

Encouraging Female Involvement in Athletics

Discussion around student athlete and administrator opportunities, issues and barriers within athletics.



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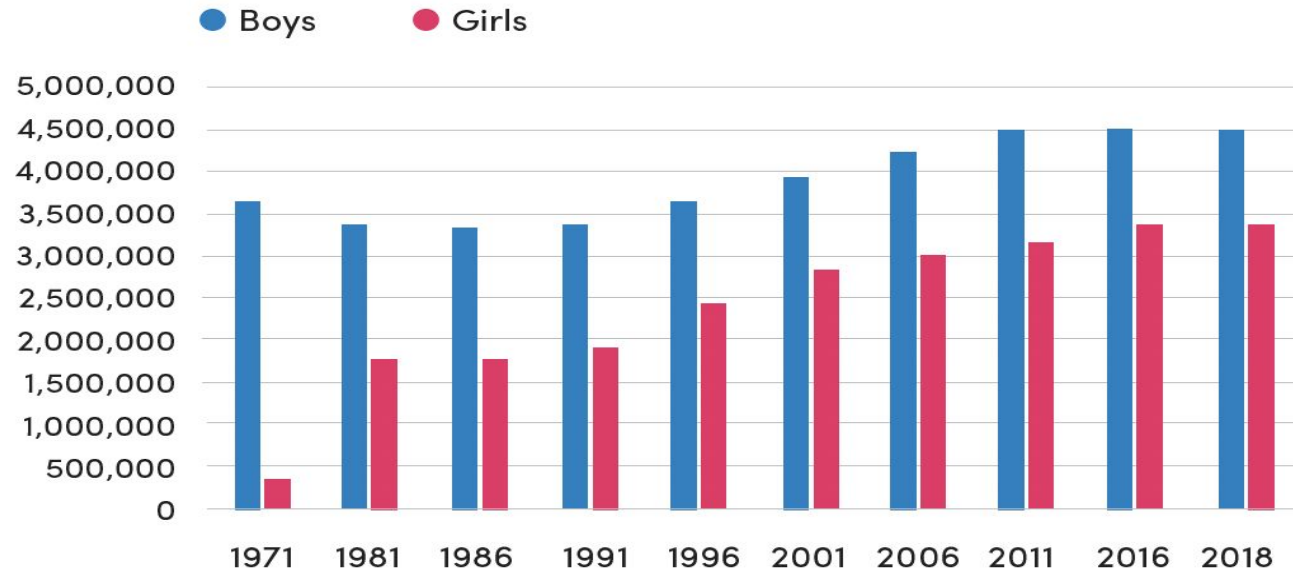
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Chasing Equity- the facts...

Access for girls and women is on the rise but gaps still persist.

High School Athletics Participation Survey Totals 1971-72 to 2018-19



Source: National Federation of State High School Associations 2018-19 Athletics Participation Summary

<i>Female Athletes</i>	<i>Female Coaches/Administrators</i>
73% worry about costs of participation	Major decline in female head coaches since 1971; 1971-90%/2019-43%
32% say boys make fun of their sport/or level of play	60% of female leaders report being paid less than their male counterparts in same job
77% say they lacked female role models	31% say if they bring up Title IX or gender equity they would be fired or let go
Only 32% of sports media coverage devoted to female sports	70% say lack of media coverage limits girls participation
Only 27% of HS report a strong record of Title IX compliance	51% of HS ADs don't even know who the Title IX coordinator is at their school

Staurowsky, E. J., Watanabe, N., Cooper, J., Cooky, C., Lough, N., Paule-Koba, A., Pharr, Williams, S., Cummings, S., Issokson-Silver, K., & Snyder, M. (2020). Chasing Equity: The Triumphs, Challenges, and Opportunities in Sports for Girls and Women. New York, NY: Women's Sports Foundation.

Do you know the 3 top factors influencing girls participation in sports?

- Lack of equity in experience to their male counterparts- lack of trained coaches, funding, uniforms, etc...
- Lack of positive female role models-the pull between social media “beauty” and strong athletic female role models
- Lack of access- girls have 1.3 million fewer opportunities to play sports

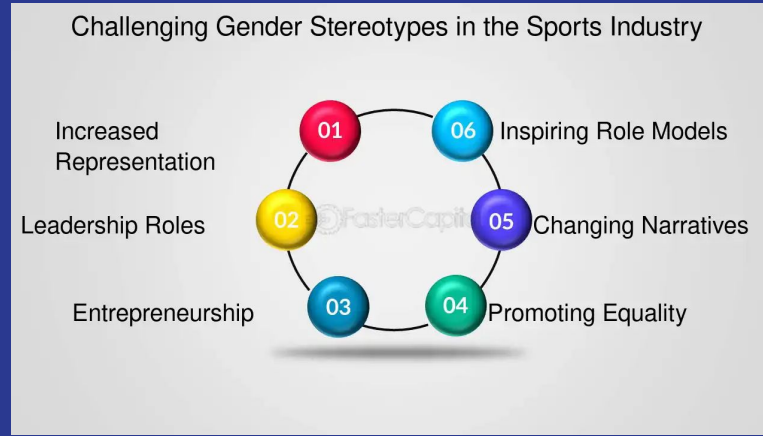
Awareness of Gender Stereotypes

Breaking Gender Stereotypes in the Sports Industry



“One of the most persistent and pervasive challenges that women face in the sports industry is the gender stereotypes that limit their opportunities, recognition, and respect.”

Breaking Gender Stereotypes



“The sports industry is witnessing a significant shift. Through increased representation, leadership roles, entrepreneurship, promotion, changing narratives, and inspiring role models, women are breaking barriers and making their mark in the sports world. This progress not only empowers female athletes but also paves the way for a more inclusive and diverse sports industry.”

SOURCE: <https://fastercapital.com/topics/breaking-gender-stereotypes-in-the-sports-industry.html>

Title IX & NCAA Basketball Equity Issue

- **The Issue:** 2021 NCAA basketball tournaments, stark disparities between the men's and women's facilities and resources came to light.
- **Impact on Title IX:** These disparities contradicted the principles of Title IX
- **Resulting Changes:** The backlash led to a comprehensive NCAA review of gender equity in its championship
- **Significance:** This incident underscored the ongoing need for vigilance and advocacy



Title IX & Nebraska Volleyball Attendance Milestone

- **Historic Event:** On August 30, 2023, Nebraska Volleyball set a world record for attendance at a women's sporting event
- **Title IX's Role:** This achievement reflects decades of progress in women's athletics
- **Impact Beyond Sports:** The event showcased the growing cultural and economic value of women's sports
- **Legacy:** This milestone serves as a powerful reminder of the transformative potential of Title IX



How To Challenge Gender Bias and Stereotypes

Athletes:

Lead by Example, Speak Up and Mentor!

Coaches:

Create Inclusive Environments, Advocate and Address Bias.

Athletic Directors:

Enforce Title IX Compliance, Promote Female Leadership, Raise Awareness, Be open to new opportunities!

How To Challenge Gender Bias and Stereotypes- Cont'd.

Mentorship and Support Networks:

- Guide and empower women new to athletic administration or coaching.
- Join and promote organizations that support women in sports administration

Professional Development:

- Emphasize the importance of ongoing professional development for women in sports to build skills and confidence.
- Encourage women to pursue advanced leadership roles and certifications

Encouraging Allyship:

- Foster an environment where male colleagues actively support and advocate for female ADs.
- Create allyship opportunities to promote a collaborative atmosphere, ensuring all voices are respected.

Work-Life Balance and Support Systems

Acknowledge the Demands

- Being an athlete, coach or AD require long hours, extensive commitment, and being on-call for student and program needs. For women, the additional pressures of societal expectations around family responsibilities can add to these demands.

Emphasize the Importance of Work-Life Boundaries

- *Establish Clear Boundaries:* Encourage ADs to set clear start and end times for work, delegate responsibilities
- *Prioritize Self-Care:* Emphasize that making time for personal activities, hobbies, and wellness

Highlight Supportive Policies and Flexibility

- Advocate for **flexible scheduling**, remote work options where feasible, and family-supportive policies

Work Life Balance



Work-life balance is crucial for women as it enables us to excel in our professional and personal lives without sacrificing one for the other. It empowers women to pursue their career goals while nurturing their well-being, relationships, and interests outside of work. Achieving balance allows women to thrive in their roles as professionals, mothers, partners, and individuals, leading to greater fulfillment and happiness in all aspects of life.

What you can do- Opportunities

- Join professional organizations!
- Attend conferences / workshops!
- Seek mentorship / offer mentorship!
- Collaborate and share knowledge!
- Follow up and maintain connections / friendships!
- Support female athletes at your school!

TITLE IX Survey BAPS will send out this year:

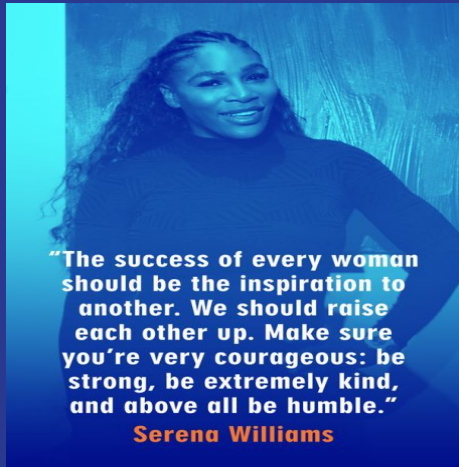
<https://my.thoughtexchange.com/scroll/preview/999423344/welcome>

BA Coaches Handbook:

https://docs.google.com/presentation/d/1VVIRpyvqOL7YTsmkFwgh2At_MBqxvOx7/edit#slide=id.p73

Celebrating Wins: Large & Small

Why? Celebrating achievements is essential for personal and team morale. Recognizing victories, even minor ones, can boost motivation, reduce burnout, and strengthen resilience...especially in demanding roles like athletic director or head coach.



- **Inspire Future Leaders:** shows young women that their achievements in leadership and sports are valued and celebrated.
- **Foster a Culture of Positivity:** Inspires a culture of respect, recognition, and optimism.

**If your actions create
a legacy that inspires
others to dream more,
learn more, do more
And become more,
then, you are
an excellent leader.**

∞
DOLLY PARTON



THANK YOU!



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