



ATHLETES FOR ACTION

UNIT 2: THE HISTORY OF TITLE IX





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TITLE IX OVERVIEW



KEY POINTS

From the U.S. Department of Education Website:

Title IX of the Education Amendments of 1972 prohibits discrimination based on sex in education programs and activities that receive federal financial assistance.



“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[.]”



All federal agencies that provide grants of financial assistance are required to enforce Title IX’s nondiscrimination mandate. ED gives grants of financial assistance to schools and colleges and to certain other entities, including vocational rehabilitation programs and libraries.



DISCRIMINATION TYPES

Examples of the types of discrimination that are covered under Title IX include but are not limited to:

01

Sex-based harassment

02

Sexual violence

03

Pregnancy discrimination

04

Failure to provide equal athletic opportunity

05

Sex-based discrimination in a school's science, technology, engineering, and math (STEM) courses and programs

06

Discriminatory application of dress code policies and/or enforcement

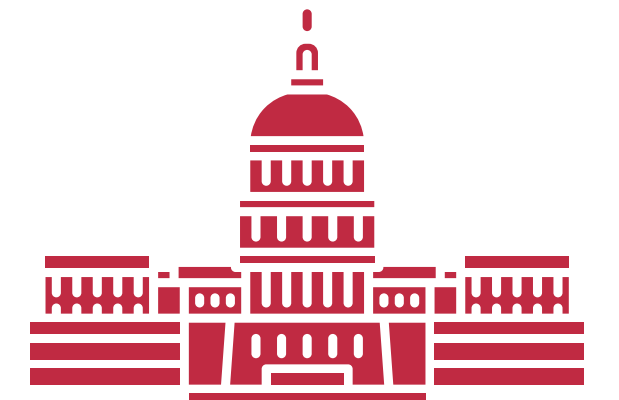
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Retaliation against individuals who report violations or participate in investigations



WHAT DOES THIS MEAN?

All federal agencies that provide financial assistance through grants are required to enforce the **nondiscrimination provisions of Title IX**. The U.S. Department of Education (ED) allocates funds to schools, colleges, vocational rehabilitation programs, and libraries, ensuring their compliance with Title IX. It's important to note that **private independent schools do not receive federal funding and are therefore not subject to federal Title IX regulations**.



However, many of these schools voluntarily choose to adhere to Title IX, even in the absence of a legal obligation, as they seek to promote gender equity, ensure a safe environment for all students, and align with their values or mission. Additionally, **compliance with Title IX can enhance their reputation and appeal to families who prioritize equitable treatment** and opportunities in education.

Understanding Title IX is essential for recognizing and addressing issues of gender equality in educational settings. This unit will provide a comprehensive overview of the law's origins, its implications, and its ongoing impact on education in the United States.





KEY PROVISIONS IN RELATION TO SPORTS

01

Equality in Sports:

Title IX mandates that schools must provide equal opportunities for both male and female athletes. This includes equitable funding, facilities, and scholarships.

02

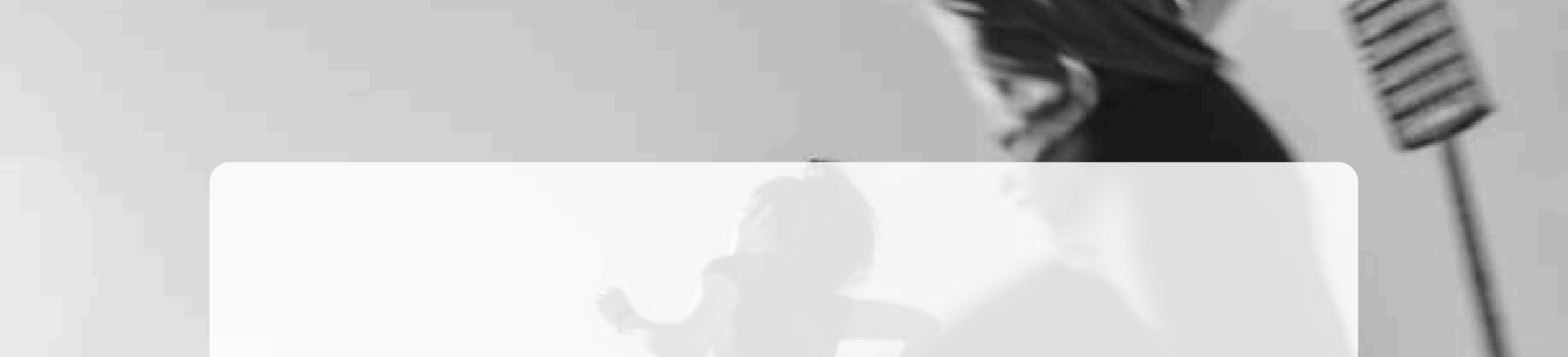
Prohibition of Discrimination:

The law prohibits any form of gender-based discrimination in educational programs, which extends beyond athletics to academics, admissions, and employment.

03

Compliance Requirements:

Institutions must demonstrate compliance with Title IX, which can include assessments of athletic participation rates, scholarship distribution, and the quality of facilities.



INSPIRING FEMALE ATHLETES





GROUP POLL



Before the passage of Title IX in 1972, female athletes faced significant barriers to participation in sports. Their stories often highlight resilience, determination, and the fight for equality. Here are a few compelling narratives of female athletes who made an impact despite the limitations of their time

What female athletes have inspired you the most?





MILDRED DIDRIKSON ZAHARIAS

(1911-1956)

Mildred Didrikson Zaharias, known as "Babe," was a multi-sport athlete whose talents transcended gender norms of her era. In the **1932 Los Angeles Olympics, she won two gold medals and a silver in track and field**, but her athletic career began long before that. She **played basketball for the Dallas Golden Gloves** and was **an exceptional golfer, winning 10 major championships**. Despite her achievements, Babe faced significant discrimination and often fought against the perception that women should not compete at her level. **Her legacy not only paved the way for future female athletes but also challenged societal norms about women's capabilities in sports.**





WILMA RUDOLPH (1940-1994)

Wilma Rudolph was a remarkable athlete who **overcame polio** and discrimination to become the **first American woman to win three gold medals in a single Olympics**, achieving this feat at the 1960 Rome Games. Growing up in a segregated America, she faced obstacles not only as a female athlete but also as an African American. **Her victories were not just personal triumphs; they symbolized the potential for women in sports and the fight for civil rights.** After her athletic career, **Rudolph dedicated herself to education and activism**, inspiring countless girls, especially in the African American community, to pursue their dreams in sports and beyond.





PAT SUMMITT (1952-2016)

Before Title IX, women's basketball was often played in a limited capacity and lacked the recognition it deserved. Pat Summitt, who went on to become one of the most successful coaches in NCAA history, faced the struggle of competing in a time when women's sports received very little support. Summitt played for the University of Tennessee during the early 1970s and later took on the role of head coach, where **she advocated for women's athletics and helped elevate the sport's profile nationally.** Her coaching career and commitment to women's sports **transformed the landscape of college basketball for women,** laying a foundation for future generations of female athletes.





BILLIE JEAN KING (1943-PRESENT)

While Billie Jean King was able to compete at a high level before Title IX, her journey as an advocate for women in sports is a powerful narrative. **King won 39 Grand Slam titles and was a key figure in the battle for equal pay and recognition for female athletes in tennis.** In 1973, she famously defeated Bobby Riggs in the "Battle of the Sexes," a match that brought significant attention to gender equality in sports. King's activism not only helped elevate women's tennis but also inspired a generation of female athletes to advocate for their rights and pursue their passions in sports.

Billie Jean King is especially important to understand because she has been **incredibly vocal about protecting women's sports and as a publicly gay woman and a pioneer in the fight for LGBTQ+ rights,** King's views have received a mix of support and criticism. She has expressed the belief that women should have the same opportunities in sports as men and that it is crucial to protect the integrity and progress of women's athletics.





TITLE IX IMPACT





HOW DID WE GET HERE?

Social Movements Leading to Change

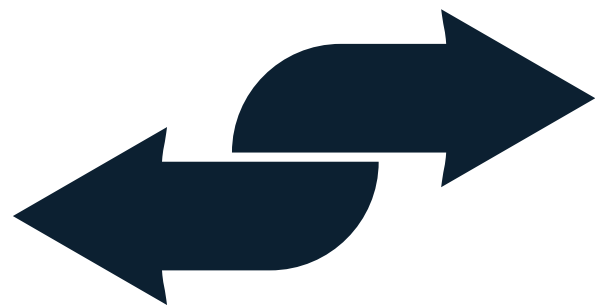
To truly understand the significance of Title IX, it is essential to examine the context prior to the 1970s. The enactment of Title IX in 1972 marked a pivotal moment in the struggle for gender equity in education and athletics. Its roots can be traced back to the intense **social and political movements of the 1960s and early 1970s, which sought to challenge the widespread discrimination against women in various areas of life, particularly in education.** During this transformative period, the **women's liberation movement** gained significant momentum, advocating for equal rights and opportunities. Activists highlighted the systemic barriers women faced, especially within educational environments. This activism not only raised awareness about discrimination but also galvanized legislative action. Key events, such as the **formation of organizations like the National Organization for Women (NOW) in 1966**, played a crucial role in lobbying for women's rights.

Key Political Developments

In tandem with these social movements, various legislative efforts emerged to address gender inequalities. The **Civil Rights Act of 1964** laid important groundwork by prohibiting discrimination based on sex, yet significant gaps remained, particularly in education and athletics. Recognizing this, advocates pushed for additional measures to strengthen these protections. **These efforts culminated in Title IX, part of the Education Amendments of 1972.**

Impact and Evolution

The implications of Title IX were profound. For the first time, female athletes were empowered to assert their right to equitable treatment, leading to a significant increase in participation rates among girls and women in sports. From high school to collegiate levels, opportunities expanded, resulting in the establishment of women's teams and scholarships that had previously been unavailable. **Over the years, Title IX has faced various legal challenges and interpretations, reflecting the ongoing dialogue surrounding gender equity in athletics today.** Its legacy continues to inspire advocates who fight for fair treatment and opportunities in sports across the country.





DEVELOPMENT

The rates of female participation in sports significantly influence the holistic development of young athletes. The interplay of physical, emotional, and social dimensions contributes to a comprehensive understanding of how sports shape girls' lives.

01 Physical Development

The most evident impact of sports participation is on physical development. Regular engagement in sports helps girls maintain a healthy weight, build stronger bones, and improve cardiovascular fitness. Overcoming various physical challenges enhances motor skills and coordination. Furthermore, involvement in sports from a young age fosters lifelong healthy habits, equipping girls with the tools they need to sustain their health into adulthood.

02 Emotional Development

Emotionally, sports play a vital role in fostering resilience and self-awareness. Girls learn to set personal goals and pursue them diligently, cultivating a sense of achievement. Participation in competitive scenarios imparts valuable lessons in managing both success and failure, preparing them to navigate life's ups and downs. These experiences build strong self-esteem and confidence, which are crucial during formative years when self-image can fluctuate.

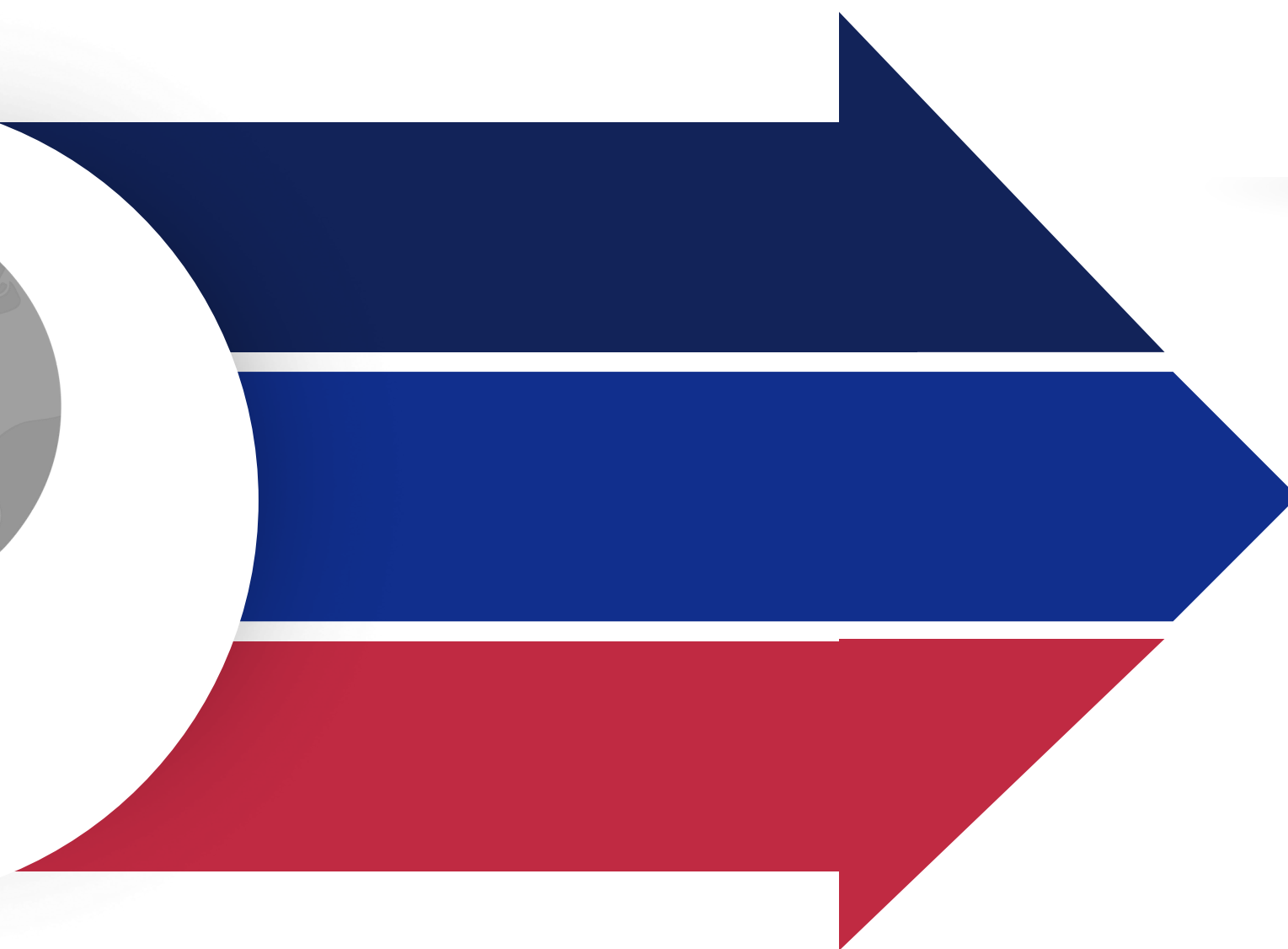
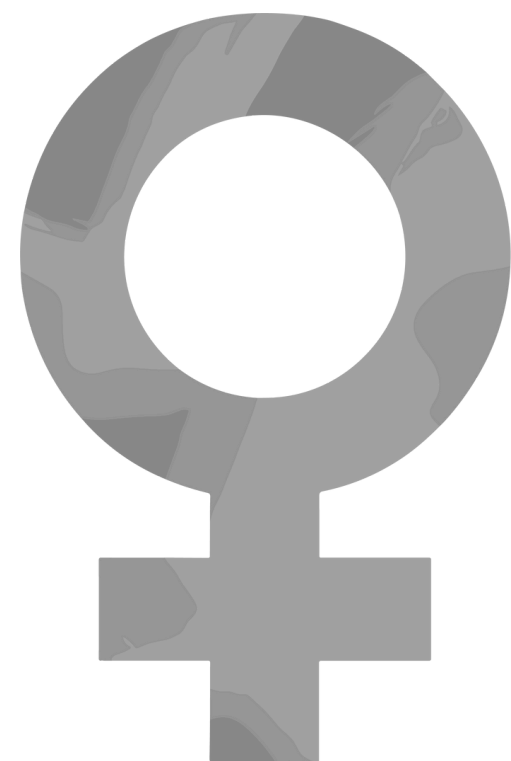
03 Social Development

Socially, female athletes benefit from team dynamics that promote collaboration and a sense of community. Engagement in sports helps girls develop essential interpersonal skills, such as communication and teamwork. They learn to work together toward common goals, supporting and encouraging one another. These social bonds often extend beyond the field, leading to lasting friendships and support networks that endure throughout their lives.

Additionally, participation in sports can challenge stereotypes and promote gender equity. When girls see themselves represented in sports, it shifts cultural perceptions and encourages more girls to participate. Each young athlete who engages not only enhances her own development but also paves the way for others. The cumulative effect of increased participation ultimately influences societal attitudes toward girls and women in sports, fostering a more inclusive and supportive environment.



EMPOWERMENT THROUGH SPORT



01

Building Confidence

Engaging in female-only sports allows girls to take risks and push their boundaries in a nurturing atmosphere. This experience enhances self-esteem as they overcome challenges, achieve goals, and learn to appreciate their bodies for their strengths rather than comparing themselves to others. Each victory, whether large or small, reinforces a girl's belief in herself and her potential.

02

Developing Leadership Skills

Being part of a female sports team encourages girls to embrace leadership roles, whether through captaincy or peer support. They develop effective communication skills, learn to resolve conflicts, and inspire others. These abilities are not only vital on the playing field but also play a significant role in their future personal and professional lives. By encouraging young athletes to take initiative, we foster a generation of confident leaders.



ACADEMIC AND CAREER OPPORTUNITIES

Participation in female-only sports opens a plethora of doors for young girls, significantly impacting their academic and career trajectories. These athletic endeavors cultivate skills and create opportunities that extend far beyond the playing field.

01 **Access to Scholarships**

One of the most tangible benefits of excelling in female-only sports is the opportunity to secure college scholarships. Many colleges and universities actively promote their women's sports programs and often provide financial assistance to young female athletes. Scholarships can alleviate the financial burden of higher education, enabling girls from diverse backgrounds to pursue their dreams. This financial support is crucial in allowing them to focus on both athletics and academics, creating a balanced college experience.

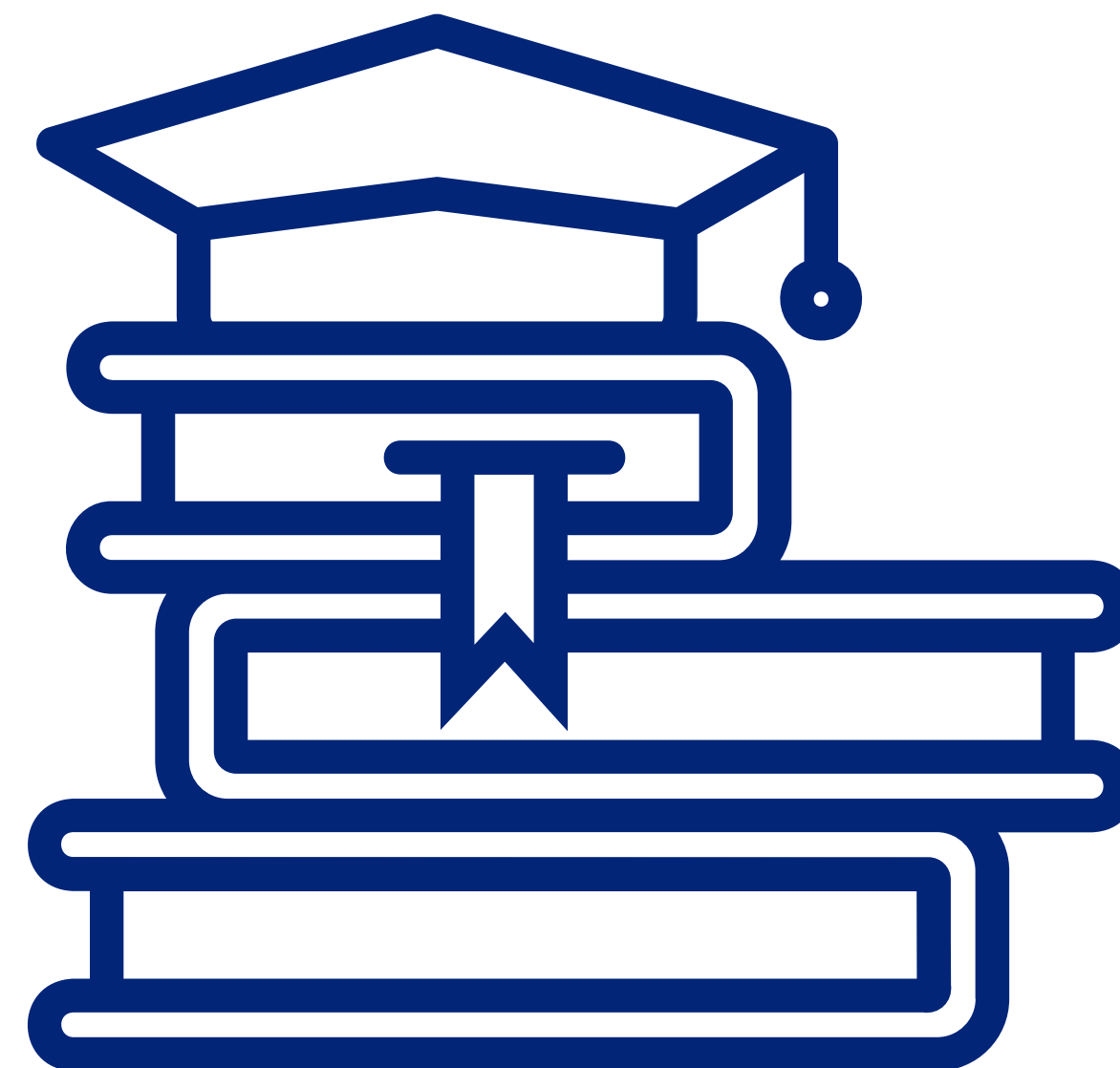
02 **Career Development**

Involvement in sports fosters a range of transferable skills that are invaluable in the workplace. Team sports teach essential qualities such as teamwork, leadership, time management, and effective communication—traits that employers consistently seek. As these young athletes navigate practice schedules and competitions, they learn to juggle responsibilities, a vital skill for any career. Female athletes become adept at setting goals, working towards them, and achieving them, essentially preparing them for future professional success.

03 **Networking Opportunities**

Female-only sports also facilitate networking among peers and professionals. Interactions within these teams can lead to long-lasting friendships and connections that provide support throughout life. Additionally, participation in leagues or tournaments often connects girls with coaches, mentors, and alumni who can offer guidance on academic and career paths. This network can serve as a powerful resource for internships, job opportunities, and career transitions.

As young girls engage in female-only sports, they are not merely participating in athletic activities; they are laying a foundation for future academic success and professional endeavors. By fostering a supportive and empowering environment, female sports programs play a crucial role in guiding girls to reach their full potential.





EXECUTIVES THAT CREDIT TEAM SPORTS FOR SKILL



Indra Nooyi

The former CEO of PepsiCo has often spoken about how playing cricket in her youth taught her about teamwork, discipline, and the importance of collaboration. She attributes her ability to lead diverse teams to the lessons learned on the sports field.



Patricia Woertz

The former CEO of Archer Daniels Midland Company (ADM) has emphasized the role of her participation in team sports, especially basketball, in developing her strategic thinking, teamwork, and leadership skills.



Sheryl Sandberg

The former COO of Facebook (now Meta) and author of "Lean In," Sandberg has discussed how playing sports, particularly soccer, helped her learn about competition, resilience, and teamwork, which have been essential in her business career.



Ginni Rometty

The former CEO of IBM has credited her background in sports, particularly in swimming, for instilling a strong work ethic, the ability to face challenges, and the importance of teamwork, which have all influenced her leadership style.



Marillyn Hewson

The former CEO of Lockheed Martin has spoken about how her experience in sports, particularly track and field, taught her the value of perseverance, collaboration, and setting goals—traits that have guided her in her corporate leadership.



Catherine Mann

The Chief Economist at Citibank has mentioned how her involvement in team sports during her academic years contributed to her understanding of leadership dynamics and the importance of working cohesively towards shared goals.



Anne Mulcahy

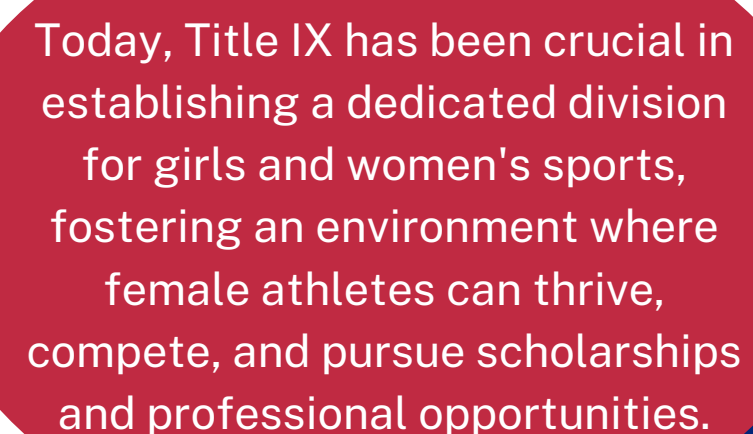
The former CEO of Xerox has discussed how her experiences in sports, particularly in high school, helped her learn about teamwork and resilience, both of which were critical as she navigated the challenges at Xerox.

These leaders often highlight how the skills and lessons learned from participating in team sports have been instrumental in shaping their leadership styles and approaches in the business world.






PARTICIPATION RATES


- **Before the enactment of Title IX in 1972, participation in sports for girls and women was significantly limited**, with fewer opportunities, resources, and support compared to their male counterparts.
- Many schools had **no female sports teams**, and those that did often faced **inadequate funding** and facilities. Title IX transformed this landscape by prohibiting sex-based discrimination in any educational program receiving federal funding, which included athletics.
- This **landmark legislation opened the door** for girls and women to participate in sports at all levels, leading to a **dramatic increase in female athletic participation**.



Today, Title IX has been crucial in establishing a dedicated division for girls and women's sports, fostering an environment where female athletes can thrive, compete, and pursue scholarships and professional opportunities.



The impact of Title IX is evident not only in the numbers of female athletes but also in the growing recognition of women's sports, promoting gender equality and empowering future generations of female athletes.





THE NUMBERS

01 Increased Participation

Before Title IX was enacted in 1972, approximately 300,000 girls participated in high school sports. By 2020, that number had surged to over 3.4 million, demonstrating a more than tenfold increase in participation.



02 Collegiate Sports

In the 1971-1972 academic year, before Title IX, only about 16,000 women competed in intercollegiate athletics. By the 2018-2019 academic year, that number had risen to over 220,000 women, showcasing the profound effect of Title IX in expanding opportunities at the college level.



03 Proportionality in Funding

Title IX requires that female athletes receive equitable funding in comparison to male athletes. While disparities still exist, the legislation has led to significant advancements in funding, scholarships, and resources allocated to women's sports programs.



04 Scholarship Opportunities

Title IX has contributed to the increase in athletic scholarships available for female athletes. As of recent years, female athletes receive about 43% of NCAA athletic scholarships, a significant improvement compared to the pre-Title IX era.



05 Media Coverage

The increased participation of women in sports has also led to greater visibility and media coverage. Events like the Women's World Cup in soccer and the NCAA Women's Basketball Tournament have gained substantial attention, highlighting the growth of women's sports. These data points reflect the transformative impact of Title IX on female participation in sports and its ongoing importance in promoting gender equity in athletics.





GROUP POLL



**In what ways has
participation in sports
benefited you?**





CASE STUDY: NYC MARATHON



INCREASING PARTICIPATION TIMELINE

The New York City Marathon, which began in 1970, has seen significant changes in female participation over the years. Here's a brief overview of female participation numbers from its inception to more recent years:

Participation began to increase gradually. By 1980, there were about **100 female finishers**, and by the end of the decade, female participation was still significantly lower than male participation.

1970s

The first NYC Marathon in 1970 had very few female participants, as the marathon was predominantly male. In the inaugural race, there were only **8 women** among approximately 127 total finishers.

1980s

The trend continued upward, with female participation increasingly approaching parity with male participation. By 2005, the **number of female finishers reached about 7,000.**

1990s

The 1990s saw a more substantial increase in female runners. By 1995, there were about **1,000 female finishers**, reflecting a growing interest in long-distance running among women.

2000s

Female participation surged during this decade. By 2010, **women made up approximately 40% of all finishers**, and by 2019, there were over **14,000 female finishers**, accounting for **nearly half of the total participants.**

2010s

The trend has continued into the 2020s. In 2021, after the pandemic caused the race to be canceled in 2020, approximately **10,000 women participated**, reflecting the continuing growth and interest in female participation in marathons.

2020s



REASONS FOR INCREASING PARTICIPATION

Increased Awareness

Over the years, there has been a growing recognition of women's sports and the importance of female athletes. Initiatives to promote women's running and the rise of women-centric running groups and events have made the sport more accessible.



Role Models & Visibility

The emergence of successful female marathon runners and increased media coverage of women's races has provided role models and inspired many women to take up running.



Cultural Shifts

Societal attitudes toward women in sports have evolved, with more encouragement for women to participate in all forms of athletics, including endurance sports like marathon running.



Health Trends

The growing emphasis on health, fitness, and wellness has led to more women participating in running as a form of exercise and competition.



Supportive Communities

The formation of running clubs and communities that cater specifically to women has fostered an environment where women feel comfortable and supported in their running endeavors.





IMPACT OF FEMALE ONLY DIVISIONS

Encouragement of Female Participation:

Female-only divisions help to create a welcoming environment for women, encouraging more female athletes to participate in marathons. This can lead to increased numbers of female runners and promote a culture of inclusivity.

01



Competitive Opportunities:

Female-only divisions provide women with a platform to compete against each other without the potential intimidation of competing against male athletes. This can lead to more exciting races and the opportunity for women to break records in their own right.

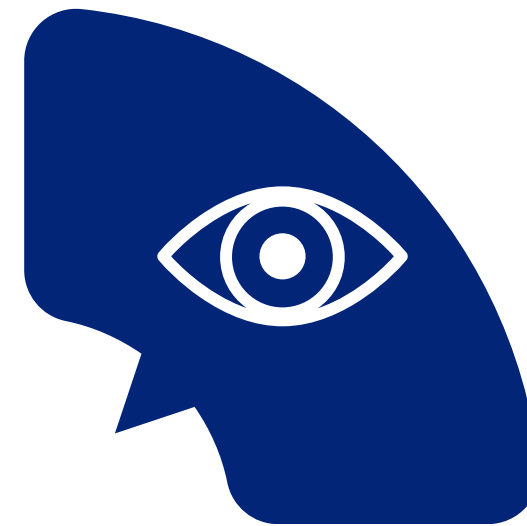
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02

Visibility and Recognition:

Having a dedicated female division raises the profile of women in sports, highlighting their achievements and contributions. It can help to address historical gender disparities in athletics.



03

Fostering Community:

Female divisions can foster community among female runners, creating networks of support and camaraderie. This can be particularly important for new runners who may feel more comfortable in a female-centric environment.





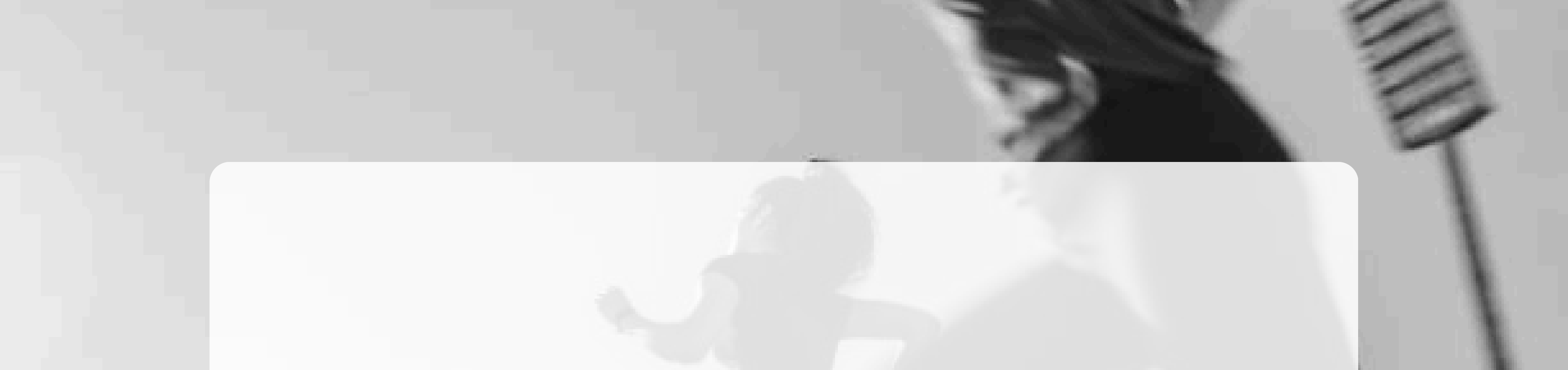
IMPACT OF FEMALE ONLY DIVISIONS



NYC Marathon has a non-binary division for transgender and non-binary athletes: Non-Binary Participation

Some marathons and running events have started recognizing non-binary participants by allowing them to register in a non-binary category. This is a positive step towards inclusivity and equity in sports.





UNIT 2 RECAP





KEY TAKEAWAYS



Title IX is a Foundational Civil Rights Law

Enacted in 1972, Title IX prohibits discrimination based on sex in any education program or activity receiving federal financial assistance. Its scope extends far beyond athletics to include academics, admissions, employment, harassment, pregnancy discrimination, and retaliation.



Federal Funding as the Enforcement Mechanism

Any institution receiving federal funds—public schools, colleges, and many educational programs—must comply with Title IX or risk losing funding. While private schools are not legally required if they receive no federal aid, many voluntarily comply to promote equity and uphold institutional values.



Women's Sports Participation and Opportunities

Before Title IX, girls and women had limited access to sports, scholarships, and resources. Since its passage, female participation has increased more than tenfold at the high school level and dramatically at the collegiate level, alongside major gains in scholarships, facilities, and visibility.



Social and Political Movements for Gender Equality

Title IX was a direct product of the women's liberation movement and earlier civil rights legislation in the 1960s and early 1970s. Advocacy organizations and political momentum helped expose systemic inequities in education and athletics, leading to lasting legislative change.



Sports Role in Leadership, Development, and Empowerment

Beyond competition, female-only sports environments foster confidence, resilience, leadership, and academic and career success. Research, participation data, and real-world examples—from elite athletes to corporate leaders—demonstrate that access to women's sports produces long-term social, professional, and cultural benefits.