



Gender, Race & LGBT Inclusion of Head Coaches of Women's Teams

A Report on Select NCAA Division I Conferences
for the 45th Anniversary of Title IX
June 2017





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Gender, Race and LGBT Inclusion of Head Coaches of Women's Teams

A SPECIAL COLLABORATIVE REPORT ON SELECT NCAA D-I CONFERENCES FOR THE 45TH ANNIVERSARY OF TITLE IX JUNE 2017

EXECUTIVE SUMMARY

This special report, produced for the 45th anniversary of Title IX, is a partnership between LGBT SportSafe, The Institute for Diversity and Ethics in Sport (TIDES) at the University of Central Florida, and the Tucker Center for Research on Girls & Women in Sport at the University of Minnesota.

WHAT AND WHO COMPRISE THE REPORT

Race and gender data for head coaches of women's teams was collected for eight select NCAA Division I conferences including: American Athletic Conference (AAC), Atlantic Coast Conference (ACC), Big 12, Big East, Big Ten, the Ivy League, Pacific-12 (Pac-12), and Southeastern Conference (SEC). The eight conferences selected for this study were chosen to include the "Power 5" (ACC, Big 12, Big Ten, Pac-12, SEC). The AAC was included because of its potential to be a viable addition to the "Power 5" to create a "Power 6." Finally, the Big East and the Ivy League, which both have female commissioners, were included to examine whether or not having a woman as a commissioner influenced inclusion efforts. Appendix A summarizes the distribution of schools by conference for 2016-17. Conferences were assigned a grade for race and a separate grade for gender, and recognition was included for LGBT inclusion practices at the institutional and conference level.

KEY FINDINGS

RACIAL COMPOSITION OF HEAD COACHES OF WOMEN'S TEAMS

The Institute for Diversity and Ethics in Sport (TIDES) found that overall, 87.96 percent of head coaches across all eight conferences examined were white, with just over 12 percent being coaches of color. More specifically, 6.9 percent of all head coaches in this dataset were African-American, 2.8 percent were Latino, 2.2 percent were Asian and less than 1 percent were Hawaiian/Pacific Islander. Four of the eight conferences earned an F, three earned Cs and only the AAC got a B with 18.2 percent of the women's teams led by coaches of color. The overall grade for all the conferences combined was a D+. In the last 25 years there have been more than one hundred Racial and Gender Report Cards issued. There were no overall

Fs issued and only 2 D+s. No D+ has been issued since 2000. That puts several of these conferences in very bad company and in a previous era.

A previous TIDES study of a broader array of Division I schools found that 15.5 percent of head coaches of women's teams were people of color, suggesting that the eight conferences in this report are hiring fewer coaches of color for women's teams than the overall trend for Division I. No conference earned higher than a B on the TIDES grade scale. Nine schools earned As or A+s, but 27 of the 94 schools examined had no coaches of color leading their women's teams. Given that the most recent U.S. census calculates people of color and minorities to make up close to 35 percent of the overall population, these findings point to a need for more inclusive and diverse racial hiring practices in college sport if leadership is to be reflective of the student-athlete population and the general population of the United States.

GENDER COMPOSITION OF HEAD COACHES OF WOMEN'S TEAMS

The majority of head coaches of women's teams in the eight Division I conferences examined were male (56.9 percent), and females remained under-represented (43.1 percent) which resulted in a C grade. The Ivy League had the highest percentage (55 percent) of women head coaches, and is the *first and only* conference to date to earn a B in the five years of the *Women in College Coaching Report Card*; the remainder of the conferences earned Cs and Ds. The Big 12 had the lowest percentage (32 percent) of female head coaches of women's teams. The data in this report is slightly higher yet consistent with past reports, which have found that the percentage of female head coaches of women's teams hovers around 40 percent ($\pm 2-3$ percent). Overall, this data reflects the ongoing stagnation of women in college coaching; over five years of tracking the data, the Tucker Center has documented that the percentage of female coaches of women's teams at the NCAA Division I level has not increased (or decreased) in any statistically significant way.

LGBT INCLUSION OF HEAD COACHES OF WOMEN'S TEAMS

Since June 2016, LGBT SportSafe has been evaluating institutions' inclusive programming, policies and public awareness initiatives. Across four of the eight Division I conferences included in this report, eight institutions have gained membership status, with five of those institutions earning Gold Medallions signifying a significant commitment to LGBTQ inclusion across programming, policies and public awareness. Seven of the eight institutions earned Founders Club status, marking them as LGBT SportSafe launch partners and early committers to LGBTQ inclusion initiatives. While the percentage of institutions involved with LGBT SportSafe is still small, the fledgling LGBT SportSafe program and member institutions are breaking new ground. These efforts should be regarded as models for other institutions in creating more accepting spaces for student-athletes.

EXECUTIVE SUMMARY KEY TAKE-AWAYS

This report shows that equity in these eight conferences is far from being achieved regarding the hiring of women and people of color as head coaches of women's team. In both race and gender, looking only at the Power 5 conferences, the percentage of coaches of color was just under 12 percent while it was 40.8 percent for women. Thus the Power 5 was consistent with the eight conferences for race but had a lower percentage of head coaches of women's teams.

Efforts for race, gender and LGBT inclusion across conferences and institutions vary greatly (see Table 8 in Full Report).

Based on the data in the report, the gender of conference commissioner does not appear to influence inclusion efforts across these three metrics. Additional data is needed to make definitive and statistically significant conclusions on this hypothesis.

Gender, Race and LGBT Inclusion of Head Coaches of Women's Teams

**A SPECIAL COLLABORATIVE REPORT ON SELECT NCAA D-I
CONFERENCES FOR THE 45TH ANNIVERSARY OF TITLE IX
JUNE 2017**

THE FULL REPORT

Race in College Coaching

PREPARED BY THE INSTITUTE FOR DIVERSITY AND ETHICS IN SPORT (TIDES)

What is TIDES?

The Institute for Diversity and Ethics in Sport (TIDES) serves as a comprehensive resource for issues related to gender and race in amateur, collegiate and professional sports. The Institute researches and publishes a variety of studies, including annual studies of student-athlete graduation rates and racial attitudes in sports, as well as the internationally recognized Racial and Gender Report Card, an assessment of hiring practices in coaching and sport management in professional and college sport and the sport media. The Institute also monitors some of the critical ethical issues in college and professional sport, including the potential for exploitation of student-athletes, gambling, performance-enhancing drugs and violence in sport.

The Institute's founder and director is Dr. Richard Lapchick. He leads the TIDES research team made up of 15 Graduate Assistants in the DeVos Sport Business Management program at the University of Central Florida, which is the home of TIDES.

Data Collection for Race of Head Coaches

In order to foster a high level of accuracy and consistency, all data collected for each conference was gathered using identical methodologies. A TIDES research team collected all data for the present report in May and June of 2017. The data was collected from each member institution's website and roster within selected conferences to determine the race of each head coach for women's sports offered at the institution. In an effort to reach the highest

level of accuracy, the data collected was fact-checked by an additional research team within TIDES.

All data gathered was placed in spreadsheets that allowed the research team to tally the racial identity of all head coaches of women's teams. The data collected for each member institution contributed to an overall percentage representative of the entire conference by categories of white, African-American, Latino, Asian and Hawaiian/Pacific Islander. Sports that did not have a current coach in place were not counted, while sports that currently had an interim coach fulfilling the head coach position were counted as a head coach for the purpose of this study. Furthermore, head coaches that shared the position between two people were counted individually and all head coaches that coached more than one team were counted for each team that they coached. Any coach who held the title of director of a specific sport was counted as a head coach where no one holding the title of head coach was present.

Grade Criteria and Grade Scale for Race of Head Coaches

TIDES graded the racial data of head coaches in the eight selected NCAA Division I conferences in comparison to overall societal patterns. Federal affirmative action policies state that a workplace should reflect the percentage of people in the racial group in the population. The most recent U.S. census calculates people of color and minorities to make up close to 35 percent of the overall population. Therefore, in order to get an A in the category of race, the conference needed to have 30 percent people of color employed as head coaches. The complete scale used to determine grades on race is as follows: A+ = >30 percent, A = 29 – 30 percent, A- = 25 – 28.5 percent, B+ = 20- 24.5 percent, B = 17 - 19.5 percent, B- = 16, C+ = 15 percent, C = 14 percent, C- = 13 percent, D+ = 12 percent, D = 11 percent, F = <11 percent head coaches of color. The grading scale used in the present study is the same scale used in TIDES' Racial and Gender Report Cards. All percentages were rounded up or down according to the midpoint of 0.5.

Sample

The data collected for the present study included all head coaches of women's teams ($N=1,096$) at 94 institutions located in various regions around the United States. These institutions are current members of the selected eight NCAA Division I conferences studied in this report [American Athletic Conference (AAC), Atlantic Coast Conference (ACC), Big 12, Big East, Big Ten, Ivy League, Pacific-12 (PAC-12), and Southeastern Conference (SEC)] .

Results

TIDES examined eight NCAA Division I conferences to evaluate the racial hiring practices of head coaches for women's teams. The American Athletic Conference (AAC) received the highest grade of a B as a result of 18.2 percent of head coaches being of color, while 81.8 percent were white. More specifically, of the head coaches of all women's sports within the AAC, 81.8 percent were white, 12.7 percent were African-American, 3.64 percent were Latino and 1.82 percent were Asian. The AAC was the only conference to receive a B, while all other conferences included in this study received grades of C or F. Four of the eight conferences

received an F for racial hiring practices. The Ivy League received the lowest F grade since only 8.6 percent of its head coaches were of color, while 91.4 percent were white.

Overall, 87.96 percent of head coaches across the conferences were white, while only 6.93 percent of head coaches were African-American. Additionally, Latino and Asian coaches accounted for 2.83 percent and 2.2 percent of women’s team head coaches, while Hawaiian/Pacific Islanders accounted for less than one percent of head coaches of women’s teams.

Clemson University of the ACC had the highest percentage of people of color as head coaches of women’s teams at 55.6 percent. The Pac-12’s University of Arizona was next with 50 percent, while Temple University (a member of AAC) was third at 45.5 percent women’s head coaches of color.

Twenty-seven of the 94 schools examined had no coaches of color leading their women’s teams. The Southeastern Conference had the most women’s sport programs with 100 percent white head coaches.

BY CONFERENCE

The American Athletic Conference (AAC) received the highest grade of a **B** as a result of 18.2 percent of head coaches being of color, while 81.8 percent were white. Four conferences (Big East, Ivy League, Big Ten and SEC) received an **F**. The Ivy League had the lowest percentage of head coaches of color employed within the conference at 8.6 percent. As shown in Table 1, the Power 5 Conferences received grades of **C**, **C**, **C-**, **F** and **F**.

TABLE 1. GRADES AND PERCENTAGE FOR HEAD COACHES OF COLOR BY CONFERENCE

Conference	Grade	Percentage of Coaches of Color
AAC	B	18.2%
Pac-12	C	14.2%
ACC	C	13.9%
Big 12	C-	13.3%
Big East	F	10.6%
SEC	F	9.9%
BIG Ten	F	9.3%
Ivy League	F	8.6%

BY SCHOOL

The top ten schools by head coaches of color (Table 2) represent four conferences: AAC, ACC, Big 12 and Pac-12. The ACC, AAC and Pac-12 all had three schools in the top ten, while the Big 12 had one. Not surprisingly these were also the four conferences that received the best grades.

TABLE 2. TOP TEN SCHOOLS BY PERCENTAGE OF HEAD COACHES OF COLOR

School	Percentage of Coaches of Color
Clemson	55.6%
Arizona	50%
Temple	45.5%
TCU	41.7%
USC	36.4%
Oregon	33.3%
UCF	30%
Houston	30%
Pittsburgh	30%
Georgia Tech	28.6%

Summary

Overall, this study yielded disappointing results regarding the racial hiring practices of the head coaches of women’s teams in the eight conferences researched. As shown in Table 1, fully half of the eight conferences studied received an F for the racial diversity of the head coaches of their women’s teams. This includes two of the Power 5 conferences. At the same time, three of the four conferences that scored best regarding racial hiring practices were Power 5 conferences. The SEC, ACC, Big 10 and Big East had the most 100 percent white head coaching staffs employed at their member institutions with seven schools in the SEC and four each in the ACC, Big 10 and Big East. As perhaps the most influential group in college sport, the Power 5 conferences have the potential to stimulate positive change and combat racial norms in collegiate athletics regarding the diversity of head coaches. The AAC earned the highest grade of a B with 18.2 percent head coaches of color over women’s teams, but had two schools with 100 percent white head coaches of women’s teams.

Another notable finding of this study is that the average percentage of people of color as head coaches for all eight Division I conferences examined is 12 percent, which would reflect a grade of a D+. This 12 percent average for these eight conferences is 3.5 percentage points lower than the 15.5 percent head coaches of color of women’s teams across all Division I schools as reported in a previous TIDES study. That study, titled *The 2016 Racial and Gender Report Card: College Sport*, which accounts for all head coaches of color at the Division I level, gave women’s teams a grade of a B-. This comparison reveals that the conferences studied in this report are hiring fewer head coaches of color than the average for all women’s teams in Division I.

The results of the racial hiring practices of women’s teams in these eight conferences reinforce and even further portray the need for more inclusive and diverse hiring practices in college sport.

Gender in College Coaching

PREPARED BY THE TUCKER CENTER FOR RESEARCH ON GIRLS & WOMEN IN SPORT

What is the Tucker Center?

The Tucker Center for Research on Girls & Women in Sport, established in 1993, is the first interdisciplinary research center of its kind in the world, leading a pioneering effort to examine how sport and physical activity affect the lives of girls and women, their families, and communities. Since its inception, the Tucker Center has provided centralization, organization, scientific excellence, and national leadership on issues of national and local significance. Through our direction and leadership, we encourage researchers, policy makers, decision makers, educators, parents and practitioners to work together to better the lives of girls and women in ways that go far beyond the playing fields. The Tucker Center, housed in the College of Education and Human Development within the School of Kinesiology at the University of Minnesota, over the last 20+ years has established standards of excellence with respect to scholarly inquiry, collaborative partnerships, graduate education, community outreach and public service.

Data Collection for Gender of Head Coaches

Documenting and adhering to a rigorous methodology is important for transparency, replication, comparison to other data, and consistency in tracking/reporting over time. Data for this report was collected from May 9 through May 15, 2017 by visiting each institution's athletics website and reviewing the coaching roster for each women's NCAA-sponsored and NCAA-emerging sport team listed (with the exception of including squash for the Ivy League). Our goal was to achieve 100 percent accuracy and many efforts were undertaken to ensure reliable data. As with any data, the numbers reported may have a small margin of error.

All individuals listed on the coaching roster as head coach, including interim head coaches, were recorded. Diving coaches were coded as head coaches. A director of sport, common in track & field and swimming & diving, was coded as the head coach if no head women's coach was listed. A director of sport was not included if a head coach was present. An individual who occupied the head coach position for two sports (e.g., track & field and cross country) was coded as two separate coaches.

Grade Criteria and Grade Scale for Gender of Head Coaches

Developing a report card grading scale to accurately reflect the percentage of women coaches for women's teams is a difficult—and potentially controversial—assignment given the context of female under-representation at many institutions. With careful thought we developed a defensible grading system which is detailed in previous *Women in College Coaching Report Cards*. Ultimately, we wanted a grading scale that would be taken seriously, be credible, reflect the dire reality of the under-representation of women coaches, and hold entities and decision makers accountable. The mean percentage of female head coaches is and has been ~40%—the midpoint of the data—which represents average achievement (i.e., a C grade). The scale used

to assign gender grades is as follows: A = 70-100%, B = 55-69%, C = 40-54%, D = 25-39%, F = 0-24% of female head coaches of women’s teams. If rounding up the decimal resulted in moving up a grade level, the institution, sport, or conference was placed in the higher grade bracket.

Sample

The June 2017 dataset included all head coaches of women’s teams ($N = 1102$) at 94 institutions of higher education in all geographic regions of the United States that were current members of eight select NCAA Division I “big time” conferences: American Athletic Conference (AAC), Atlantic Coast Conference (ACC), Big 12, Big East, Big Ten, Pacific-12 (Pac-12), Southeastern Conference (SEC), and the Ivy League. Appendix A summarizes the distribution of schools by conference.

Key Findings

TOTAL HEAD COACHES

A total of 1102 head coaches of women’s teams from 94 institutions comprised this sample. Six positions were unfilled at the time of data collection and were not included in the analysis. A majority of the coaches were male (56.9 percent), while 43.1 percent were female, which is consistent with previous data.

TABLE 3. PERCENTAGE OF WOMEN HEAD COACHES BY GENDER FOR WOMEN’S TEAMS

Position	Schools	Female		Male		Total Coaches
		%	<i>n</i>	%	<i>n</i>	
June 2017 Head Coaches	94	43.1	475	56.9	627	1102

BY CONFERENCE

The Ivy League had the highest percentage (55 percent) of women head coaches, while the Big 12 had the lowest (see Tables 4 and 5). Using the grading criteria, one conference (Ivy League) earned a B while the remainder earned Cs and Ds. All conferences together earn a C grade. The number of coaches in each conference by gender is in Table 5.

TABLE 4. GRADE BY CONFERENCE FOR PERCENTAGE OF WOMEN HEAD COACHES

Grade	Criteria %	Conference
A	70-100	
B	55-69	Ivy League (55%)
C	40-54	AAC (47.3%), Pac-12 (46.7%), BIG Ten (46.4%), ACC (40.1%)
D	25-39	Big East (39.4%), SEC (34.2%), Big 12 (32.7%)
F	0-24	

TABLE 5. GRADE, PERCENTAGE, AND NUMBER OF WOMEN HEAD COACHES BY CONFERENCE

Conference	Grade	Female Head Coaches		Male Head Coaches		Total Coaches
		%	n	%	n	
Ivy League	B	55	77	45	63	140
AAC	C	47.3	52	52.7	58	110
Pac-12	C	46.7	70	53.3	80	150
BIG Ten	C	46.4	85	53.6	98	183
ACC	C	40.1	69	59.9	103	172
Big East	D	39.4	37	60.6	57	94
SEC	D	34.2	53	65.8	102	155
Big 12	D	32.7	32	67.3	66	98
TOTAL	C	43.1	475	56.9	627	1102

BY SCHOOL

The two schools with the highest percentage of female head coaches of women’s teams were Cincinnati and UCF, both with 80 percent. Table 6 lists the top ten schools by percentage of women head coaches of women’s teams.

TABLE 6. TOP TEN SCHOOLS BY PERCENTAGE OF WOMEN HEAD COACHES OF WOMEN’S TEAMS

School	Percentage of Women Coaches /Grade
Cincinnati	80%/A
UCF	80%/A
Princeton	70.6%/A
Columbia	66.7%/B
Washington	63.6%/B
South Florida	62.5%/B
Oklahoma	60%/B
Miami	60%/B
Northwestern	58.3%/B
Tennessee	58.3%/B

Summary

The data pertaining to the percentage of head coaches of women’s teams for the eight conferences in this report was similar to past data and reports (see tuckercenter.org) at all levels of collegiate competition. The range of the percentage of women coaches across the eight conferences in this report varied from the highest (Ivy League, 55 percent) to the lowest (Big 12, 32.7 percent). All but one conference earned an average (C) grade or below-average (D) grade. The Ivy League became *the first*, and now only, conference at any NCAA level (Division I, II & III) to earn a B grade in the history of the *Women in College Coaching Report Card*. Overall, this data reflects the ongoing stagnation of women in college coaching. Collective efforts must continue to overcome the numerous and complex barriers that women coaches experience as the minority, and often tokens, in the workplace.

LGBT Inclusion

PREPARED BY LGBT SPORTSAFE

What is LGBT SportSafe?

The LGBT SportSafe Inclusion Program was founded in June 2016 to encourage athletic leadership to increase the visibility of LGBTQ inclusion efforts in college athletic departments. The LGBT SportSafe benchmarking framework incentivizes athletic leadership to reach inclusion goals and integrate a sustainable platform to address inclusion. The program uses a clean and simple algorithm called the 3-Peat Model to evaluate inclusive *programming, policies and public awareness* initiatives, qualifying institutions for LGBT SportSafe while offering Gold, Silver and Bronze medallions to institutions that reach inclusion goals.

Founders Club is an elite group of institutions that have shown an early commitment to LGBTQ inclusion. Founders Club is awarded to LGBT SportSafe launch partners and the first two institutions in every athletic conference to join the inclusion program.

Why is LGBT Inclusion Education Important?

The current generation of student-athletes are growing up with openly lesbian, gay, bisexual, transgender and queer (LGBTQ) loved ones, friends and family members, and the expectation is that their college coaches and athletic administrators lay the foundation for an inclusive athletic experience. Although the vast majority of athletic administrators and coaches have good intentions, many avoid starting the conversation about LGBTQ inclusion because they do not have the language or education to begin the discussion. Unless there is an intentional effort to educate athletic administrators, coaches and student-athletes on how to champion respect inclusive of all identities, LGBTQ student-athletes will experience this silence as rejection. Together, we can improve athletic culture and make sport better for the most vulnerable members of our community. Understanding and implementing LGBTQ-inclusive best practices and policies will help ensure student-athletes, coaches and administrators of all sexual and gender identities are valued, respected and included in the athletic department.

LGBT SportSafe Certification & Founders Criteria

To qualify for LGBT SportSafe and earn a Gold, Silver or Bronze medallion, institutions must receive a minimum of 3-points in the 3-Peat Model Evaluation (1-point for Programming; 1-point for Policy; and 1-point for Public Awareness). The 3-Peat Model evaluation typically begins with athletic administrators initiating contact with LGBT SportSafe by completing the contact form on the LGBT SportSafe website. LGBT SportSafe will then follow up to schedule a conference call with athletic leadership to discuss the program, and learn about educational programming, policy and public awareness efforts in the athletic department. Institutions are required to complete the 3-Peat Model evaluation for program consideration.

Institutions that do not qualify for a medallion are still encouraged to join the program to learn how to improve their overall score.

Programming is essential to creating a healthy, respectful and inclusive athletic department. Institutions receive 3-points if coaches and athletic administrators have participated in LGBTQ inclusion training in the past three years; 2-points if LGBTQ inclusion training for coaches and athletic administrators is scheduled to be completed during the upcoming academic year; and 1-point if LGBTQ inclusion training for coaches and athletic administrators is scheduled to be completed in the next one to two academic years. If coaches and athletic administrators received training on best practices for sport-specific topics, the institution will be awarded 1 additional point for each of the following topics addressed:

- Managing intra-team dating and relationships
- Coaches' role in creating a team climate of respect and inclusion
- Finding common ground between religion and LGBTQ inclusion

Policies ensure that student-athletes of all sexual orientations and gender identities are valued and respected. Institutions will receive 1-point if the non-discrimination or antidiscrimination policy includes sexual orientation and gender identity/expression protections. Institutions will receive 1 additional point for each of the following policies in the athletic department:

- Transgender Policy
- Relationship Policy (Department-wide relationship policy to help student-athletes of all sexual orientations understand what it means to be in a healthy relationship. A relationship policy is not the same as a no-dating on the team rule, which is strongly discouraged as this rule is hard to enforce and can jeopardize Title IX compliance)
- Spectator Conduct Policy (must include LGBTQ protections)

Public Awareness initiatives celebrate diversity, increase the visibility of LGBTQ role models and allies, and help personalize the LGBTQ experience. Institutions will receive 2-points for a public awareness initiative completed in the past 3-years; and 1-point for each additional initiative completed. Institutions that have not participated in any public awareness initiatives will receive 1-point for an initiative scheduled and completed in the upcoming 2017-18 academic year. The initiatives listed below qualify as public awareness initiatives, and must include an LGBTQ component to be considered:

- Hosted an inclusion panel
- Brought a speaker or consultant to the athletic department
- Created a diversity & inclusion video
- Drafted an athletic departmental inclusion statement
- Participated in a local LGBTQ Pride event
- Hosted an LGBTQ Pride Game Night
- Started a student-athlete led LGBTQ Group
- Other qualifying initiatives will also be considered

Upon the completion of the 3-Peat Model evaluation, qualifying institutions will be awarded a Gold, Silver or Bronze medallion for the athletic department website. The qualification

for Gold is 5+ (minimum 3-points in programming); Silver is 4+ (minimum 2-points in programming); Bronze is 3+ (minimum 1-point in programming).

Results

LGBT SportSafe member institutions will not receive a grade in this special edition report card, but instead, special recognition of inclusion efforts. LGBT SportSafe members that have earned the Founders Club status will also be noted. Although LGBT SportSafe member institutions will not receive a grade herein, members receive two (**) in Table 7 to signify Founders Club status. Data for this report was collected from June 22, 2016 through May 15, 2017. As more institutions qualify for LGBT SportSafe, consideration will be given to grade LGBTQ inclusion efforts in future report cards.

TABLE 7. FOUNDERS CLUB STATUS AND MEDALLIONS BY MEMBER INSTITUTION

Institution	Founders Club	Medallion/3-Peat Model Score
Northwestern	**	Gold/9
Oregon	**	Gold/10
Nebraska	**	Gold/8
UCLA	**	Gold/8
Cal-Berkeley	**	Silver/4
Temple	**	Gold/5
UNC-Chapel Hill	**	Gold/8
USC		Gold/9

Summary

Seven of the eight LGBT SportSafe member institutions earned Gold medallions, scoring 5 or higher in the 3-Peat Model evaluation. One institution earned the Silver medallion, scoring 4 or higher in the 3-Peat Model evaluation. LGBT SportSafe is encouraged by the number of institutions that have joined the inclusion program qualifying for Gold or Silver medallions in the first year since inception. Athletic leadership at LGBT SportSafe member institutions are breaking new ground, and inclusive efforts should be regarded as models for other institutions and conferences to follow.

Full Report Conclusion

By combining data from race, gender and LGBT inclusion from eight NCAA Division I conferences in Table 8, it is clear that a wide range of diversity and inclusion efforts exists across women’s college sports. This special and collaborative report card provides the first and only benchmark on a variety of inclusion metrics for head coaches of women’s collegiate teams at the highest level of college sport. This report is to recognize those institutions and conferences that are leading the way and to provide evidence that inclusion on all fronts is possible and achievable. It is only with data that progress can be highlighted and tracked over time.

TABLE 8. GENDER, RACE AND LGBT INCLUSION DATA BY CONFERENCE

Conference	Gender Grade	Race Grade	LGBT SportSafe Member Institutions
AAC	C	B	1
ACC	C	C	1
BIG Ten	C	F	2
Big 12	D	C-	0
Big East	D	F	0
Ivy League	B	F	0
Pac-12	C	C	4
SEC	D	F	0

Appendix A

CONFERENCE COMPOSITION 2016-17

American Athletic Conference (AAC)	Atlantic Coast Conference (ACC)	Big 12	Big East	Big Ten	Ivy League	Pacific-12 (Pac-12)	Southeastern Conference (SEC)
University of Central Florida	Boston College	Baylor University	Butler University	University of Illinois	Brown University	University of Arizona	University of Alabama
University of Cincinnati	Clemson University	Iowa State University	Creighton University	University of Indiana	Columbia University	Arizona State University	University of Arkansas
University of Connecticut	Duke University	University of Kansas	DePaul University	University of Iowa	Cornell University	University of California	Auburn University
East Carolina University	Florida State University	Kansas State University	Georgetown University	University of Maryland	Dartmouth College	University of California – Los Angeles	University of Florida
University of Houston	Georgia Institute of Technology	University of Oklahoma	Marquette University	University of Michigan	Harvard University	University of Colorado	University of Georgia
University of Memphis	University of Louisville	Oklahoma State University	Providence College	Michigan State University	University of Pennsylvania	University of Oregon	University of Kentucky
University of South Florida	University of Miami	University of Texas	Seton Hall University	University of Minnesota	Princeton University	Oregon State University	Louisiana State University
Southern Methodist University	University of North Carolina	Texas Christian University	St. John's University	University of Nebraska	Yale University	University of Southern California	University of Mississippi
Temple University	North Carolina State University	Texas Tech University	Villanova University	Northwestern University		Stanford University	Mississippi State University
Tulane University	University of Notre Dame	West Virginia University	Xavier University	Ohio State University		University of Utah	University of Missouri
University of Tulsa	University of Pittsburgh			Penn State University		University of Washington	University of South Carolina
	Syracuse University			Purdue University		Washington State University	University of Tennessee
	University of Virginia			Rutgers University			Texas A&M University
	Virginia Polytechnic Institute and State University			University of Wisconsin			Vanderbilt University
	Wake Forest University						

A SPECIAL
COLLABORATIVE
REPORT ON
SELECT NCAA D-I
CONFERENCES FOR THE
45TH ANNIVERSARY OF
TITLE IX

