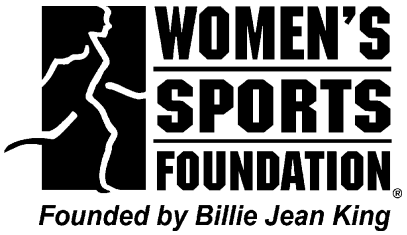
WOMEN'S SPORTS FOUNDATION®
Founded by Billie Jean King

The Women's Sports Foundation® Report:

Title IX and Race in Intercollegiate Sport



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About the Women's Sports Foundation

Founded in 1974 by Billie Jean King, the Women's Sports Foundation is a charitable educational organization dedicated to ensuring equal access to participation and leadership opportunities for all girls and women in sports and fitness. The Foundation's Participation, Education, Advocacy, Research and Leadership programs are made possible by individual and corporate contributions. The Foundation is located in Nassau County, N.Y. For more information, please call the Foundation at 800-227-3988 or visit www.WomensSportsFoundation.org or AOL Keyword: WSF. The Foundation serves as a center for collecting and sharing information on girls and women in sports. The Women's Sports Foundation also produces quality academic research on the psychological, social and physiological dimensions of sport and fitness in the lives of girls and women.

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Executive Summary

Are women of color receiving their fair share of the opportunities in intercollegiate athletics? Some writers have suggested that female athletes of color have not accrued as many gains during the Title IX era of American sport as white female athletes.[1] Other writers suggest that Title IX has hurt male athletes of color[2]. Overall Title IX of the Education Amendments of 1972, the federal law that prohibits discrimination on the basis of sex in all education programs and activities receiving federal funds, has helped to spur girls' and women's participation in sport. Yet the assessment of progress in intercollegiate sport by women of color and men of color is confounded not only by the complexity of race relations in American history, but also by the scarcity of reliable data on minority athletic participation rates during the Title IX era (from 1970 to the present). Historically, both race and sex discrimination have shaped the patterns of institutional opportunity in sport and higher education. Thus, an untangling and understanding these forces is a complicated challenge.

The main purpose of this study was to examine the limited amount of available data on male and female athletes of color in collegiate sport in order to evaluate the extent to which their participation and scholarship support compares to those of white male and female athletes. We also attempted to measure or judiciously estimate some racial and gender trends in athletic participation since 1972, the year that Title IX became law. Whenever possible, we used NCAA data on athletic participation and graduation rates by gender and race, and United States Census Bureau statistics as the empirical basis for analysis.

The Analysis of Available Evidence Yielded 10 Major Conclusions:

1. Since the passage of Title IX, female college athletes of color have experienced a dramatic increase in NCAA sports participation opportunities.

For female athletes of color, there was a 955% increase in participation opportunities from 1971 to 2000 (2,137 to 22,541 participants respectively).

2. Female college athletes of color have also experienced a substantial increase in scholarship assistance.

Women athletes of color received approximately $82 million in scholarship assistance in 1999 compared to less than $100,000 in 1971.

3. Sex discrimination negatively impacts all female athletes, including female athletes of color.

Compared with the percentage of women of color enrolled at NCAA institutions (24.9% of female students), female athletes of color were underrepresented (14.8% of female students). A similar pattern of disproportionate representation existed for all female athletes. (54.7% of all students enrolled, but only 42.1% of athletes were women).

4. Unlike female athletes of color, male athletes of color in NCAA varsity sports (22.1% of male athletes) were proportionally represented compared to their presence in the student body (22% of male students).

However, the overrepresentation of male athletes of color in basketball and football, sports with high participation numbers, disguises a pattern of racial inequality in many other men's sports.

5. There is a pattern of racial inequality in most NCAA sports.

This pattern of racial clustering appears to be related to continuing racism and the disparate impacts of economic inequality on populations of color. Clustering refers to a situation where athletes of color have very high participation rates in some sports but very low participation rates in others; e.g., male rates for athletes of color are very high in football but very low in swimming and diving. The analysis uncovered an overall pattern of underrepresentation of males of color in 14 of 25 intercollegiate sports and females of color in 20 of 25 intercollegiate sports in 2001. The realities of clustering must be addressed if male and female athletes of color are going to reap the same widespread athletic and educational benefits as their white counterparts.

6. Sports help to advance opportunities for some students of color in higher education.

Male athletes of color in basketball (43%), football (34%), volleyball (29%), outdoor track (26%) and indoor track (24%) exceeded their overall student body representation (22%). Female athletes of color in bowling (80%), badminton (33%) and basketball (29%) exceeded their overall student body representation (24.9%). However, in the sports of badminton and bowling for females, these sports reported extremely low rates of overall participation (33 and 197 total participants respectively).

7. Scholarship opportunities for male and female athletes of color are greater than their proportion within the athlete population.

Male and female athletes of color were overrepresented among scholarship recipients (32.6% and 19.3%, respectively) compared to their representation in the total athlete population (26.4% and 17.5%, respectively). Male and female athletes of color also received a larger proportion of the scholarship dollars (36.2% and 19.5%, respectively) than would be expected considering their proportion in the total athlete populations (26.4% and 17.5%, respectively). However, female scholarship athletes of color (19.3%) were underrepresented in comparison to their proportion in the overall student body (26.2%).

8. All female scholarship athletes graduated at higher rates than the general female student body.

Both white female scholarship athletes (68%) and female athletes of color who are on scholarship (55%) graduated at higher rates than their respective counterparts in the general student population (59% and 49%, respectively). White male scholarship athletes (53%) and male athletes of color (41%) who are on scholarship graduated at about the same rate as their respective general student counterparts (54% and 42%, respectively).

9. Graduation rates of both female and male athletes of color were significantly lower than the corresponding rates for white athletes.

This relationship is also true for the general student body and demonstrates that regardless of athletic participation, students of color face unique challenges throughout their undergraduate educational experience.

10. Title IX has not decreased the participation opportunities for male athletes of color.

More than 85% of the teams that have been discontinued (i.e., wrestling, tennis, gymnastics, rifle, and swimming) are in sports in which males of color are moderately or severely underrepresented. In addition, more than half of the total participation opportunities added for male athletes were in sports in which male athletes of color were overrepresented.

Introduction

Race and gender inequalities are intertwined by their very natures. When female athletes face discrimination because of their gender, female athletes of color are similarly affected. When students of color face discrimination based on their race, female athletes of color are similarly affected. Thus, female athletes of color are in double jeopardy, facing the effects of gender and race discrimination.

Title IX of the Education Amendments of 1972 is a federal law that prohibits sex discrimination in all facets of education, including sports programs. It states:

> *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.*
>
> *— 20 U.S.C. Section 1681.*

According to the National Coalition for Women and Girls in Education, "Title IX requires that members of both sexes have equal opportunities to participate in sports and receive the benefits of competitive athletics. As a general matter, institutions do not have to offer any particular sport; neither men nor women have a right to play on particular teams. As long as a school provides equal participation opportunities to men and women overall, it has the flexibility to decide how those opportunities should be allocated among sports or teams."[3]

Similarly, the Civil Rights Act of 1964 prohibits race discrimination. But neither Title IX nor the Civil Rights Act, by their existence, guarantee the elimination of sex or race discrimination. Institutions discriminate by the decisions they make on how to conduct their education programs and activities and whether they choose to follow the law. The government enforces the law but its aggressiveness in doing so is limited by financial resources or its commitment to making the enforcement of civil rights law a priority. Parents and student-athletes use the law to address their experiences of inequality through private court actions. To the extent that laws are not aggressively enforced or educational institutions decide not to correct unequal treatment, discrimination continues. Thus, it would be inaccurate to suggest that Title IX or the Civil Rights Act has hurt women or women of color respectively. The proper question is how much the existence and enforcement of the law has helped and whether enforcement of the law has been adequate. These laws have and will continue to produce steady progress in remedying gender and racial inequalities as long as there are people of good will who try to do the right thing coupled with legal and judicial pressures that support such efforts.

This report made no attempt to examine government enforcement of civil rights laws. Rather, the study focused on a statistical examination of the result of 30 years of such laws being in effect – a before-and-after look at intercollegiate participation and scholarship data. This study also examined the first compilation of race and ethnicity statistics on collegiate athletes in order to determine the extent of participation by athletes of color in numerous collegiate sports and whether they received scholarships and succeeded academically compared to white athletes.

This research report examines the validity of claims that Title IX has not benefited female athletes of color, that female athletes of color have not benefited from Title IX to the same extent as white female athletes and that Title IX has lowered the participation of male athletes of color.

Methodology

1. Availability of Data.

The absence of any race or ethnicity data on high school athletes suitable to the needs of this report precludes an examination of the relationship between race and gender equity at this participation level. There is also no data on the participation of all athletes by race or ethnicity at the college level prior to 1999. Since 1991, however, race and ethnicity data were collected by the National Collegiate Athletic Association (NCAA) on scholarship athletes only.[4] This information is available in the yearly NCAA Graduation Rates Report. The NCAA has recently established a race/ethnicity data set on all student-athletes, scholarship and non-scholarship, and completed 1999 and 2001 reports.[5] This study is therefore limited to an examination of data on athletes and students at NCAA institutions.

2. Intercollegiate Athletic Participation by Race/Ethnicity and Gender 2000-2001.[6]

	Males	Females
White non-Hispanic	70.5%	77.0%
Of-Color		
Black non-Hispanic	17.2%	10.1%
Hispanic	3.3%	2.7%
Other Races	1.6%	2.0%
Total Athletes of Color	**22.1%**	**14.8%**
Non-resident alien	4.1%	4.5%
Unknown	3.3%	3.7%

3. Estimated Full-Time Undergraduate Enrollment at Four-Year Institutions by Race/Ethnicity and Gender, 1971-1972.

Due to the absence of race/ethnicity data for full-time male and female undergraduate students at four-year institutions only, the authors have estimated the percent of full-time undergraduate students of color at four-year institutions in 1971-72. This estimate is based on the assumption that the ratio of white, black and other students of color among male and female full-time undergraduate students at four-year institutions in 1971 (U.S. Census, Table 3) is equivalent to the ratio of white, black, and other students of color among male and female full-time undergraduate students at two-year and four-year institutions in 1971 (U.S. Census, Unpublished Data).[7] The results of computations of the racial and ethnic composition of general student populations in 1971-72 and 2000-2001 are as follows:

Composition of Student Populations by Race/Ethnicity and Gender 1971-1972 and 2000-2001

	1971-1972	2000-2001
Male Students	57.3%	45.3%
Female Students	42.7%	54.7%
Male Students of Color	9.9%[A]	22.0%[A]
Female Students of Color	12.0%[B]	24.9%[B]
White Male Students	90.1%[A]	70.4%[A]
White Female Students	88.0%[B]	68.8%[B]

Note: 1971 (four-year institutions), 2000 (NCAA institutions). 2000 figures do not add up to 100% because non-resident aliens and students of other/unknown races are not included.

[A] As percentage of total male enrollment

[B] As percentage of total female enrollment

4. Estimated Athletic Participation Rates by Race/Ethnicity and Gender, 1921-1972.

Due to the absence of athlete race/ethnicity data in 1971 and for the purposes of this report, the authors have estimated the percent of athletes of color in NCAA collegiate athletic programs in 1971-72. This estimate is based on the assumption that the ratio of athletes of color to the population of full-time undergraduate students of color at four-year institutions in 1971 was the same proportionally as the ratio of athletes of color to full-time undergraduate students of color at NCAA institutions in 2001. U.S. Census data did not include information for "non-resident" or "unknown" students; therefore athlete participation is not computed for 1971 in these categories.[8] The results of computations of the racial and ethnic composition of athlete populations in 1971-72 and 2000-2001 are as follows:

Racial/Ethnic Composition of Athlete Populations, 1971-1972 and 2000-2001

	1971-1972	2000-2001
Male Athletes	85.0%	57.9%
Female Athletes	15.0%	42.1%
Male Athletes of Color	9.95%[A]	22.1%[A]
Female Athletes of Color	7.13%[B]	14.8%[B]
White Male Athletes	90.05%[A]	70.5%[A]
White Female Athletes	92.87%[B]	77.0%[B]

Note: The above figures in 2000 do not add up to 100% because non-resident aliens and athletes of other/unknown races are not included.

[A] As percentage of total male athletes

[B] As percentage of total female athletes

Based on the studies conducted in the early to late 1970s, the authors believe that the stated assumption and resulting calculations represent a fair estimate of female athletes of color in 1971. Two studies in particular provide support that minority female athletes participation was less than 10%. A 1978 study of 213 participating colleges identified only 1,012 black female athletes of color out of approximately 16,800 total athletes.[9] A 1980 study of 204 colleges and universities found 12,340 non-black female athletes and 1,058 black female athletes.[10] These two studies, only two years apart, indicated a slight increase in the percentage of black female athletes, from 6% to 8%.

If the percentage of black women athletes was approximately 6% in 1978, it can be inferred that total female minority participation in 1971 (seven years earlier) was probably not greater than 6%. Consequently, we believe that our estimate – that 7.13% of female athletes in 1971 were racial minorities – is a conservative one.

5. Computation of Proportion of Scholarship Recipients and Scholarship Dollars for Athletes of Color at Division I and II.

Two factors were examined to determine whether athletes of color were being exploited: the proportion of athletes of color in the athlete population compared to their representation among scholarship recipients and the proportion of scholarship dollars received compared to their representation among scholarship recipients.[11]

To determine the percentage of male and female scholarship recipients for athletes of color, the number of scholarship athletes broken down by race and specific sport was obtained from the 1999-2000 NCAA Graduation-Rates Report. Participation data for the sports of basketball, cross country/track and other sports were recorded for female scholarship athletes and baseball, basketball, football, cross country/track and other sports were recorded for male scholarship athletes. The proportions were calculated at the Division I and II level separately as well as for Division I and II combined.[12]

The proportion of scholarship dollars awarded to male athletes of color in baseball, basketball, cross country/track and football and female athletes of color in basketball and cross country/track was calculated using a two-step process:

1. The average scholarship amount per athlete was first obtained from the 1999-2000 NCAA Gender Equity Report.[13] In Table 4 of the report, the total dollar amount per sport and number of students receiving athletic aid per sport were given by division and gender. These columns were used to compute the average scholarship amount per athlete. For female athletes, average scholarship amount per athlete was calculated for basketball and cross country/track. For male athletes, the same statistic for baseball, basketball, football, and cross country/track was computed.[14]

2. The scholarship participation numbers by sport and gender recorded above were then multiplied by the average scholarship dollar amount per athlete in their respective sport. This calculation yielded the total amount of scholarship dollars awarded to male and female athletes by sport and race at the Division I and II levels.[15]

The proportion of scholarship dollars awarded to male and female athletes of color in "other" sports was calculated using a three-step process.

1. The Division I average scholarship amount per institution was obtained from the 1999-2000 Gender Equity Report.[16] The total scholarship amount for all sports by division was determined by multiplying the average scholarship amount for each gender by the total number of NCAA institutions at Division I and II.[17]

2. To obtain the total scholarship amount for "other" sports by division, the total scholarship amount for the identified sports was subtracted from the calculated total scholarship amount for all sports by division.[18]

3. The total "other" sports scholarship amount was then allocated according to the number of athletes by race.[19]

Using the total scholarship amounts for the identified and "other" sports, the proportion of scholarship dollars by gender and race were computed.[20]

6. Analysis of Graduation Rates.

Another factor was examined in order to determine whether athletes of color were being exploited: athletes of color graduation rates were compared to the graduation rates of students of color in the overall student body at NCAA institutions. Both the graduation rates of students of color in athletics and in the overall student body at NCAA institutions were acquired from the 2002 NCAA Graduation-Rates Report.[21]

Definitions

The following terms are defined to further clarify specific dates and terms used throughout the report:

1999: Refers to the 1999-2000 academic year.

2000: Refers to the 2000-2001 academic year.

Clustering: A situation where athletes of color have very high participation rates in some sports but very low participation rates in others.

Students and Athletes of Color (1971): Includes black and other races.

Students and Athletes of Color (1999, 2000): Includes American Indian/Alaskan Native, Asian/Pacific Islander, black non-Hispanic and Hispanic.

White Students and Athletes (1971): Total population excluding black and other races.

White Students and Athletes (1999, 2000): White non-Hispanic.

Overrepresented: The proportion of a group among student-athletes is equal to or greater than its corresponding representation in the student body.

Underrepresented: The proportion of a group among student-athletes is equal to or less than its corresponding representation in the student body.

Unless otherwise stated, reference to NCAA participation includes Division I, II and III.

The following terms are only applicable to Table 3 and Table 5 of the report:

Parity: A situation where athletes of color are either equally represented or there is less than a 10% difference between their representation in athletics and their proportion in the student body. For example, 24.9% of female undergraduates are female students of color. Any female sport that falls between 22.4% and 27.4% for participation for female athletes of color will be defined at parity, such as women's indoor track (23%) and outdoor track (24%).

Moderately underrepresented: 10% – 49% under parity

Severely underrepresented: 50% or more under parity

Findings

Participation Opportunities

Growth of Participation Opportunities for Female Athletes of Color

Title IX has helped collegiate female athletes of color garner a large increase of NCAA sports participation opportunities and scholarship assistance. Female athletes of color in 2000 received 22,541 participation opportunities, compared to 2,137 in 1971.

The 22,541 female athletes of color participating in NCAA sports in 2000 reflects a 955% participation increase over the past 30 years, reflecting considerably greater growth than increases in overall female college athletic participation (407%) and white female athlete participation (320%) over that same period. (See Table 1)

TABLE 1
Participation Increases of NCAA Athletes of Color: 1971 to 2000

	1971-1972	2000-2001	Increase/Decrease
Males	85% (170,384)	58% (208,867)	+ 23%
Female	15% (29,977)	42% (151,844)	+ 407%
Total Athletes	(200,361)	(360,711)	+ 80%
Males of Color	9.95% (16,953)[A]	22.1% (46,243)[A]	+ 174%
Females of Color	7.13% (2,137)[B]	14.8% (22,541)[B]	+ 955%
Total Athletes of Color	8.93% (19,090)	18.9% (68,784)	+ 260%
White Males	90.05% (153,431)[A]	70% (147,145)[A]	-4%
White Females	92.87% (27,840)[B]	77% (116,918)[B]	+320%
Total White Athletes	91.06% (172,271)	72.7% (264,063)	+53%

— NCAA Sports and Recreation Programs of Universities and Colleges 1956-57 – 1981-82[22] *, 2000-2001 NCAA Student-Athlete Ethnicity Report*[23]

Note: The above figures in 2000 do not add up to 100% because non-resident aliens and athletes of other/unknown races are not included.

[A] As percentage of total male athletes

[B] As percentage of total female athletes

The Underrepresentation of Female Athletes of Color Compared to Their Presence in the General Student Body

While women make up 54.7% of the overall student body at NCAA institutions in 2000-2001, they constitute only 42.1% of all athletes at these institutions. (See Table 2) Thus, women are underrepresented among athletes by 23%. However, this degree of athletic underrepresentation represents only the "cost" of being female; it does not take into account the "cost" of being a student of color. Assuming that this 23% gap between enrollment and athletic participation represents the discrimination against all female athletes, the additional disadvantage for female athletes of color can be approximated by comparing actual athletic participation rates for women of color (14.8% of female athletes) with the participation rates they would experience if gender were the only factor (19.2%).

TABLE 2
Comparison of 2000-2001 NCAA Female Athletic Participation to Proportion of Female Student Enrollment at NCAA Institutions by Race

	Total	White	Of Color	Unknown Race
Female Enrollment	54.7%	68.8%	24.9%	6.3%
Female Athletes	42.1%	77.0%	14.8%	8.2%

— 2002 NCAA Graduation Rates Report[24]

Participation rates by female athletes of color vary widely from one sport to another; for example, 80% of bowlers at NCAA institutions in 2000-20001 were women of color, compared to only 2% of skiers, ice hockey players or equestrians (See Table 3). However, racial inequality is a pattern in the vast majority of NCAA women's sports. Female athletes of color are extremely underrepresented compared to their proportion in the student body in 20 of the 25 sports in which the NCAA maintains participation statistics.

TABLE 3
Sport Participation Percentages of 2000-2001 NCAA Female Athletes of Color Rank Ordered by Sports with Highest Participation Percentages

Rank Order of Sport by Percent Athlete of Color Participation	Percent Participation	Total Female Athletes of Color	Total All Female Athletes	Rank Order By Number of Female Participants
1 Bowling	80%	158	197	22
2 Badminton	33%	11	33	25
3 Basketball	29%	4,141	14,438	5
4 Track-Outdoor	24%	4,466	18,338	2
5 Track-Indoor	23%	3,725	15,961	3
6 Fencing	17%	116	670	18
7 Archery	15%	7	46	24
7 Cross Country	15%	1,803	11,721	7
7 Volleyball	15%	1,926	12,978	6
10 Tennis	14%	1,113	8,230	9
11 Rifle	13%	32	248	21
12 Softball	12%	1,787	15,041	4
13 Gymnastics	9%	123	1,398	14
13 Water Polo	9%	84	954	17
15 Golf	8%	265	3,257	13
16 Rowing	7%	439	6,111	10
16 Soccer	7%	1,348	18,548	1
16 Squash	7%	27	361	20
19 Lacrosse	5%	231	5.069	12
19 Synchro Swim	5%	6	116	23
19 Swim/Dive	5%	470	10,108	8
22 Field Hockey	4%	188	5,126	11
23 Skiing	2%	8	526	19
23 Ice Hockey	2%	28	1,320	15
23 Equestrian	2%	24	1,048	16

— 2000-2001 NCAA Student-Athletic Ethnicity Report[25]

Thus, even as more women's sports teams are added to achieve gender equality as required by Title IX, the participation of female athletes of color will not increase proportionally because of the high likelihood that the sport added will be one in which female athletes of color are underrepresented. According to a 2001 GAO Report on intercollegiate athletics[26], 77% of the NAIA and NCAA women's teams added between 1981 and 1998 were in sports in which female athletes of color are moderately or severely underrepresented. (See Table 3)

In the sports of bowling (80%), badminton (33%) and basketball (29%), female athletes of color are overrepresented compared to their presence in the student body. However the total athletes in bowling and badminton programs is less than 170 nationally, representing less than 1% of all female athletes. Predominantly black institutions are overrepresented among bowling teams, which accounts for the 80% participation rate of female athletes of color. This may be because bowling is a low-cost sport. Thus, female athletes of color had both the opportunity and access to participation within institutions traditionally challenged by sufficient economic resources.

Indoor (23%) and outdoor (24%) track more closely approach the proportion of female students of color in the student population (24.9%). Fortunately, these sports are among the top five sports with regard to highest overall participation numbers. In all of the remaining NCAA sports for women, female athletes of color are moderately underrepresented[27] in six sports and severely underrepresented in 14 sports compared to their proportion in the overall student body. (See Table 3) Participation in many of these sports requires significant financial resources. Thus, the disproportionate representation of persons of color in lower socio-economic populations may be one cause of this racial inequality

The Status of Male Athletes of Color

Unlike female athletes of color, male athletes of color in NCAA varsity sports (22.1% of all male athletes) are proportionally represented when compared to male students of color (22% of all male students) enrolled at NCAA institutions. Male athletes (57.9%) are overrepresented compared to males in the overall student body (45.3%). (See Table 4)

TABLE 4
Comparison of 2000-2001 NCAA Male Athletic Participation to Proportion of Male Student Enrollment at NCAA Institutions by Race

	Total	White	Of Color	Unknown Race
Male Enrollment	45.3%	70.4%	22.0%	7.6%
Male Athletes	57.9%	70.5%	22.1%	7.4%

— 2002 NCAA Graduation Rates Report[28]

Similar to female athletes of color, male athletes of color are underrepresented in 14 of the 25 sports, with unavailable race data in six sports. However, because male athletes of color are overrepresented in basketball and football, two of the highest male participant sports representing 35% of all male sport opportunities, the underrepresentation of male athletes of color in most other college sports is disguised. (See Table 5)

In the sports of basketball (43%), football (34%), volleyball (29%), outdoor track (26%) and indoor track (24%) male athletes of color are overrepresented compared to their proportion in the student body (22%). In all of the remaining NCAA sports for men, male athletes of color are moderately underrepresented in six sports and severely underrepresented in eight sports compared to their presence in the student body, most likely reflecting the socio-economic and cultural impact of racism. (See Table 5)

TABLE 5
Sport Participation Percentages of 2000-2001 NCAA Male Athletes of Color
Rank Ordered by Sports With Highest Participation Percentages

Rank Order of Sport by Percent Athlete of Color Participation	Percent Participation	Total Male Athletes Of Color	Total All Male Athletes	Rank Order By Number of Male Participants
1 Basketball	43%	6,786	15,706	6
2 Football	34%	19,202	56,804	1
3 Volleyball	29%	302	1,053	15
4 Track-Outdoor	26%	5,224	20,271	3
5 Track-Indoor	24%	4,080	17,086	5
6 Cross Country	15%	1,611	10,627	7
6 Fencing	15%	94	641	17
6 Gymnastics	15%	54	367	19
6 Tennis	15%	1,074	7,375	9
10 Soccer	14%	2,540	18,094	4
11 Wrestling	12%	736	5,966	12
12 Baseball	11%	2,774	25,548	2
13 Rifle	9%	32	357	20
14 Water Polo	8%	68	879	16
15 Swim/Dive	6%	411	7,265	10
16 Golf	5%	366	7,639	8
17 Lacrosse	4%	246	6,590	11
18 Skiing	3%	15	552	18
19 Ice Hockey	2%	76	3,758	13
20 Squash	N/A	N/A	350	21
20 Sailing	N/A	N/A	244	22
20 Rowing	N/A	N/A	1,560	14
20 Bowling	N/A	N/A	16	24
20 Equestrian	N/A	N/A	111	23
20 Archery	N/A	N/A	11	25

— *2000-2001 NCAA Student-Athletic Ethnicity Report*[29]

The representation of male athletes of color in specific sports also addresses the claim that Title IX had an adverse impact on male athletes of color by decreasing their participation opportunities. According to the 2001 GAO Report[30], more than 85% of the NAIA and NCAA men's teams that were discontinued between 1981 and 1998 (i.e., wrestling, tennis, gymnastics, rifle, and swimming) were in sports in which male athletes of color are moderately or severely underrepresented. During these same years, more than half (52%) of the total participation opportunities added (21,290 opportunities) for male athletes were in sports in which male athletes of color were overrepresented. The sport of football, which has the second-largest representation of male athletes of color (34%), experienced the greatest number of added participation opportunities (7,199). Therefore, it is likely that the addition and discontinuation of teams at the intercollegiate level has not negatively impacted male athletes of color. (See Table 5)

Overrepresentation as Advantage or Exploitation?

The overrepresentation of male and female athletes of color in some sports compared to their proportions in the general student population empirically supports the conclusion that sports helps to advance opportunities for some students of color in higher education. However, this statement must be qualified with the caution that individual institutions may be exploiting athletes of color if they are not receiving a proportion of scholarship dollars equivalent to their participation in athletics and graduating at the same rates as their non-athlete student of color peers. Hence, these factors are examined in the following two sections.

Scholarship Opportunities

The 1999-2000 NCAA Gender Equity Report was used to calculate the proportion of scholarship dollars awarded by race and gender. Therefore, all scholarship proportions for participation and dollar amount is for the 1999-2000 academic year. In addition, when scholarship proportions are compared to undergraduate enrollment by race and gender, 1999-2000 enrollment data was used.

A breakdown of 1999-2000 scholarship athletes by race indicates that male and female athletes of color are overrepresented among scholarship recipients and receive a larger proportion of total scholarship dollars than their white male and female athlete counterparts.

In 1999-2000, female athletes of color comprised 17.5% of all female athletes (Division I and II) but 19.3% of all female athlete scholarship recipients. Female athletes of color participating in NCAA sports received $82 million in scholarship assistance in 1999 compared to less than $100,000 in 1971[31]. This figure represents 19.5% of all athletic scholarship assistance awarded to female collegiate athletes. (See Table 6)

TABLE 6
Comparison of Female Scholarship Recipients and Scholarship Dollars Received by Female Athletes, By Race and NCAA Division
1999-2000

	Percent of Enrolled Students	Percent of Student Athletes	Percent of Total Athletic Scholarship Dollars	Percent of Athlete Scholarship Recipients
Total Division I & II				
Of Color	26.2	17.5	19.5	19.3
White	68.5	75.0	71.4	72.2
Non-Resident	2.1	2.1	6.6	6.1
Unknown	3.2	5.4	2.5	2.5
Division I				
Of Color	25.2	18.2	19.8	19.8
White	69.7	72.6	70.4	70.2
Non-Resident	2.0	2.4	7.4	7.5
Unknown	3.1	6.7	2.5	2.5
Division II				
Of Color	29.0	15.9	18.6	18.1
White	65.2	79.9	75.7	76.1
Non-Resident	2.2	1.6	3.2	3.2
Unknown	3.6	2.6	2.6	2.6

— 2001 NCAA Student-Athlete Graduation Rates Report[32] and 1999-2000 NCAA Gender Equity Report[33]

In 1999-2000, male athletes of color comprised 20.6% of all male athletes but 32.6% of all male athlete scholarship recipients. They received $206 million in collegiate athletic scholarship assistance, which represented 36.2% of all athletic scholarship assistance awarded to male collegiate athletes. (See Table 7)

TABLE 7
Comparison of Male Scholarship Recipients and Scholarship Dollars Received by Male Athletes, By Race and NCAA Division
1999-2000

	Percent of Enrolled Students	Percent of Student Athletes	Percent of Total Athletic Scholarship Dollars	Percent of Athlete Scholarship Recipients
Total Division I & II				
Of Color	23.0	26.4	36.2	32.6
White	70.3	63.3	54.6	58.7
Non-Resident	3.2	2.4	6.4	5.9
Unknown	3.5	4.8	2.8	2.8
Division I				
Of Color	22.0	27.4	37.7	34.0
White	71.5	64.4	53.0	56.7
Non-Resident	3.2	2.4	6.5	6.4
Unknown	3.3	5.8	2.8	2.8
Division II				
Of Color	26.3	24.7	30.3	30.1
White	66.1	70.0	60.6	62.3
Non-Resident	3.5	2.5	6.3	4.8
Unknown	4.1	2.9	2.8	2.8

— 2001 NCAA Graduation Rates Report[34] and 1999-2000 NCAA Gender Equity Report[35]

Graduation Rates

An examination of graduation rates among female athletes receiving scholarships by race appears to indicate that white female scholarship athletes and female athletes of color overall at NCAA Division I and II institutions are graduating at rates significantly higher (White=68%; p<.01, Of Color=55%; p<.01) than that of their general student body counterparts. An examination of graduation rates among male athletes receiving athletics aid by race indicates that male scholarship athletes overall and males athletes of color overall at NCAA Division I and II institutions are graduating at rates proportional to their general student body counterparts. (See Table 8a)

TABLE 8a
Comparison of 2000-2001 NCAA Student-Athlete Graduation Rates By Race, Gender and NCAA Division

	Division I		Division II		Division I & II	
	Athletes	All Students	Athletes	All Students	Athletes	All Students
Male						
Of-Color	43%	44%	36%*	33%	41%	42%
White	57%	57%	47%*	41%	53%	54%
Female						
Of-Color	59%*	51%	46%*	42%	55%*	49%
White	72%*	62%	61%*	49%	68%*	59%

— 2002 NCAA Student-Athlete Graduation Rates
*p < .01

Although male and female athletes graduate at the same or higher rates than the general student body, it is important to note the significant graduation rate gap for both students and scholarship athletes among the two racial categories. Both male and female scholarship athletes and students of color are graduating at significantly lower rates than their white counterparts at NCAA Division I and II institutions (of color male students=42%; p<.01, of color male athletes=41%; p<.01, of color female students=49%; p<.01, of color female athletes=55%; p<.01). Athletes, particularly those on scholarship, are provided with many forms of additional educational assistance, such as study tables, private tutors, etc. Even with this additional help, male and female scholarship athletes of color graduate at lower rates than white non-athletes. The following data illustrates that the distinct educational challenges that students of color may face at NCAA Division I and II institutions also appears to exist within intercollegiate athletics. (See Table 8b)

TABLE 8b
Comparison of 2000-2001 NCAA Graduation Rates
By Race, Gender and NCAA Division

	Male		Female	
	Of Color	**White**	**Of Color**	**White**
Division I				
All Students	44%*	57%	51%*	62%
Athletes	43%*	57%	59%*	72%
Division II				
All Students	33%*	41%	42%*	49%
Athletes	36%*	47%	46%*	61%
Division I & II				
All Students	42%*	54%	49%*	59%
Athletes	41%*	53%	55%*	68%

— *2002 NCAA Student-Athlete Graduation Rates Report*
*p < .01

NCAA graduation statistics provide insights into graduation rate differences among different racial groups in selected sports that have high participation rates by athletes of color: basketball and cross country/track for females and baseball, basketball, football and cross country/track for males. These data also report graduation rates by competitive division and provide racial breakdowns of athletes of color: American Indian/Alaskan Native, Asian/Pacific Islander, Black, and Hispanic. No racial breakdowns are available for non-resident or unknown categories of athletes. See Appendix A for displays of these data for male and female athletes whose cohort was scheduled to graduate in by August 2001 as well as the graduation rates of all students (athletes and non-athletes) and all athletes in each racial category by sport.

Conclusions

Claims Unsupported; Title IX Has Helped, Not Harmed, Athletes of Color.

This research report examined the claims that Title IX has not benefited female athletes of color, or at least has not benefited female athletes of color to the same extent as white female athletes. The report also sheds empirical light on the contention that Title IX has eroded athletic participation among men of color.

The results indicate that Title IX has helped women of color to the extent that they have more sports participation opportunities and scholarships than previously offered to female athletes. Prior to Title IX, there were few scholarships and limited support given to any women's sport.

There was no evidence to indicate that Title IX has hurt male athletes of color, who are overrepresented compared to their proportion in the general student body. In the top five sports in which participation of male athletes of color are relatively high (football, basketball, volleyball, indoor and outdoor track), participation opportunities have actually increased over time in four of those five sports. In addition, almost 90% (88%) of the teams that have been discontinued (i.e., wrestling, tennis, gymnastics, rifle and swimming) are not in sports in which males of color are well represented.[36] Male athletes of color also received disproportionately higher numbers of both athletic scholarships and total athletic scholarship dollars.

Sex Discrimination Continues.

Sex discrimination continues to affect all female athletes, including female athletes of color. Compared with the percentage of women of color enrolled at NCAA institutions (24.9%), female athletes of color are underrepresented (14.8%). A similar pattern of disproportionate representation exists for all female athletes: women constitute 54.7% of all enrolled students but only 42.1% all athletes at NCAA institutions.

Race Discrimination Continues to Affect Female Athletes of Color.

If female athletes of color were only experiencing discrimination based on their gender, their participation rate would be 19.2% instead of 14.8%. Thus, while sex discrimination continues to affect both white female athletes and female athletes of color, female athletes of color face the additional burden of racial inequalities. Unlike female athletes of color, male athletes of color in NCAA varsity sports (22.1%) are proportionally represented compared to their presence in the student body (22%). However, the overrepresentation of male athletes of color in basketball and football, sports with high participation numbers, disguises a pattern of racial inequality in many men's sports.

Pattern of Racial Inequality in Most Sports.

There is a pattern of racial inequality in most NCAA men's sports (14 of 25) and NCAA women's sports (20 of 25) that appears to be related to continuing racial discrimination and the disparate impacts of economic inequality on populations of color. Historically, the clustering of males and females of color into certain sports and not others has been highly influenced by economic inequalities and institutional disadvantages that exist in many communities of color and impoverished school districts. In order to begin to redress the inequalities evident in the clustering of athletic opportunity in college athletics, substantial reforms need to be made at lower levels of the social and athletic pyramid, i.e., youth and high school sports. The vision and power of Title IX was intended to encompass all levels of athletic participation.

No Overt Evidence of Graduation Rate or Scholarship Exploitation for Athletes of Color.

In sports in which male and female athletes of color are overrepresented, there is no evidence that athletes of color in these sports have lower graduation rates compared to the graduation rates of students of color in the general student population. There is also a lack of evidence that athletes of color comprise lower proportions of athletic scholarship recipients or receive lower proportions of athletic scholarship dollars compared to their presence in the athlete population. It must be noted, however, that while female athletes of color are overrepresented as scholarship recipients and the proportion of athletic scholarship dollars they receive compared to their proportion as student-athletes, they are underrepresented in both categories when compared to their proportion in the overall student population.

This finding should be accepted with caution and further examined. It is not surprising that the graduation rate of the black athlete is greater than the black student who is a non-athlete. The support systems are in place to ensure continued eligibility of athletes. For many black athletes the athletic department support system that includes both tutoring and oversight of academic eligibility translates into academic success. Unfortunately, a well-defined and structured network to engage the black student who is a non-athlete often does not exist in what may be an unsupportive environment for black students who are not athletes. In addition, scholarship opportunities are not as readily available to black students who are not athletes, which has an impact on the number and quality of black students at largely white institutions who are not athletes. There are greater scholarship opportunities for student-athletes than for scholar students who are not athletes.

Sports Advance Educational Opportunities.

The overrepresentation of male and female athletes of color in some sports compared to their respective proportions in the general student population empirically supports the conclusion that sports helps to advance opportunities for some students of color in higher education.

Recommendations

Recommendation #1 – Baseline Data

Sport organizations should collect participation data disaggregated by gender, race, disability and sport to assess whether they are serving genders, all racial and ethnic groups and persons with disabilities in a non-discriminatory manner. It is particularly important for the United States Olympic Committee and its national sports governing and community-serving organizations to adhere to the Amateur Sports Act mandate of producing a quadrennial census: sports participation analysis by race, by sport, by gender and disability for all age and competition levels, including the presence of minority groups in administration, coaching and officiating. National sports governing organizations and community service agencies oversee programs that provide entry level experiences for most sports in this country.

Recommendation #2 – Inclusivity and Access

All sport organizations and community and education agencies offering sports programs should make every effort to ensure inclusivity and access to all underrepresented groups. Key elements to evaluate are the extent to which the following factors create barriers to participation: cost, transportation, availability of adequate facilities, cultural values and peer pressure. Promotional programs, active personal encouragement of prospective athletes among underrepresented groups, education of parents and introduction of non-traditional sports programs for populations of color should be considered.

Recommendation #3 – Increased Financial Support

Minority racial and ethnic groups are overrepresented among lower socio-economic groups and are therefore more likely to be underrepresented in sports that are more costly to participate in or which require access to facilities that are not located within easy reach of lower socio-economic populations. Financial support of programs that expose young athletes of color and athletes from lower socio-economic groups to sports they normally cannot access should be increased.

Recommendation #4 – Proactive Action by Coaches and Teams

Coaches and athletic administrators should be encouraged to play a proactive role in remedying the pattern of racial inequality in many sports by having amateur and professional athletic teams in sports where athletes of color are underrepresented provide free clinics at elementary and junior high schools, community recreation center and housing projects serving large populations of color or lower socio-economic groups to introduce their sports to these populations and inspire their involvement. School districts, state high school athletic associations, athletics conferences and national sport governing organizations should actively encourage such activities among their member schools, clubs and organizations.

Recommendation #5 – National Strategic Plan

The Women's Sports Foundation should invite other national organizations and groups primarily concerned with issues related to gender, race, ethnicity and disability to partner with the USOC, national sports governance organizations and community serving agencies offering sports programs to collaborate on the development of a strategic action plan to address the issue of sport segregation.

Recommendation #6 – Summer Camp Scholarships

High school and college coaches conducting summer sports camps in sports in which athletes of color are underrepresented should be encouraged to offer scholarships based on need to reach athletes of color with economic limitations.

Recommendation #7 – Research

Researchers should examine the causative factors related to lower participation of populations of color in many sports, lower graduation rates for athletes and students of color and the relationship between the underrepresentation of persons of color in coaching and other leadership roles and the sports participation of persons of color. The availability of funds for such research should be increased. Academic institutions should consider the establishment of institutional research programs or centers that focus on ethnic, race and gender issues in sport.

Recommendation #8 – Town Hall Meetings

Town hall meetings and other forms of academic and public discourse should be encouraged to examine the social sport climate that supports the promotion of people of color in select sports and the dropout or discouragement of white athletes or athletes of color in certain sports.

Appendix A: Graduation Rates For Individual Sports

Division I Women's Basketball.

Female Division I scholarship basketball players in all racial categories overall consistently and significantly outperformed their general student body peers in graduation rates except for American Indian/Alaskan Native female basketball players who significantly underperformed (AI/AN=30%; p<.01). However, these athletes represent only 0.6% of all female basketball athletes (N=25). In comparison to all student-athletes in their respective racial categories, American Indian/Alaskan Native, Black and Hispanic scholarship female basketball players underperformed while Asian/Pacific Islander female basketball players significantly overperformed with regard to graduation rates (A/PI=91%; p<.01). (See Table 9)

Division I Women's Cross Country/Track.

Female Division I scholarship cross country/track athletes in all racial categories consistently and significantly outperformed their respective student body peers in graduation rates, except for Asian/Pacific Islander female cross country/track athletes who underperformed (A/PI=65%; p<.01). However, these athletes represented only 0.8% of all female cross country/track athletes (N=43). In comparison to all student-athletes, Black and Hispanic female scholarship athletes graduation rates were comparable, American Indian/Alaska Natives overperformed (AI/AN=65%; p<.01) and Asian/Pacific Islanders underperformed (A/PI=65%; p<.01). (See Table 9)

TABLE 9
Comparison of 2000-2001 NCAA Division I Female Student-Athlete Graduation Rates By Race and Sport

	Basketball	CC/Track	All Athletes	All Students
Am. Indian/AN	30%*	65%*	52%	42%
Asian/PI	91%*	65%*	74%	69%
Black	56%*	58%*	58%	43%
Hispanic	54%*	60%*	60%	51%
White	69%*	70%*	72%	62%
Non-Resident	63%	55%*	63%	62%
Unknown	54%*	56%*	63%	60%
Total	64%	65%	69%	59%

— *2002 NCAA Student-Athlete Graduation Rates*
*p < .01

Division II Women's Basketball.

Female Division II scholarship basketball players in all racial categories consistently and significantly outperform their respective student body peers in graduation rates except for Asian/Pacific Islander female basketball players who significantly underperform (A/PI=33%; p<.01). However, these athletes represent only .8% of all female scholarship basketball players (N=27). The graduation rates of Division II female scholarship basketball players in all racial categories are comparable to the graduation rates of female athletes in all sports in their respective racial categories with the exception of Asian/Pacific Islanders who under performed (A/PI=33%; p<.01). (See Table 10)

Division II Women's Cross Country/Track.

Female Division II scholarship cross country/track athletes in all racial categories graduate at rates comparable to their respective student body peers except for Asian/Pacific Islander and Hispanic female cross country/track athletes who underperform (A/PI=50%; p<.01). However, these athletes represent only 1% of all female scholarship cross-country student-athletes (N=28). The graduation rates of Division II Asian/Pacific Islander female scholarship cross country/track athletes are significantly higher than those of all Asian/Pacific Islander

female student-athletes in all sports (A/PI=50%; p<.01). The graduation rates of Division II American Indian/Alaskan Native, Black and Hispanic female scholarship student-athletes are significantly less than rates for the overall female athletes in their respective racial categories. (AI/AN=38%; p<.01, B=40%; p<.01, H=42%; p<.01). (See Table 10)

TABLE 10
Comparison of 2000-2001 NCAA Division II Female Student-Athlete Graduation Rates By Race and Sport

	Basketball	CC/Track	All Athletes	All Students
Am. Indian/AN	44%*	38%*	42%	30%
Asian/PI	33%*	50%*	44%	56%
Black	48%*	40%*	46%	37%
Hispanic	49%*	42%*	48%	44%
White	61%*	59%*	61%	49%
Non-Resident	55% *	60%*	62%	46%
Unknown	47%	38%*	47%	45%
Total	57%	54%	58%	47%

— *2002 NCAA Student-Athlete Graduation Rates*
*p < .01

Division I Men's Baseball.

Black male baseball players graduated at rates comparable to their black student counterparts. In all other racial categories, baseball players significantly underperformed their respective general student body peers in each racial category. Compared to student-athletes in all sports in their respective racial categories, baseball players graduated at significantly lower rates. (See Table 11)

Division I Men's Basketball.

With the exception of American Indian/Alaskan Native basketball players who significantly underperformed (AI/AN=33%; p<.01)., Division I male scholarship basketball players in all racial categories graduated at rates comparable to or higher than their general student counterparts in their respective racial categories. In all racial categories except Hispanic, male basketball players significantly underperformed their respective athlete peers in other sports. Hispanic male basketball players graduated at rates significantly higher than Hispanic athletes in other sports (H=57%; p<.01). (See Table 11)

Division I Men's Football.

With the exception of Asian/Pacific Islander football players who significantly underperformed (A/PI=43%; p<.01)., Division I male scholarship football players in all other racial categories graduated at rates comparable to or higher than their general student counterparts in their respective racial categories. In all racial categories except Asian/Pacific Islander, male football players graduated at comparable or significantly higher rates than their respective athlete peers in other sports. Asian/Pacific Islander male football players graduated at significantly lower rates than Asian/Pacific Islander male athletes in other sports. (See Table 11)

Division I Men's Cross Country/Track.

With the exception of American Indian/Alaskan Native cross country/track athletes who significantly underperformed (AI/AN=28%; p<.01), Division I male scholarship cross country/track athletes in all other racial categories graduated at rates comparable to or higher than their general student counterparts in their respective racial categories. In all racial categories except American Indian/Alaskan, male cross country/track athletes graduated at comparable or significantly higher rates than their respective athlete peers in other sports. American Indian/Alaskan male cross country/track athletes graduated at significantly lower rates than American Indian/Alaskan male athletes in other sports (AI/AN=28%; p<.01). (See Table 11)

TABLE 11
Comparison of 2000-2001 NCAA Division I Male Student-Athlete Graduation Rates By Race and Sport

	Baseball	Basketball	Football	CC/Track	All Athletes	All Students
Am. Indian/AN	33%*	33%*	47%*	28%*	41%	36%
Asian/PI	50%*	0%	43% *	68%*	56%	63%
Black	32%*	34%	43%*	44%*	42%	32%
Hispanic	33%*	57%*	48%*	46%	46%	44%
White	49%*	53%*	58%	60%*	57%	57%
Non-Resident	47% *	50%*	41%*	54%*	55%	58%
Unknown	45%*	36%*	45%*	61%*	48%	55%
Total	48%	42%	50%	55%	52%	54%

— *2002 NCAA Student-Athlete Graduation Rates*
*p < .01

Division II Men's Baseball.

Asian/Pacific Islander scholarship baseball players graduated at rates significantly below their Asian/Pacific Islander student counterparts (A/PI=41%; p<.01). In all other racial categories, scholarship baseball players graduated at comparable rates or outperformed their respective racial category general student body peers. With the exception of American Indian/Alaskan Native baseball players who underperformed (AI/AN=21%; p<.01), scholarship baseball players in all other racial categories graduated at rates comparable to or higher than student-athletes in all sports in their respective racial categories. (See Table 12)

Division II Men's Basketball.

In all racial categories, male scholarship basketball players graduated at rates comparable to or higher than their general student counterparts in their respective racial categories. In all racial categories, male scholarship basketball players graduated at comparable or higher rates to those of their respective athlete peers in other sports. (See Table 12)

Division II Men's Football.

With the exception of Asian/Pacific Islander football players who significantly underperformed (A/PI=33%; p<.01), Division II scholarship football players in all other racial categories graduated at rates comparable to or higher than their general student counterparts in their respective racial categories. In all racial categories except Asian/Pacific Islander and Black, male football players graduated at comparable rates compared to their respective athlete peers in other sports. Asian/Pacific Islander and Black male football players graduated at significantly lower rates than male athletes in other sports in their respective racial categories (A/PI=33%; p<.01, B=33%; p<.01). (See Table 12)

Division II Men's Cross Country/Track.

With the exception of Asian/Pacific Islander cross country/track athletes who significantly underperformed (A/PI=29%; p<.01)., male scholarship cross country/track athletes in all other racial categories graduated at rates comparable to or higher than their general student counterparts in their respective racial categories. In all racial categories except Asian/Pacific Islander and Hispanic, male cross country/track athletes graduated at comparable or higher rates than their respective athlete peers in other sports. Asian/Pacific Islander and Hispanic male cross country/track athletes graduated at significantly lower rates than Asian/Pacific Islander and Hispanic male athletes in other sports (A/PI=29%; p<.01). (H=32%; p<.01). (See Table 12)

TABLE 12
Comparison of 2000-2001 NCAA Division II Male Student-Athlete Graduation Rates By Race and Sport

	Baseball	Basketball	Football	CC/Track	All Athletes	All Students
Am. Indian/AN	21%*	44%*	35%*	43%*	36%	23%
Asian/PI	41%*	0%	33% *	29%*	36%	46%
Black	37%*	38%*	33%*	35%*	35%	28%
Hispanic	41%*	44%*	41%*	32%*	41%	34%
White	46%*	53%*	45%*	50%*	47%	41%
Non-Resident	64% *	51%*	86%*	52%*	56%	44%
Unknown	53%*	50%*	56%*	34%*	50%	40%
Total	45%	46%*	41%*	45% *	44%	39%

— *2002 NCAA Student-Athlete Graduation Rates*
*$p < .01$

Appendix B: Lists Of Resources

Resource Organizations

These organizations provide research reports, educational materials or programs related to diversity in sport:

The Black Women in Sport Foundation
PO Box 2610
Philadelphia, PA 19130
Phone: (888) 405-1773
Fax: (215) 763-2855
www.blackwomeninsport.org

Center for the Study of Sport in Society
360 Huntington Avenue, Suite 161 CP
Boston, MA 02115-5000
Phone: (617) 373-4025
Fax: (617) 373-4566 / 2092
E-Mail: sportinsociety@neu.edu

Institute for Diversity and Ethics in Sport
DeVos Sport Business Management Program
College of Business Administration
University of Central Florida
4000 Central Florida Boulevard
PO Box 161400
Orlando, FL 32816
(407) 823-4887
www.bus.ucf.edu/sport

The National Collegiate Athletic Association
700 W. Washington Street
PO Box 6222
Indianapolis, IN 46206-6222
Phone: (317) 917-6222
Fax: (317) 917-6888
www.ncaa.org

Women's Sports Foundation
Eisenhower Park
East Meadow, NY 11554
(800) 227-3988
www.WomensSportsFoundation.org

Helpful Publications

Lapchick, R. and K.J. Matthews. (2002) 2002 Racial and gender equity report card. Institute for Diversity and Ethics in Sport, University of Central Florida.

Corbett, D. (2001). Minority women of color: Unpacking Racial Ideology. In G. Cohen (Ed.), *Women in sport issues and controversies* (pp. 291-310). Reston, VA: National Association for Girls and Women in Sport.

Corbett, D. (2000). The African American female in collegiate sport: Sexism and racism. In D. Brooks & R. Althouse (Eds.) *Racism in college athletics: the African American athlete's experience* (pp. 195-225). Morgantown, WV: Fitness Information Technology.

Endnotes

1 Greenlee, C. (1997, April). Title IX: Does help for women come. *Black Issues in Higher Education*, *14*, 24-26.; Gutierrez, V. (2002, June 23). Minority women get left behind by Title IX. *The Los Angeles Times*, Retrieved April 4, 2003, from www.latimes.com.

2 Sacks, G. (2001, September 07). Title IX helps women little, hurts men, minorities a lot. Retrieved Aril 4, 2003, from http://www.cnsnews.com/ViewCommentary.asp?Page=\Commentary\archive\200109\COM20010907g.html.

3 National Coalition for Women and Girls in Education. (2002). Title IX athletics policies: Issues and data for education decision makers. Available on-line at www.ncwge.org.

4 National College Athletic Association (2002). *Graduation-Rates Report*, Available online at www.ncaa.org.

5 National College Athletic Association (2000-2001). *Student-Athlete Ethnicity Report*, Available on-line at www.ncaa.org.

6 National College Athletic Association (2000-2001). Estimated student-athlete ethnicity frequencies for Division I, II, and III overall, *Student-Athlete Ethnicity Report*, Available on-line at www.ncaa.org.

7 Racial/Ethnic Composition of the Student Population in 1971-1972 was calculated as follows:

Ratios were calculated using undergraduate two-year and four-year full-time enrollment by white, black and other students of color as follows: (U.S. Census Unpublished Data, 1971)

	White	Ratio	Black	Ratio	Other	Ratio
Male	2,920,000	.901	265,000	.082	55,000	.017
Female	2,068,000	.880	245,000	.104	36,000	.015

Ratios were applied to four-year institutions only full-time enrollment by gender and race: (U.S. Census Table 3: *Undergraduate College Enrollment of Persons 14 to 34 Years Old, by Type of College, Full-time Attendance, Sex, Year of College, Control of College, Age, and Residence: October 1971*)

	White	Ratio	Black	Ratio	Other	Ratio
Male	2,157,556	.901	195,806	.082	40,639	.017
Female	1,570,588	.880	186,071	.104	27,341	.015

Extrapolated Undergraduate only full-time male and female enrollment by white and students of color at four-year institutions in 1971:

	White	White%	Students of Color	Students of Color%
Male	2,157,556	90.1%	236,444	9.9%
Female	1,570,588	88.0%	213,412	12.0%

Racial/Ethnic Composition of the Student Population in 2000-2001 was calculated from the NCAA Graduation-Rates Reports for Division I, II and III.

8 Racial/Ethnic Composition of the Athlete Population in 1971-1972 was calculated as follows:

Estimated 1971 participation of non-white and white male athletes at NCAA institutions:

Males	1971	2000
Students of Color	9.90%	22.0%
Athletes of Color	9.95%	22.1%
White Students	90.10%	73.0%
White Athletes	90.05%	70.5%
NR/Unknown Students	N/A*	7.6%
NR/Unknown Athletes	N/A*	7.4%

*In 1971, Census data did not provide any information for "Non-Resident" or "Unknown" students, therefore athlete participation is not computed for 1971 in these categories.

Computation:
Athletes of Color
9.9% is to 22.0% as X is to 22.1%
22*X = 10*22.1
X= (10*22.1)/22
X = 9.95% of male athletes in 1971 were athletes of color

Total Male Athletes in 1971 = 170,384
Computed Male Athletes of Color in 1971 = 170,384*.0995 = 16,953
Computed White Male athletes in 1971 = 170,384 minus 16,953 = 153,431

Estimated 1971 participation of non-white and white female athletes at NCAA institutions:

Females	1971	2000
Students of Color	12.00%	24.9%
Athletes of Color	7.13%	14.8%
White Students	88.00%	68.8%
White Athletes	92.87%	77.0%
NR/Unknown in higher education	N/A*	6.3%
NR/Unknown in Athletics	N/A*	8.2%

*In 1971, Census data did not provide any information for "Non-Resident" or "Unknown" students, therefore athlete participation is not computed for 1971 in these categories.

Computation:
Athletes of Color
12% is to 24.9% as X% to 14.8%
12*14.8% = X*24.9%
X= (12*14.8)/24.9
X = 7.13% of female athletes in 1971 were athletes of color

Total Female Athletes in 1971 = 29,977
Computed Female Athletes of Color in 1971 = 29,977*.0713 = 2,137
Computed White Female athletes in 1971 = 29,977 minus 2,137 = 27,840

Racial/Ethnic Composition of the Athlete Population in 2000-2001 was calculated from the NCAA 2000-01 Student-Athlete Ethnicity Report, *Estimated Student-Athlete Ethnicity Frequencies for Division I, II, and III Overall.*

9 Alexander, A. (1978). Status of minority women in the association of intercollegiate athletics for women, *Unpublished master's thesis*, Temple University. Cited in R. Abney and D. Richey (1992). Opportunities for minority women in sport – The impact of Title IX. *Journal of Physical Education, Recreation and Dance*, 63(3), 56-59.

10 Murphy, M.D. (1980). The involvement of blacks in women's athletics in member institutions of the association of intercollegiate athletic for women. *Unpublished Doctoral Dissertation*, Florida State University. Cited in R. Abney and D. Richey (1992). Opportunities for minority women in sport – The impact of Title IX. *Journal of Physical Education, Recreation and Dance*, 63(3), 56-59.

11 These may not be the only factors that should be examined to determine exploitation. In Civil Rights Diegest, Eitzen and Yetman, in a study of male basketball players, found that although 27.1% of basketball athletes were of color, 66% of them were among the top five scorers on their team. In other words, unless you were a phenomenal minority athlete, you weren't offered opportunity to participate. Eitzen, S and N. Yetman. (1979). Immune from racism? Blacks still suffer from discrimination in sports. *Civil Rights Digest*, 9(2), 2-13.

12 Example Calculation for Proportion of Female Scholarship Athletes by race at Division I:

1999-2000 Division I	**Scholarship Athletes**	**%**
Non-White	5,922	19.8%
White	20,975	70.2%
Non-Resident	2,237	7.5%
Unknown	740	2.5%
Total	29,874	

13 National College Athletic Association (1999-2000). *Gender-Equity Report*, Available online at www.ncaa.org.

14 Example Calculation for average scholarship amount per athlete for Division I Women's Basketball and Cross Country and Track:

Basketball:
Total Dollar amount = $209,300
Average number of students receiving athletic aid = 13.7
Average scholarship dollars awarded to Div I female basketball athlete =
$\frac{\$209,300}{13.7} = \$15,277$

Cross Country/Track
Total Dollar amount = $159,700
Average number of students receiving athletic aid = 20.7
Average scholarship dollars awarded to Div I female cross country athlete =
$\frac{\$159,000}{20.7} = \$7,715$

15 Example Calculation for total scholarship amount for Division I Women's Basketball by race:

	Number of Athletes	Avg.$/Athlete	Total Scholarship $
Amer. Indian/Alaskan Native	24	$15,277	$366,648
Asian/Pacific Islander	28	$15,277	$427,756
Black Non-Hispanic	1,518	$15,277	$23,190,486
Hispanic	66	$15,277	$1,008,282
Non-Resident Alien	232	$15,277	$3,544,264
Other	89	$15,277	$1,359,653
White	1,933	$15,277	$29,530,441
Total	3,890	$15,277	$59,427,530

Similar calculations were made for the sports of baseball, basketball, cross country/track, football, and other for men's sports at the DI and DII level and cross country/track and other for women's sports at the DI and DII level.

16 NCAA Gender Equity Report. (1999-2000).

17 Example Calculation for Total Female Division I Scholarship Dollars:

Average Female Scholarship Dollars per Div. I institution = $1,055,500.
Total number of Division I institutions = 321
Total number of Scholarship Dollars at Division I
$1,055,500*321 = $338,815,500

$338,815,500 (Total 1999-2000 Scholarship amount for DI female athletes)

18 Example Calculation for "Other" Female Division I Scholarship Dollars:

Total Scholarship Amount for DI female athletes = $338,815,500
Total Scholarship Amount for Identified Female Sports (w/out "Other") = $102,970,990
Total Scholarship Amount for "Other" Female Sports =

$338,815,500
- $102,970,990
$235,844,510 (Total Scholarship Amount for "Other" Female Sports)

19 Example Calculation for total scholarship amount for Women's "Other" Sports by race at Div. I:

	Number of Athletes	Avg.$/Athlete	Total Scholarship $
Amer. Indian/Alaskan Native	112	$11,595	$1,298,652
Asian/Pacific Islander	467	$11,595	$5,414,916
Black Non-Hispanic	1,074	$11,595	$12,453,147
Hispanic	649	$11,595	$7,525,226
Non-Resident Alien	1,554	$11,595	$18,018,799
Other	507	$11,595	$5,878,720
White	15,977	$11,595	$185,255,051
Total	3,890	$11,595	$235,844,510

20 Example Calculation for Proportion of Female Scholarship Dollars by race at Division I:

1999-2000 Division I	Scholarship Dollars	%
Non-White	$66,991,672	19.8%
White	$238,431,967	70.4%
Non-Resident	$25,042,528	7.4%
Unknown	$8,349,333	2.5%
Total	$338,815,500	

21 NCAA Graduation Rates Report. (2002).

22 National College Athletic Association. (2001). Sports and recreation programs of universities and colleges 1956-57 – 1981-82, in *1982-2001 NCAA Sports Sponsorship and Participation Report*, 163-173. Available online at www.ncaa.org.

23 NCAA Student-Athlete Ethnicity Report. (2000-2001).

24 NCAA Graduation Rates Report. (2002).

25 NCAA Student-Athlete Ethnicity Report. (2000-2001).

26 United States General Accounting Office (2001, March) Intercollegiate athletics: Four-year colleges' experiences adding and discontinuing teams. (Publication No. GAO-01-297).

27 See definition section for explanation of moderately and severely underrepresented.

28 NCAA Graduation Rates Report. (2002).

29 NCAA Student-Athlete Ethnicity Report. (2000-2001).

30 United States General Accounting Office (2001, March).

31 Prior to 1981, women's collegiate athletics was governed by the Commission on Intercollegiate Athletics for Women of the National Association for Girls and Women in Sport and the Association for Intercollegiate Athletics for Women. Up until 1973, there was a prohibition against awarding financial aid based on athletic skill. However, junior colleges and institutions that were not members of these organizations did award a limited number of scholarships. However, no data exist documenting total amounts awarded. It has been estimated by the Women's Sports Foundation that less than $100,000 annually would have been awarded in athletic financial assistance to female college students.

32 National College Athletic Association (2001). *Graduation Rates Report*. Available online at www.ncaa.org.

33 National College Athletic Association (1999-2000). *Gender Equity Report*. Available online at www.ncaa.org

34 NCAA Graduation Rates Report. (2001).

35 NCAA Gender Equity Report. (1999-2000).

36 United Stated General Accounting Office. (2001. March).

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