Bias is associated with the gender of the coach; not the gender of the team. Many female coaches perceive gender bias; fewer of their male counterparts recognize it.

Findings confirm there is systemic gender bias; it’s not sporadic or limited to a few institutions.

Leadership and support from college governance organizations, college presidents, chancellors, coaches, athletic and academic administrators are needed for meaningful change to occur.

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.

More women fear unfair treatment, retaliation and loss of their jobs if they express Title IX concerns.

Women are less willing to voice their opinions outside of the athletic department and are less involved in decision-making inside the athletic department.

% of coaches not comfortable voicing Title IX concerns

31% Women

26% Men

42% Women

19% Men

To administrators outside athletics

To administrators inside athletics
GAME PLAN FOR COLLEGE LEADERSHIP

Establish an institutional task force that brings together representatives of athletics and academics to identify and implement interdisciplinary, institutional solutions to gender bias.

Institutionalize lines of communication and oversight of athletics.

Regularely audit compensation practices of athletic programs around gender, race/ethnicity, disability and LGBTQ individuals. Ensure the institutional Office of Human Resources oversees that compensation for men and women coaches are equitable and comply with state and federal laws.

Require Title IX Compliance Officers to conduct regular comprehensive Title IX athletics program assessments; including timetables to address identified deficiencies.

GAME PLAN FOR COLLEGE ATHLETIC ADMINISTRATORS

Recruit gender diverse pools of applicants for open positions developed by administrators and search committee members who are diverse themselves, knowledgeable in recognizing the subtleties of discrimination and committed to overcoming it.

Standardize HR policies and procedures to ensure neutral outcomes with regard to gender, race/ethnicity, disability and LGBTQ individuals.

Establish policies and processes governing communication, performance expectations and evaluation for all coaches.

Have an ongoing program of education and Title IX monitoring, gender equity compliance and all related issues including who, how and where to report problems and complaints.

HERE ARE SOME COMMENTS FROM FEMALE COACHES

- "There are a few women in powerful positions but not enough.
- "In almost 30 years of coaching, I feel as though I have only had one powerful woman administrator/mentor who could actually make decisions.
- "Identifying as a lesbian in the workplace is very hard right now. Although the student athletes are very supportive, I do not feel comfortable being forward about my sexual orientation with my athletic administrators.
- "As a young female in coaching, one of the biggest concerns for me is family issues. How will I be treated if and when I choose to start a family?
- "My biggest concern is the salary differences between men and women, and the number of men vs. women coaching women's sports.
- "Our Athletic Director is always willing to listen, but he never is willing to stir the pot or really navigate "real" issues.
- "Men have more leverage because they have opportunities for coaching in both men's and women's sports.
- "I feel that we overlook females with strong personalities because they will be "tough to handle" even though such things are never mentioned when hiring a male.