditions?

VIDEO:
A Hero
for Daisy



VIDEO Review: *A Hero for Daisy*

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Debunking Myths About Title IX

Myth: Title IX forces schools to cut men's sports.

Fact: Title IX does NOT requires schools to cut men's sports.

Some schools have chosen to eliminate certain men's sports, like gymnastics & wrestling, and even some women's sports rather than control bloated football and basketball budgets. The budgets for these two sports consume approximately 84% of the typical DI-FBS school's total men's athletic expenses.

For example:

- San Diego State University decided to address its \$2 million budget deficit by cutting its men's volleyball team instead of cutting slightly into the \$5 million football budget. Only four months after cutting the men's volleyball team, the university outfitted the football team with new uniforms and state-of-the-art titanium facemasks.
- Rutgers University spent \$175,000 on hotel rooms before 6 home football games, more than the entire budget of the men's tennis team, which the university eliminated.

A 2001 study found that 72% of schools that added teams from 1992-2000 did so without discontinuing any teams.

Debunking Myths About Title IX

Myth: Football & men's basketball finance all other sports.



Fact: Most football & men's basketball teams spend much *more* money than they bring in.

A 2014 NCAA report shows that almost 1/2 of DI-FBS football & men's basketball programs don't generate enough revenue to pay for themselves, much less any other sports. The typical losing programs have annual deficits of almost \$4.2 million and \$1.3 million respectively.

And how do some of these programs spend their money?

- Some spend hundreds of thousands of dollars to fly their football teams to games on chartered jets (instead of commercial planes).
- The Univ. of Texas spent \$120,000 to repanel the football coach's office in mahogany while it insisted that there was not enough in school coffers to add sports opportunities for women.
- The Univ. of Oregon spent \$3.2 million on a two story locker room with three 60-inch plasma TVs, Xboxes, and a "squint-no-more" lighting system, which matches the lighting conditions in the locker room to the conditions outdoors.

Eliminating some of this spending would provide more money for other men's and women's sports.

Debunking Myths About Title IX



Myth: Title IX requires equal spending on women's & men's sports.

Fact: Title IX does not require schools to spend the same amount of money on male and female athletes.

Title IX requires schools to treat male and female athletes equally, but it recognizes that a football uniform costs more than a swimsuit. So it does not require that a school necessarily spend the same amount of money on uniforms for the swim team as for the football team.

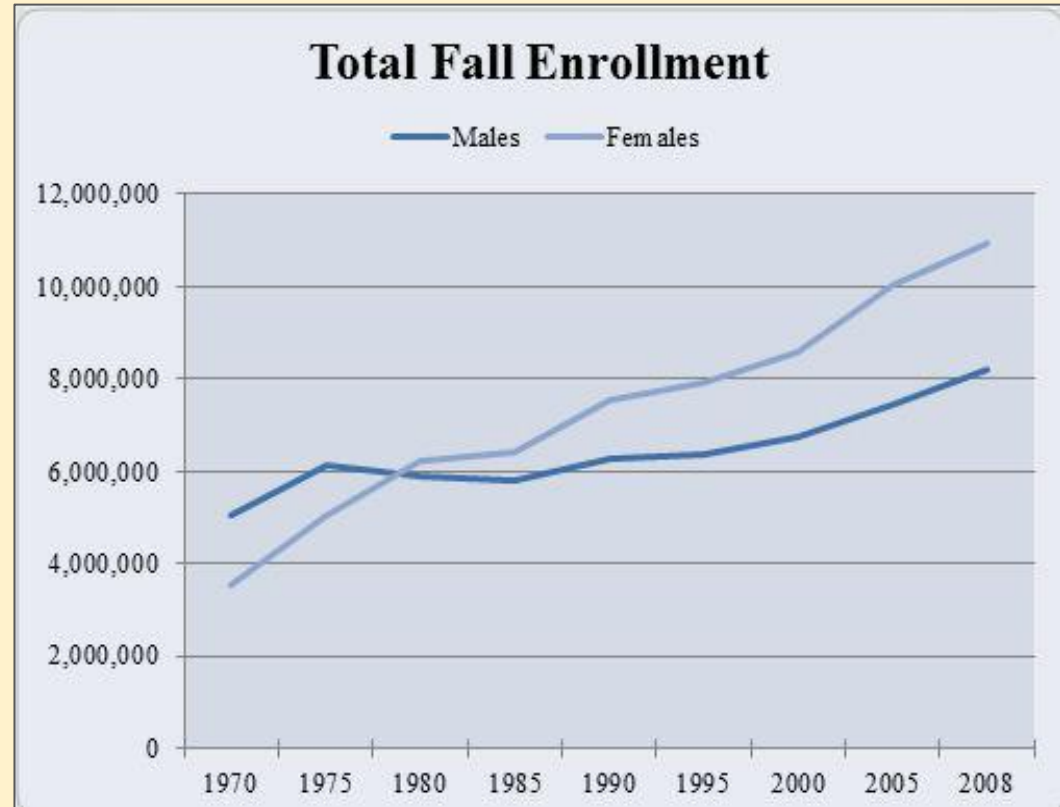
However, the school cannot provide men with top-notch uniforms and women with low-quality uniforms, or give male athletes home, away, and practice uniforms and female athletes only one set of uniforms.

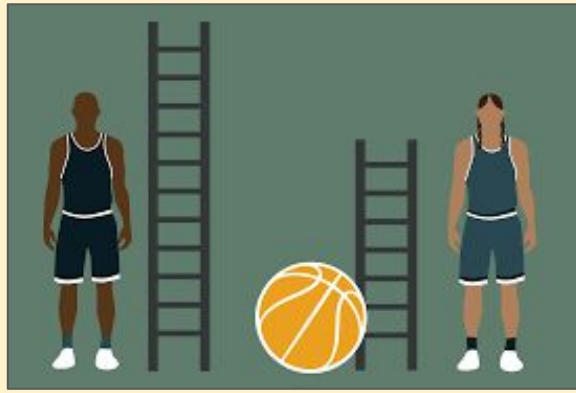
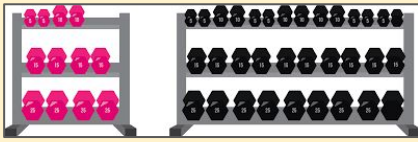
Title IX requires schools to provide fair treatment. What does that mean?

- Fair treatment means making sure that male and female athletes receive equal benefits and services from their school, including:
 - equal quality and quantity of equipment and supplies;
 - fairness in scheduling games and practices;
 - equal financial support for travel and expenses;
 - fairness in assigning and paying quality coaches; and
 - Equal facilities (locker rooms, fields, and arenas, for example).
- Schools ***do not*** have to provide identical benefits and services to their male and female athletes, as long as schools treat them equally overall.
- Equal ***does not*** always mean identical, but any differences must not result in second-class treatment.

What is the current state of gender equality in education?

- Men make up 49.5% of the US population
- Women make up 50.5% of the US Population.
- Women make up
 - 55% of the undergraduate college students
 - 60% of the graduate students in the U.S.





Women are in the majority,
but they still lag in athletic equality

Although women are more than half of the students at NCAA schools, they receive:

- About 44% of the athletic participation opportunities
- Roughly 29% of the total athletic operating expenses
- 28% of the dollars spent to recruit new athletes
- 39% of the total athletic scholarship dollars

At the typical Division I-FBS school:

- for every dollar spent on women's sports, about two and a half dollars are spent on men's sports
- the typical expenditures on football alone (over \$16 million) exceed the typical total expenditures for women's sports (over \$10 million).

What's the
current state of
affairs in college
sports?



How does something like this happen in
2021 with a law like Title IX in effect?



The Impact of Title IX on Professional Sports



“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.”

– Title IX, Education Amendments of 1972

“Since 1972, thanks to increased funding and institutional opportunities, there has been a 545% increase in the percentage of women playing college sports and a 990% increase in the percentage of women playing high school sport.”

- Women’s Sports
Foundation



What happens once
the pool of female
athletes expands at
the high school and
college level?

Where do those
female athletes go
next?

- Remember, Title IX only applies to federally funded education programs (K-graduate school.)
- Professional sports are NOT governed by Title IX, which is one of the reasons there is a significant pay & benefits gap between men & women's professional sports.

Professional Sports Salaries



Premier Hockey Federation just raised the team salary cap from \$150,000 to \$300,000.

- That averages out on a 20 person team to about \$15,000 per player.



WNBA

- Average \$120,000
- Highest \$221,000
- Rookies \$58k-70k (draft dependent)



NHL has a salary cap of \$81.5 mil.

- That averages out to a little over \$4 million per player. (The league minimum is \$700,000.)



NBA

- Average \$7.7 mil
- Highest \$46 mil
- Rookie \$820k

Professional Sports Salaries (cont.)

Nat. Women's Soccer league

- League minimum is \$22,000
- Maximum salary is \$52,500

** The team signed a new collective bargaining agreement Feb. 1st which promises 160% increase in the league minimum salary to \$35,000 & a plan to increase the minimum yearly.*



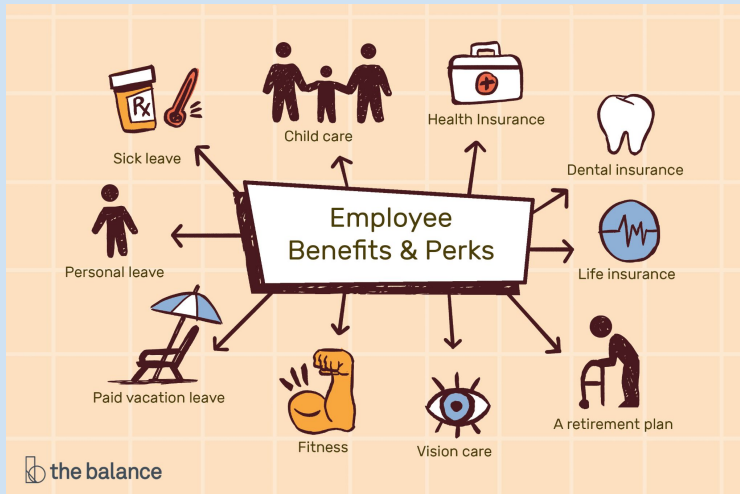
Major League Soccer (MLS)

- \$4.9 million salary cap per team to spend on senior roster (20) (averages to \$418,365 per player)
- Supplemental roster players (10) make anywhere from \$63,547 - \$81,375 per season



Beyond pay, what other gaps exist at the professional level for women?

- Health care
- Parental/maternity leave rights
- Playing conditions
- Travel conditions and accommodations
- Player equity in or ownership of the league/teams





CASE STUDY: NWSL (U.S. women's soccer)

US Women's Soccer Team Pursues Legal Action

- In 2016, 5 members of the U.S. women's team alleged wage discrimination in a complaint with the Equal Employment Opportunity Commission.
- In 2019, players withdrew the EEOC complaint & all 28 members of U.S. Nat. team filed a gender discrimination lawsuit vs. U.S. Soccer Federation.





THE DAILY SHOW



Beyond pay, what other issues did the women's lawsuit bring to light?

What are the teams' records?

Men's record:

- ★ Played in every World Cup from 1990 to 2014 (didn't qualify in 2018)
 - Best performances in modern history was reaching the quarterfinals of the 2002 World Cup.
- ★ Currently ranked #13 in the world by FIFA

Women's record:

- ★ Won 4 World Cup titles since 1990 & 4 Olympic gold medals (no team, men's or women's, has won more than 2 of each)
- ★ Currently ranked #1 in the world by FIFA

Why did the U.S. women's national soccer team sue the U.S. Soccer Federation?

The 2019 lawsuit cited "institutionalized gender discrimination" that had lasted for years. The discrimination affected not only their paychecks but also where they play and how often, how they train, the medical treatment they received, and even how they traveled to matches.

U.S. women's soccer stars claim wage discrimination

Highlights from the players' complaint against U.S. Soccer



Carli Lloyd



Clint Dempsey



PAY AND MATCH BONUSES

Top players get a **\$72,000** annual salary to play at least 20 exhibition matches a year; each win earns them an additional a **\$1,350** payment.

At least **\$5,000** per exhibition match, with games against higher-ranked opponents worth as much as **\$17,625**; no additional payment for wins

THE WORLD CUP

\$30,000 if they try out for and make the team; the team earned **\$2 million** for winning the 2015 tournament

\$68,750 for making the team; the team earned **\$9 million** for making the round of 16 in the 2014 tournament

OLYMPICS

Both men and women can earn **\$30,000** if they make the Olympic roster

SPONSOR APPEARANCES

\$3,000

\$3,750

PER DIEMS

\$60 internationally, **\$50** in the U.S.

\$75 internationally, **\$62.50** in the U.S.

Source: Players' complaint with the EEO, Getty Images

Are the US
women's soccer
players paid
less?



What were some of the complicating factors in the case?

- Pay structure
 - The men's & women's teams negotiate separate collective bargaining agreements (so their pay structures are different)
- Global audience
 - Soccer is one of the biggest sports in the world & draws a global audience.
 - In 2019, an estimated 62% of soccer fans were male & 38% were female.
 - In spite of the growing popularity of women's soccer, *playing* soccer remains out of reach for many women globally.
 - Legal, cultural, & religious barriers forbid them from playing.

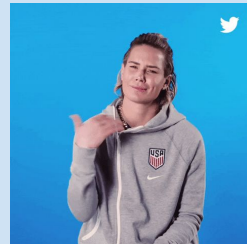
Spot the difference: Men's and Women's World Cups		
	Men's World Cup 	Women's World Cup 
Total prize money	\$400 million	\$30 million
Winners' prize money	\$38 million	\$4 million
FIFA revenue	\$5.36 billion	\$131 million (expected)
Ticket sales	2,745,357	1,000,000+
Global audience	3 billion	1 billion (expected)

Source: FIFA financial reports 2017, 2018, FIFPRO

CGTN

What were some of the complicating factors in the case?

- Earnings for U.S. Soccer
 - The women's suit cited U.S. Soccer financial reports which indicated that the women had become the federation's main economic engine.
 - U.S. Soccer argued that the men's team produced revenue/attendance double that of the women's team and that tv ratings were many times the women's and therefore deserved higher pay (*The Wall Street Journal* found that to be untrue.)
- Timing
 - The women's class-action case start date was 2015.
 - Between 2015-2020, the women's team won 2 World Cups (& millions in bonuses for those wins), an Olympic gold medal, plus negotiated a new contract with salary gains.
 - The men's record plummeted - they failed to qualify for the only men's World Cup played during the class window, making them ineligible for millions of dollars in performance bonuses of their own. (Had they had those payments, their paychecks would have been far bigger than the women's earnings.)
- Perceived skill/capability
 - Lawyers for US Soccer argued that women's soccer doesn't require "equal skill, effort & responsibility" and that "indisputable science" proved that the women were inferior to the men. (The fallout led US Soccer to fire its lawyers & the head of the federation, Carlos Cordeiro, resigned.)





If you were the judge in the case, what factors would you consider in making your decision?

In 2020, US federal judge threw out the bulk of the gender discrimination suit.

The women appealed & the players & the Federation continued negotiating.

2 years later, on Feb. 22, 2022, the Federation announced a settlement.



- In the settlement, US Soccer agreed to:
 - Pay \$24 million in back pay to women's (\$22 million back pay and \$2 million fund for post-career plans and initiatives to grow women's soccer)
 - Equalize pay, appearance fees and match bonuses for all national team competitions including World Cup

* The settlement is contingent on the ratification of new contracts with the players' unions. (Both teams are currently playing on expired contracts. The Federation wants to sign a joint deal with the men & women's teams.)

USWNT, U.S. Soccer Federation settle equal pay lawsuit for \$24 million

The USWNT vs. U.S. Soccer: An Equal Pay Timeline

A six-year legal fight that saw victories on the field and losses in federal court ended with a multimillion-dollar settlement. Here's how the sides got here.

U.S. Women's Soccer Players, U.S. Soccer Federation Reach \$24 Million Equal Pay Settlement

The deal, reached by the federation and the players who sued it for discrimination, is contingent on a new team collective-bargaining agreement

USWNT, U.S. Soccer reach \$24M equal pay settlement; Megan Rapinoe says 'justice comes in the next generation'

SPORTS
The U.S. national women's soccer team wins \$24 million in equal pay settlement

US Soccer Settled An Equal Pay Lawsuit With The Women's Team For \$24 Million

"I think we're going to look back on this day and say this is the moment that US Soccer changed for the better," Megan Rapinoe says

U.S. Soccer, USWNT members settle equal pay lawsuit for \$24 million

USA women's football team
US women's soccer team reach landmark \$24m settlement in equal pay battle

JWS Just Women's Sports 
@justwomensports

The @USWNT has reached a landmark \$24 million settlement with US Soccer, ending a six-year legal fight over equal pay.

USWNT Players to Get \$22M After Agreement With U.S. Soccer to End Equal Pay Dispute

An ongoing debate: gender equality in professional sports



We are going to take a closer look at current examples in which female athletes are alleging gender inequity in their sport. The areas of focus are tennis, golf & basketball.

There are 3 videos that follow which introduce each of the issues.

1. Watch each video
2. What are the issue(s) or challenges that women in that sport are still dealing with?

WNBA

What are the issue(s) or challenges that women in basketball are dealing with?



Tennis

What are the issue(s) or challenges that women in tennis are dealing with?



Golf

What are the issue(s) or challenges that women in golf are dealing with?



[Link to debate assignment](#)
(also posted in Google Classroom)



WNBA resources

- <https://witi.com/articles/1324/Examining-the-Gender-Pay-Gap-in-Elite-Sports/>
- <https://www.deseret.com/sports/2021/4/7/22367915/pay-disparity-between-nba-wnba-is-a-numbers-game>
- <https://www.sbnation.com/nba/2015/2/3/7973177/diana-aurasi-sit-out-wnba-season-russian-salary>
- <https://www.nytimes.com/2020/01/14/sports/basketball/wnba-contract-collective-bargaining-agreement.html?action=click&module=RelatedLinks&pgtype=Article>
- <https://www.cnbc.com/2020/01/14/wnba-agrees-to-53percent-pay-raise-maternity-benefits-for-players-in-new-collective-bargaining-agreement.html>
- <https://www.theatlantic.com/culture/archive/2020/02/why-wnbas-new-maternity-leave-policy-revolutionary/605944/#:~:text=Maternity%20Leave%E2%80%94Not%20Higher%20Pay%E2%80%94Is%20the%20WNBA's%20Real%20Win&text=Discover%20new%20ideas.,Rethink%20old%20assumptions.&text=Maternity%20leave%20and%20parental%20benefits,considering%20equality%20for%20women%20athletes.>
- <https://www.nytimes.com/2019/09/02/magazine/wnba-atlanta-dream.html>
- <https://www.forbes.com/sites/davidberri/2018/07/09/why-isnt-the-michael-jordan-of-the-wnba-paid-at-least-as-well-as-adonis-jordan-was/#310438c76dce>
- <https://www.nytimes.com/2019/08/06/opinion/wnba-fair-pay-washington-mystics.html>
- https://www.espn.com/wnba/story/_/id/24247429/why-increasing-wnba-player-salaries-more-complex-think
- <https://www.seattletimes.com/sports/storm/more-money-would-be-good-but-wnba-nba-wage-gap-is-about-economics-not-gender/>
- <https://www.nytimes.com/2019/04/22/sports/wnba-television-new-deal.html>
- <https://www.youtube.com/watch?v=9SBhdAGB3-A>

Tennis resources

- John McEnroe ranks Serena 700 against men:
<https://www.youtube.com/watch?v=hDPK8ds1D-o>
- Tennis equality (WTA v ATP): <https://www.youtube.com/watch?v=vGHjiL-sYTM>
- Serena on inequality: <https://www.youtube.com/watch?v=zYXhS1F9zGO&t=1s>
- <https://witi.com/articles/1324/Examining-the-Gender-Pay-Gap-in-Elite-Sports/>
- How do Tennis players get paid?
<https://mytennishq.com/6-ways-how-tennis-players-get-paid-and-how-much/>
- How much do Tennis players make?
<https://mytennishq.com/how-much-do-tennis-players-make-the-ugly-truth/>
- Breaking down ITF's new gender equality research (going beyond pay):
<https://www.itftennis.com/en/news-and-media/articles/itf-unveils-new-research-into-gender-equality-in-sport/> and some framing of this report:
<https://www.si.com/tennis/2021/04/14/mailbag-breaking-down-itf-gender-equality-research>
- Vogue digs into the issue:
<https://www.vogue.com/article/womens-tennis-gender-equality>

Golf resources

- Should women earn as much as men? <https://www.youtube.com/watch?v=suSch9RP8wY>, Cristie Kerr (starting at 2:31):
<https://ca.finance.yahoo.com/news/cristie-kerr-golf-has-a-pay-gap-and-it-needs-to-close-175832103.html>
- <https://www.golfmonthly.com/news/tour-news/golfs-gender-pay-gap-one-of-the-biggest-in-sport-222592>
- ESPN on the pay gap:
https://www.espn.com/espnw/sports/story/_/id/15160220/big-gap-earnings-men-women-professional-golfers
- LPGA survey:
<https://abcnews.go.com/Sports/lpga-confidential-survey-players-speak-inequality/story?id=48558528>
- Opinion piece: <https://www.golfchannel.com/news/randalls-rant-time-step-and-fill-gender-pay-gap>
- Social media & golf: <https://www.golfdigest.com/story/women-social-media>
- Inequality in golf:
<https://www.independent.co.uk/sport/golf/mel-reid-interview-lpga-tour-european-tour-inequality-sexism-georgia-hall-a8761161.html>
- Male v. female golfers:
<https://www.theguardian.com/sport/2017/jun/06/male-female-athlete-comparison-golf>
- Australian golf bridges gender gap:
<https://www.cnn.com/2018/02/05/golf/oates-vic-open-equal-pay-minjee-lee-simon-hawkes/index.html>
- Proposal to consider gender blind tournaments:
<https://bleacherreport.com/articles/335849-why-not-gender-blind-golf-tournaments>
- <https://www.youtube.com/watch?v=7bwqfghIILA>