

## RESEARCH HIGHLIGHTS

- Black women athletes at the NCAA DI level comprise 75% of the combined track and field and basketball population, while they account for just 11% of the total NCAA D-I women's athlete population (NCAA, 2018).
- Gender equity in leadership has been a longstanding challenge for intercollegiate athletics. Assent to leadership positions has been even slower for ethnically minoritized women than for White women or ethnically minoritized males (Lapchick, 2019; Price et al., 2017).
- Opportunities to build external skills such as sport oversight and fundraising (Lumpkin et al., 2015), and to interact and actively network with institutional leaders, conference commissioners, head ADs, and other senior-level administrators is also essential for women of color.

*Black women SWAs, "felt a sense of familiarity as former student-athletes who understood what it felt like to exist within a system where there are few to no individuals in leadership who resembled either their ethnicity or gender."*

## QUESTIONS FOR PRACTICE

1. What practices can our institution implement to create a welcoming and inclusive environment that supports Black female athletes, coaches, and administrators?
2. How does our institution support the professional growth and development of Black female athletes, coaches, and administrators?
3. What steps has our department taken to promote college sports a future career for our Black women athletes?



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Additional resource:

- [NCAA Inclusion Resource: Senior Woman Administrators](#)
- [NCAA Sport Sponsorship, Participation and Demographics Search](#)
- [The 2018 Racial and Gender Report Card: College Sport](#)

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