

### RESEARCH HIGHLIGHTS

- Women in general, but women of color in particular, are rare in athletic administration.
- Black women are viewed as being the beneficiary of special hiring processes and misperceptions that cast them as unprepared for leadership regardless of their qualifications.
- Common stereotypes of black women athletic administrators are: being a quota hire, lesbian, aggressive, bossy, or an administrative assistant - not the athletic administrator.
- Stereotypes of black women athletic administrators are consistent at predominately white institutions (PWIs) and Historically Black Colleges & Universities (HBCUs).

*The more that misperceptions can be brought to light, the more that these stereotypes can be reduced and eliminated.*

### QUESTIONS FOR PRACTICE

1. What are the perceptions of affirmative action hiring policies at my institution?
2. How do other units on my campus reduce misconceptions in hiring practices for minorities in leadership positions?
3. Are qualifications of candidates independently verified, made clear and unequivocal for all hires in our department?
4. What are the ways our department can promote a positive leadership image of women of color among our student-athletes, staff, coaches and administrators?
5. How can our department promote a critical mass of women of color to leadership roles within our department or career advancement at peer institutions?



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*Additional Resources:*

- [Black Women in Sport Foundation](#)

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