Girls & Women in Sport: Research to Practice

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TuckerCenter.org















A world that is good for women is good for everyone.

™ Wellesley Centers for Women



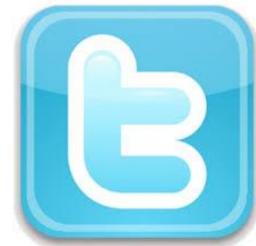
Tucker Center

for Research on Girls & Women in Sport



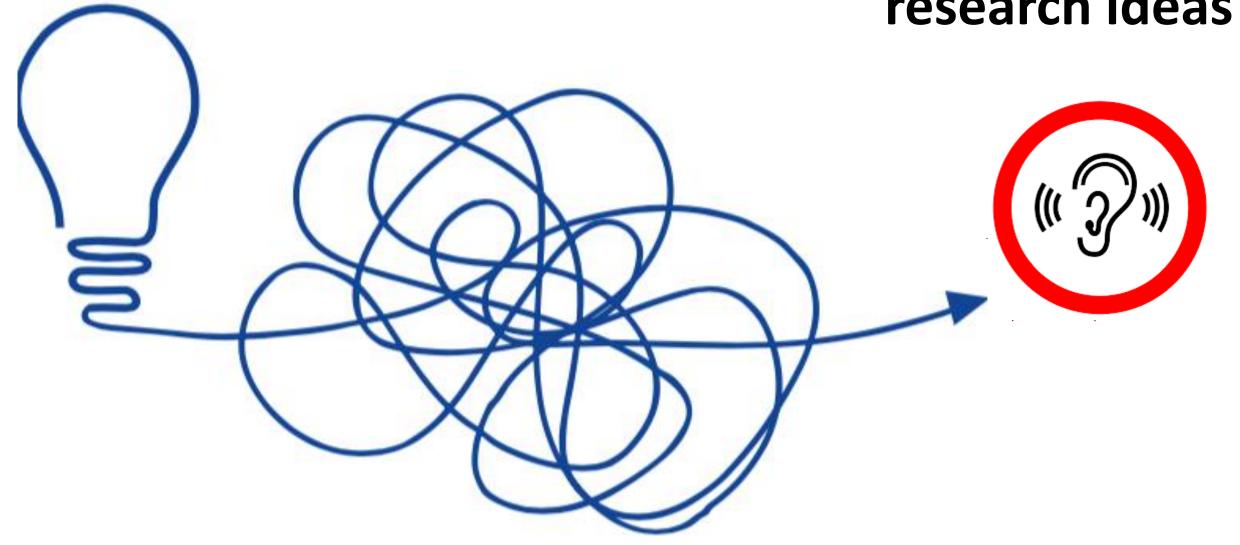




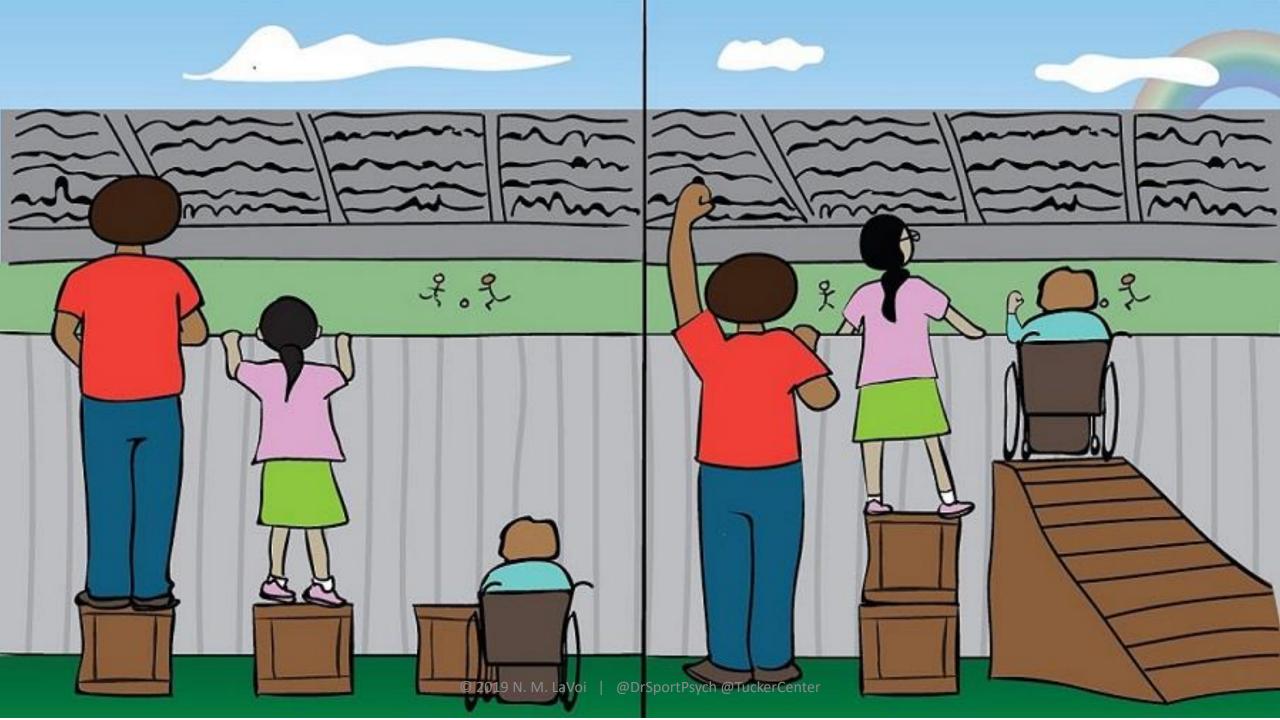


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How do you come up with your research ideas?







Use the data!

Educate why girls & women matter

Stimulate dialogue

Create awareness

Advocate

Eliminate barriers

Hold institutions & decision makers accountable

Counter false narratives

Leverage social media

Help women succeed

Track progress or decline

Tell stories

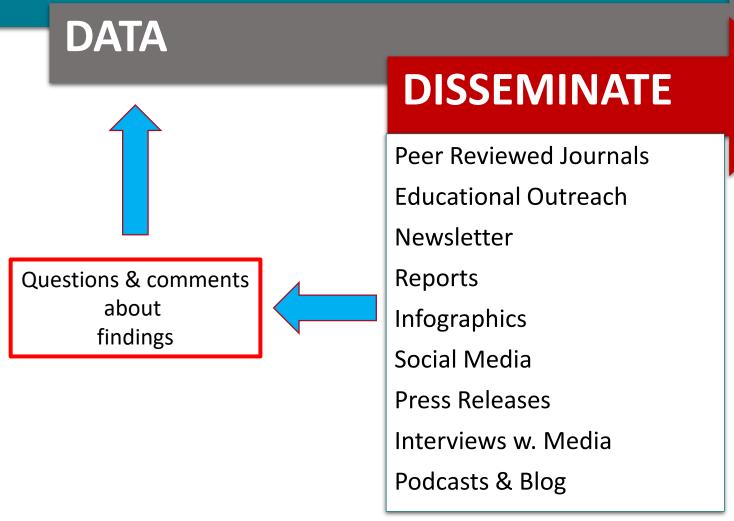
Create social change





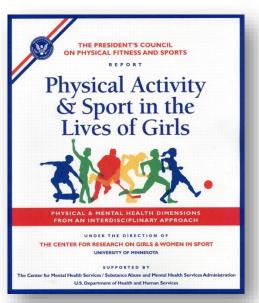
Research to Practice Process

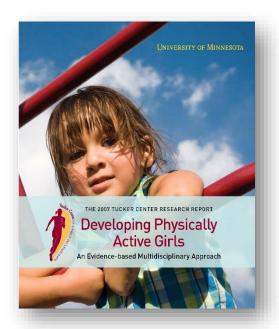
PROBLEM

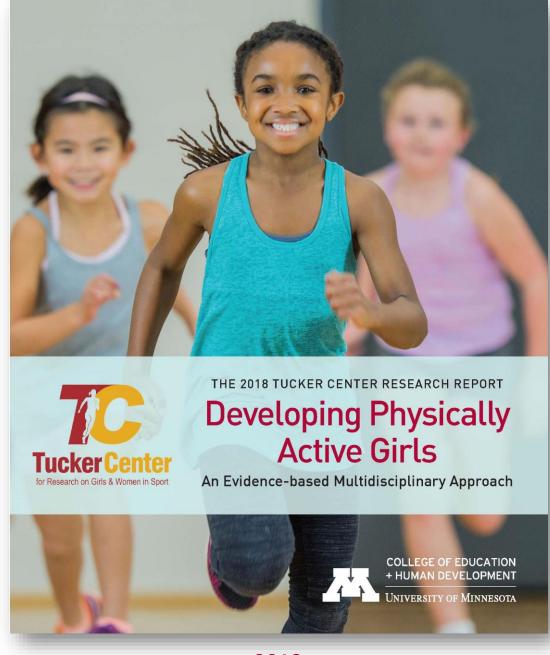


Tucker Center Lines of Research

- Girls' Physical Activity
 - Tucker Center Research Report: Developing Physically Active Girls
 - East African Clothing Project
- Women in Sport Leadership
 - Mother-Coaches
 - Women in College Coaching Report Card
 - False Narratives
- Sport Media Portrayals
 - Audience Reception Research









THE 2018 TUCKER CENTER RESEARCH REPORT

Developing Physically Active Girls



An Evidence-based Multidisciplinary Approach

COLLEGE OF EDUCATION + HUMAN DEVELOPMENT University of Minnesota

Action & Access Antecedents

- Reduce barriers
- Value girls' PA
- Emphasize intrinsic motives
- Be role models
- · Support girls' efforts & provide access
- Integrate with school & community PA efforts

Peers

- Support each other in PA
- · Teach each other in PA
- Use respect, care, & inclusion
- Accept all body types & identities
- Develop sport friendships

Physical Activity Leaders

- Follow curricular standards
- Attain professional competencies
- Be autonomy supportive & caring
- Employ effective training principles
- Create task/mastery climates
- Support all identities & flexible gender roles

Program Leaders

- Offer structured to unstructured PA
- · Hire professionally trained leaders
- · Create psychological, social, & physical safety
- · Offer non-stereotypical activities
- · Provide for gender-equitable leadership
- Strive for gender-equitable activity offerings
- · Incorporate girls' opinions in program design
- · Include girl-specific and/or girl-separate PA

Community Leaders

- · Design & create safe play spaces
- · Commit economic resources to girls' PA
- Provide accessible, culturally sensitive PA
- Advocate for policies to promote PA

Girls' Agency **Optimal Context**





Asset Accrual

Physiological Benefits

- Cardiorespiratory fitness
- · Muscular strength & endurance
- · Bone health
- · Cardiovascular health
- · Healthy body composition
- Healthy menstrual function
- · Chronic disease risk reduction
- Obesity prevention

Psychological Benefits

- Motivation for continued PA
- Knowledge about PA
- · Enjoyment & positive affect
- · Belief & value in PA
- · Positive self-perceptions
- · Mature moral development
- · Stress mgmt, mental & emotional health
- · Optimal cognitive functioning
- Empowerment

Social Benefits

- · Positive gender construction
- · Positive and healthy body image
- · Stereotype-free leadership & participation
- Critical literacy
- · Social & career capital, earning potential
- · Supportive relationships with adults & peers
- · Learning from effective instructors
- · Community involvement & engagement
- Risk behavior prevention
- · Improved academic outcomes

Motor Benefits

- · Performance-related physical fitness
- · Fundamental movement patterns
- · Motor skill competencies
- · Movement literacy
- · Physical activity competencies
- · Physically active lifestyle
- · Talent development

An Evidence-based Multidisciplinary Model for Developing Physically Active Girls, 2018

Modified from Wiese-Bjornstal, D. M., & LaVoi, N. M. (2007). Chapter 5: Girls' physical activity participation: Recommendations for best practices, programs, policies, and future research.

In M. J. Kane & N. M. LaVoi (Eds.), The 2007 Tucker Center Research Report, Developing physically active girls: An evidence-based multidisciplinary approach (pp. 63-90). Minneapolis, MN: The Tucker Center for Research on Girls & Women in Sport, University of Minnesota.

What barriers to physical activity do East African immigrant girls face?

(Thul, 2012; Thul & LaVoi, 2011; Thul & Mohamed, 2018)



"All the boys are right there and you have to wear them."



Muslim Student Athlete Disqualified From Race for Wearing Hijab



Oct. 24, 2019











oject

Project 2:Mother-Daughter PA Program Apparel Co-Design







COACHING THROUGH A GENDER LENS:

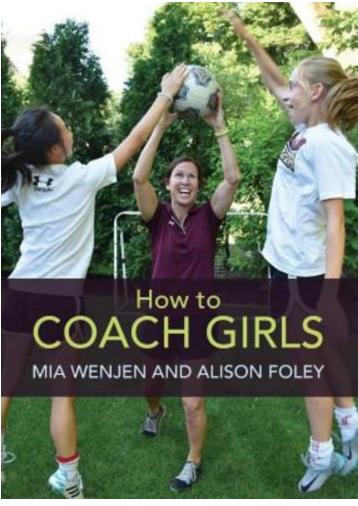
Maximizing Girls' Play and Potential

April 2019

A Women's Sports Foundation Report

www.WomensSportsFoundation.org • 800.227.3988





How should we coach girls?



What are common perceptions coaches have about female athletes?

The 'Problem' With Coaching Girls: Chapter Titles

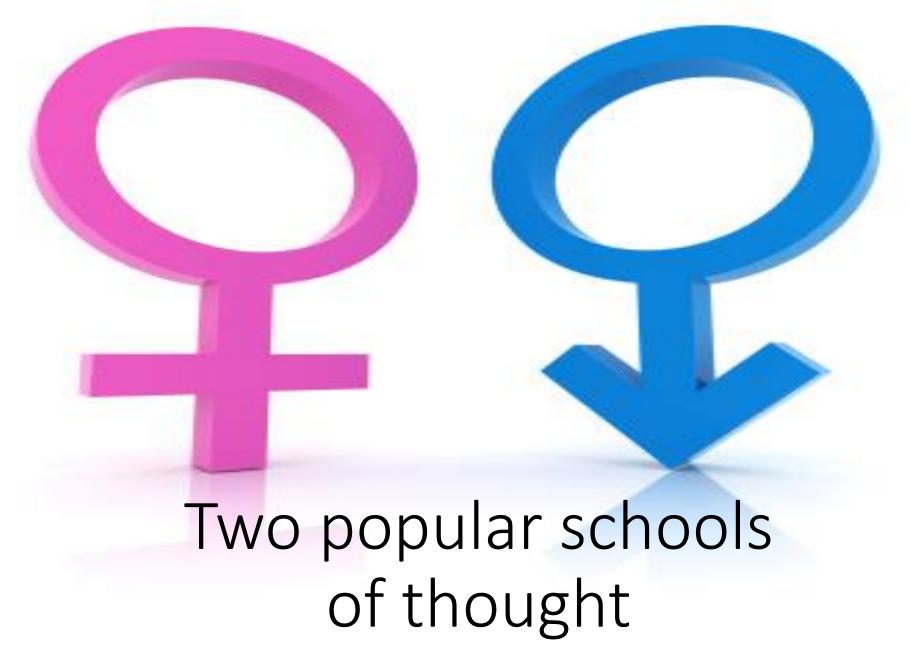
LaVoi, Becker & Maxwell (2007). "Coaching Girls": A Content Analysis of Best-Selling Popular Press Coaching Books

- Dealing With Gender Issues
- •Issues With Coaching Girls
- Coaching Girls Verses Boys
- Serious Issues in Sports Today
- •Gender Issues

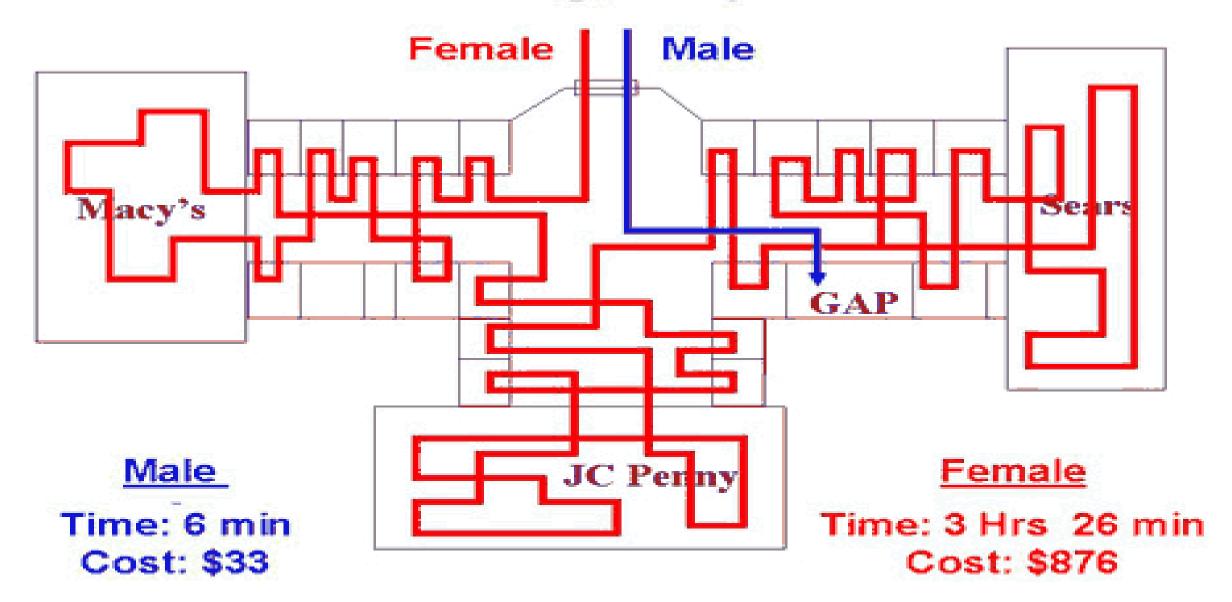
Female Deficit Model

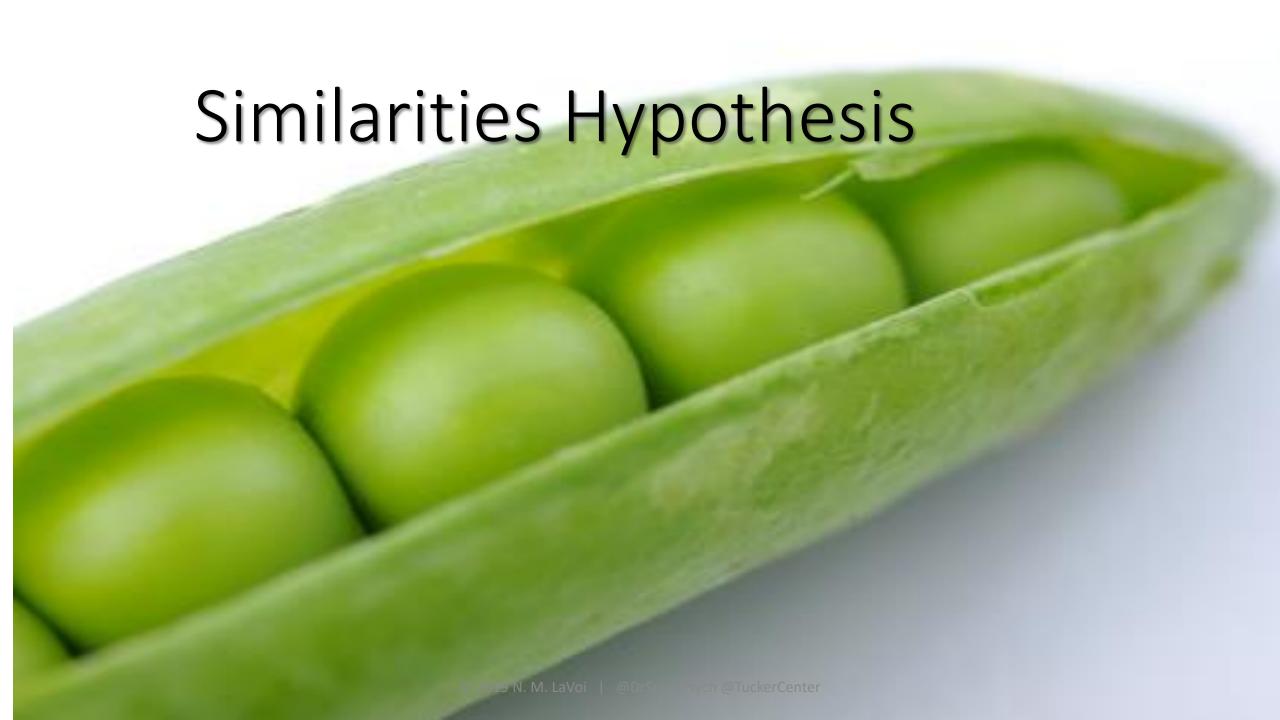
In sports where speed, power, strength are needed to succeed, girls are deemed less talented, less coordinated, less skilled, less motivated, and less successful than boys.

Boys and men are the norm.



Mission: Go to Gap, Buy a Pair of Pants





Gender stereotypes and bias effect thinking & beliefs

about girls!



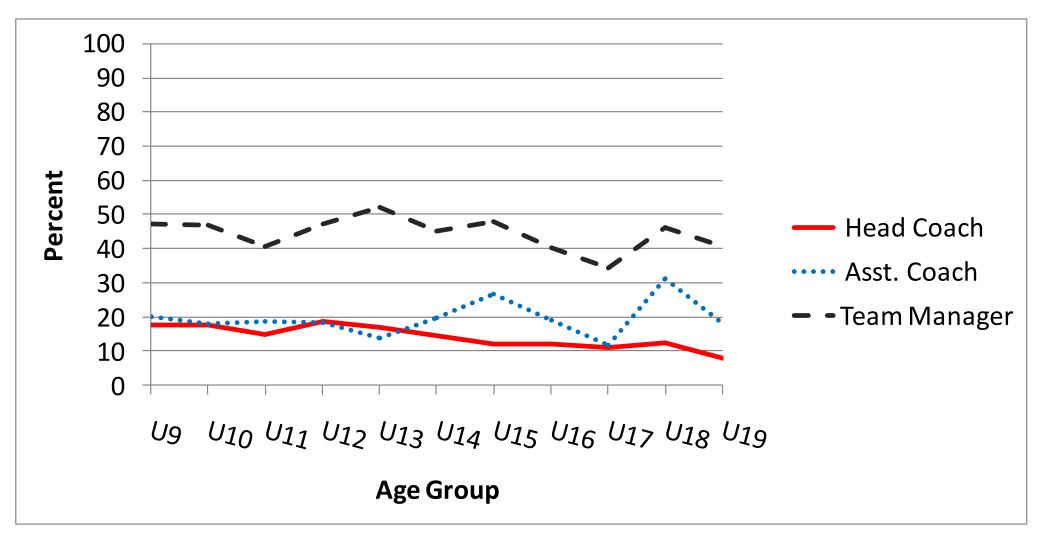
...and how girls & women are coached.

Women are underrepresented in sport coaching.

[Why does it matter?]

Occupational sex segregation of females in positions of power in organized youth soccer

(LaVoi, 2009)



How can we recruit more mothers to coach?

(LaVoi & Becker, 2009; LaVoi, 2009; Leberman & LaVoi, 2011)

Mother-Coach Generated Strangies for Increasing Female Coaches in th Sport

ABSTRACT

It is estimated that less than 20% of youth sport coaches are female. The scarcity of female coaches within interscholastic and collegiste sport is well documented, but little research has examined this phenomena at the youth level. Given that female participation in sports across competitive levels is at an all time high it is disconcerting that more females are not entering the ranks of youth sport coaching. The current potential coaching pool includes Post-Title IX women and former female collegiate athletes who clearly have vast experiences and expertise to offer youth athletes, but are falling to enter the coaching ranks in proportion to their sport perticipation. While the role of the "team morn" is documented, voices of mothercoaches are scarce in the youth sport Iterature. Female coaches provide a rich opportunity to influence social change, challenge stereotypical beliefs. pertaining to gender and leadership, and provide visible, active role models for children and youth-especially for girls.

PURPOSE OF THE STUDY

To use the voices of mother-coaches to generate strategies to help recruit and retain females coaches in youth sport.

METHODS

Four different groups of mothers (N=16) participate search: 11 mothers who coached their own children in soc collectate athletic experience in soccer (N=6), 2) mothers children in soccer and were not collegiate athic athletes who do not coach their children in soc collegiate athletes who do not coach their chi Mothers ranged in age from 39-51, with an averag All but one participant, was White/Caucasian. Ed varied from graduate (N=7), Bachelor (N=7), and 1), to some college credit (N=1). Some women w others worked part-time (N=2), and some women d 35 S home mams (N=3).

Meacures:

The interview guide was developed specifically for mid and encompassed a variety of questions related to t fears about coaching one's own children, and negative one's own children, in addition to possible solution employed to help women overcome perceived barriers.



STRATEGIES *A lot of women competent, but if ASK & IN\ know they're happ you think they can INCLUDE *Do a mentorship proc male coach mentor per coaches" support I think i ACHING O ould be flexible" OFFER ALL-FE COACHING CLIN

THER LATE

APPEAL TRUISM

HIGHLIGHT

SKILLSTR

ITMENT

MAKE IT EASY

S FROM MOTHER-COACHES

tant to coach because they think they're not ked, just asked them...And people do it and you o it if you just give them a little bit of confidence that

here have you know, a more experienced

ain key, you know that you would have, that d be other coaches that could step in if you needed to be home

beneficial if we had just mothers-only coaching clinics. I ran it, it would just be you know, teaching them that, yes infidence, we have the confidence in you, you can do this ... it is less intimidating if the men aren't there"

It might be that it's the younger ages you start coaching the more inclined u are coaching your children. I think you would have some statistics. cause the girls that coach when they are young, did camps, worked imps are going to be more inclined to coach their kids later"

"I'm a mom while I coach and I use mom charm"

"I would say um, management, mom's who are managing their homes and etc...can usually manage a team."

"It's good for my child and other children to see female role models, and good for connecting and serving the community"

"My girls were in a clinic and it was an hour and a half long. That's a lot of time! They should make it shorter"

"You know distance was a problem... I coached about 20 miles from where I lived, so had I been in a community where I live I think that makes a big difference... had it been in my own community. I maybe could have pulled it off", "offer childcare"

SUMMARY

The goal of this research was to devise solutions and work together with youth sport organizations to recruit mather-coaches—thereby hopefully increasing the number of women coaching in youth sports. Mother-coaches identified many creative ways to achieve this goal. Their volces compliment the work of Michael Mesaner (its All For the Klds: Gender Families, and Youth Sports, 2009) who argues that both individual and organizational strategies are needed in order for more females to successfully enter and remain in youth coaching, in order for the potential of youth sport to be realized in creating social change and challenging stereotypical beliefs of children and their families pertaining to gender, power, and leadership, females must be seen in equal numbers in all positions of power within one of our most important social institutions-youth sport. Much work remains in order for gender equity in youth sport. leadership to be achieved.



@2009 Nicole M. LaVol and Erin Becker (University of Minnesota) & Sarah Leberman (Massey University, NZ) Tucker Center for Research on Girls & Women in Sport | School of Kinesidiogy | University of Minnesota Contact Dr. N.M. LaVol for more information: nmlavol@umn.edu, 612.626.6055



BE THEIR ROLE MODEL. #SHECANCOACH







Aspen Inst Sports @AspenInstSports · Oct 2

Only 27% of youth sports coaches are female. **#SheCanCoach** is trying to inspire women to volunteer to coach.

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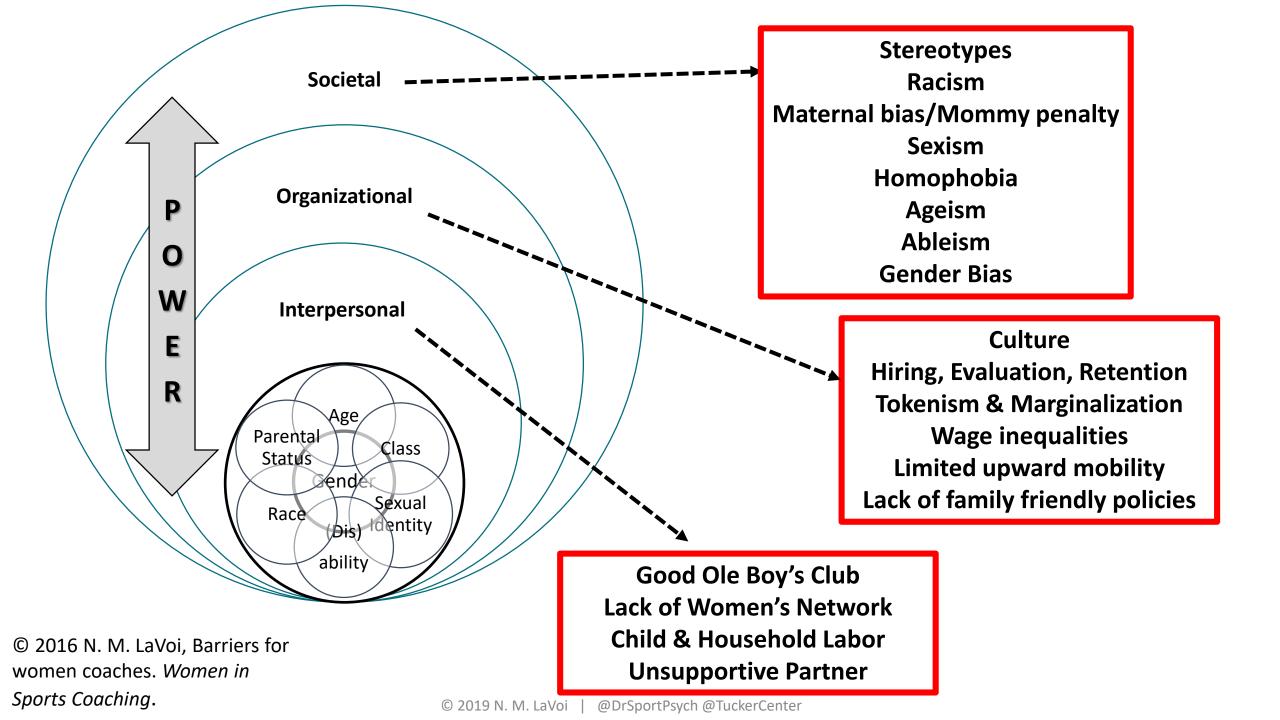
Event held to inspire women to coach youth sports

When it comes to coaching, it's still a man's world. Daycia Clarke wants to
change that.

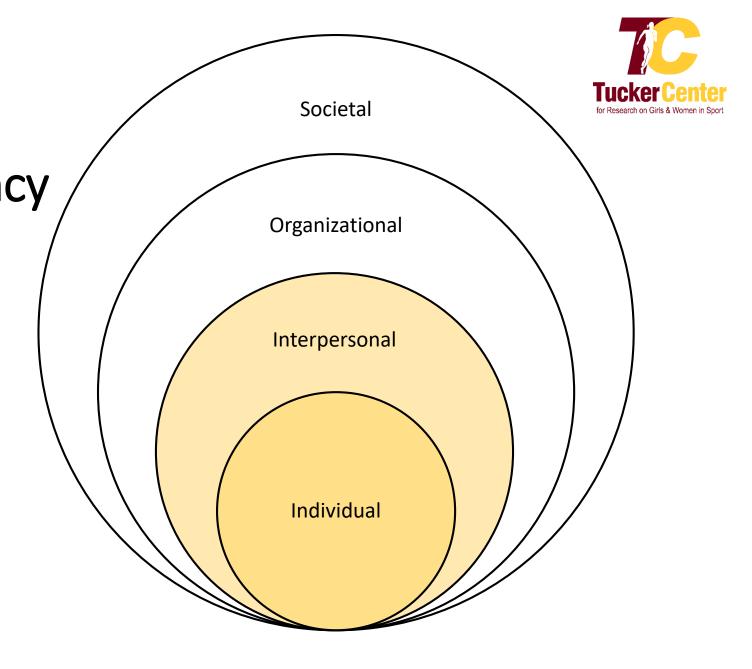
Why are women in sport coaching underrepresented?

What are the barriers & supports for women in sport coaching?

(LaVoi, 2016; Burton & LaVoi, 2016; LaVoi & Dutove, 2012)



Coach development Increase women's agency Mentoring **Networks** Recruitment Pipeline **Programs** Male allyship



88% of 686 the WCA grads are still coaching!!



2014-2019 (WCA Classes #34-48)



STRATEGIES for CHANGE

- 1. Commit to have a woman coach on every team.
- 2. Commit to having all your girls' teams have a female head coach.
- 3. Refuse to participate on all male panels ("manels") or faculty
- 4. Fund women to attend women-focused events
- 5. Display images of women coaches
- 6. Develop gender allyship programs







Most people who hire coaches are men.

Top 3 "Most Important" Reasons Attributed to Scarcity of Women Coaches

Kane & LaVoi (2018)

Male ADs

- 1. Failure of women to apply
- 2. Lack of qualified women
- 3. Time constraints due to family 3. Conscious discrimination in

Female ADs & SWAs

- 1. Time constraints due to family
- 2. Success of "old boy's" network
 - Conscious discrimination in hiring process



Shifting the Narrative about Women Sport Coaches

Women coaches exist within an occupational landscape that is dominated by men at every level, in every position, and in nearly in every sport and institution around the globe. Women are often statistical tokens (≤ 20% of staff) which means they more frequently will experience negative workplace and psychosocial outcomes associated with being in the minority such as discrimination, scrutiny, wage inequality, stress, less job satisfaction, isolation, and pressure to perform. Within this system, many women coaches do not feel supported, valued, or connected to the athletics administration in ways that help them be successful. Often women are blamed for the lack, or stagnation, of women coaches. By blaming the people in the system with the least power and placing blame on the individual, those in positions of power erase the systemic discrimination women face. When women are blamed, the systemic changes that need to occur to create change and unstick the stagnation fail to happen. Below are some 'blaming' narratives and counter narratives that help change the system.

WOMEN DON'T APPLY

Counter Narrative:

Women do apply, just not in the same numbers as men. Fewer applicants does not mean less

Women will apply to positions where they recognize a positive workplace climate, see other women, and perceive they will be valued and supported, both personally and professionally. Women will not apply if they do not perceive a viable opportunity, legitimate career pathway, or chance at obtaining the position.

Not applying is the wrong framing. Very few coaching positions, especially at higher levels, are obtained by blindly applying. Obtaining a job is about who you know and who is is your network, not simply applying.

For individuals who hire coaches, leverage and expand your network to include women. Staying within your network reproduces gendered discrimination. People hire people like them, and hire people in their network.

Seek, find, encourage, invite, ask and actively recruit women to apply. Build an authentic relationship. Contact WeCOACH, national sport organizations, and colleagues who have recently hired in that sport for names of women to actively recruit.

WOMEN CHOOSE NOT TO COACH

The choices of women are shaped by the environment and culture around them, specifically in sport, a Narrative: system that privileges men and is dominated by men. Choices of women are not made in a vacuum.

THERE AREN'T ENOUGH COMPETENT WOMEN COACHES

Counter Narrative:

It is simply not possible that as girls and women participate in record numbers in sport and become more experienced, they simultaneously become less competent. The question should be, at what point are women not entering or leaking out of the coaching pipeline? Resources and efforts should be made to fill the pipeline and plug the leaks.

Societal definitions of competence, "the best" and what it means "to coach" effectively, are layered in bias and privilege men. How are you defining coaching competence?

Women coaches exist in a system where they are not given the best opportunities to develop compentencies, network, status, resources, information, and access needed to seek, occupy and maintain leadership positions.



MORE MEN IN COACHING MEANS MEN ARE MORE INTERESTED IN COACHING

Counter The lack of women does not mean they are less interested. It is a symptom and reflection of the Narrative: problem, which is a system that doesn't provide opportunity or value and support women.

WOMEN ARE LESS INTERESTED IN COACHING

Counter

As is proven with participation, interest is driven by opportunity. Currently women are impeded from Narrative: and denied opportunity to coach. Less than half [42%] of college female athletes and very few males (2-3%) are coached by women. Men have a legitimate dual career pathway to coach both males and females, women do not. It is simply not possible that as women participate in record numbers in sport and become more experienced, they simultaneously become less interested in coaching.

WOMEN DON'T WANT TO MOVE THEIR FAMILIES

Counter

There is no empirical data to support this assumption. Disrupting families for a new job is hard on ALL Narrative: coaches, for women and men. The question should be, what does your institution have to offer that would make a female coach want to move? Will she be valued and supported?

WOMEN CAN'T (OR DON'T WANT TO) HAVE A FAMILY AND COACH

Counter

This simply is not true. Many women are mother-coaches and balance both roles effectively. In fact, Narrative: women report this dual role enriches their lives. The real issue is, how can athletic departments' and sport organizations better value and support mother-coaches?....and ALL parent-coaches.

What is good for women is good for everyone.

WOMEN DON'T ACCEPT JOB OFFERS

Counter

The question should be: Why did she not accept the offer? Competent female coaches are in high Narrative: demand and desire to feel supported and valued both personally and professionally. Goodness of fit is an important factor in accepting a job. Women will accept jobs in positive workplace climates where they are valued, supported and fairly compensated.



Tucker Center for Research on Girls & Women in Sport

University of Minnesota

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To watch the full film, Game On: Women Can Coach, visit tpt.org/gameon/

To access the full toolkit, visit z.umn.edu/GameOnToolkit

#SHECANCOACH





BE AN ALLY OF GIRLS & WOMEN IN SPORT



- Speak up if you see inequity
- Celebrate women athletes & women leaders
- Create culture that values & supports women
- Learn about the barriers girls & women face in sport
- Review & question policies
 & practices
- Reflect on & address personal bias

Educate Yourself & Others



- Mentor, sponsor, champion & hire women
- Invite women to apply & communicate opportunities
- Use your power to advocate for women



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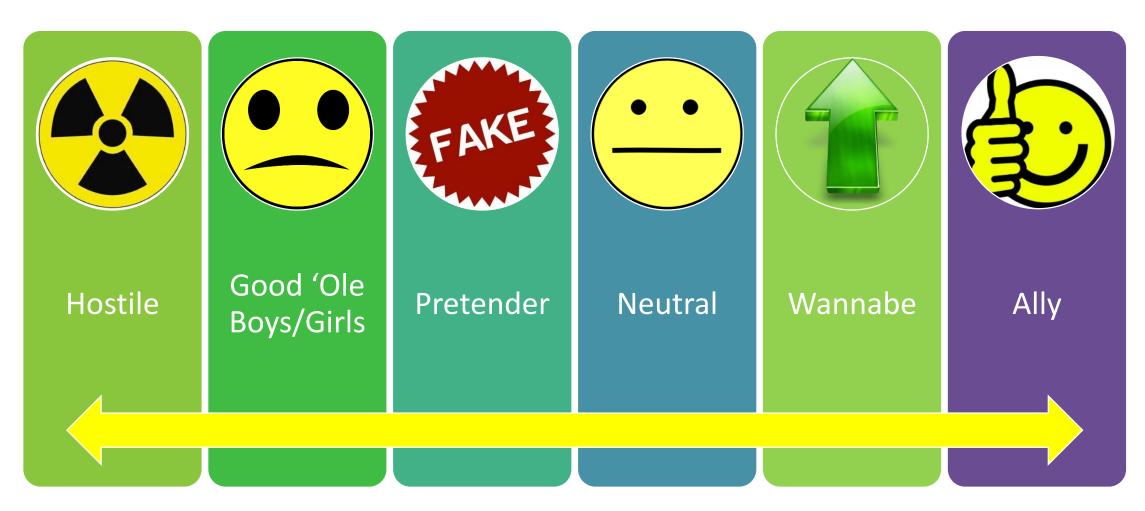
Driven to Discover*

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Adapted from CAAWS 'What Men Can Do'

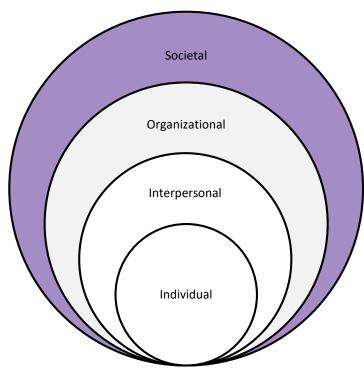
Continuum of Gender Allies (LaVoi, 2018)



STRATEGIC INVESTMENT

1. Change societal narrative about women leaders in sport through investment in NATIONAL media campaign

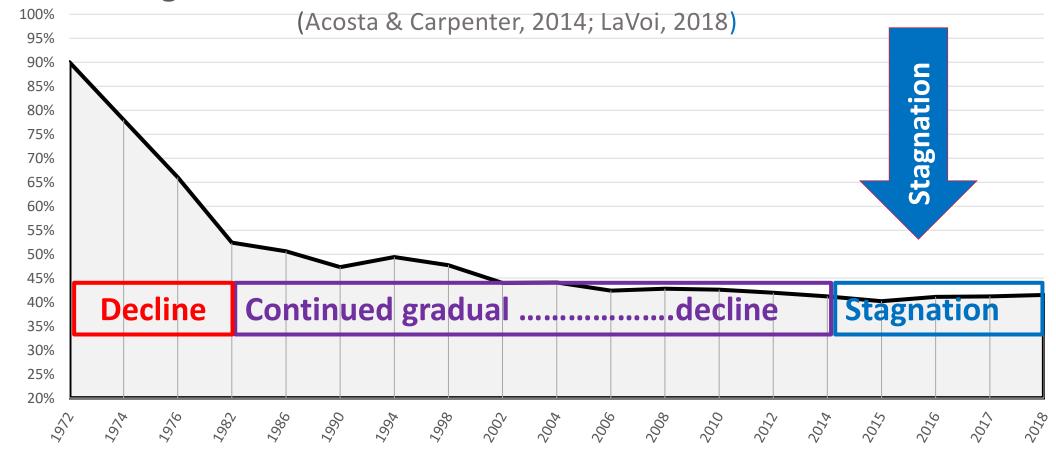
- A. Sport is not just for men
- B. Why women leaders matter, in sport in particular
- C. National media campaign & PSAs
 - THIS GIRL CAN
 - #CHAMPIONCHANGE
 - #SHECANCOACH
- D. Symbols and branding
- E. Across media platforms
- F. Target different demographics with same message



The percentage of women in sport coaching is stagnant.

[hold decision makers accountable]

The Decline & Stagnation of Female Coaches of Women's Collegiate Teams in the United States from 1971 to 2018



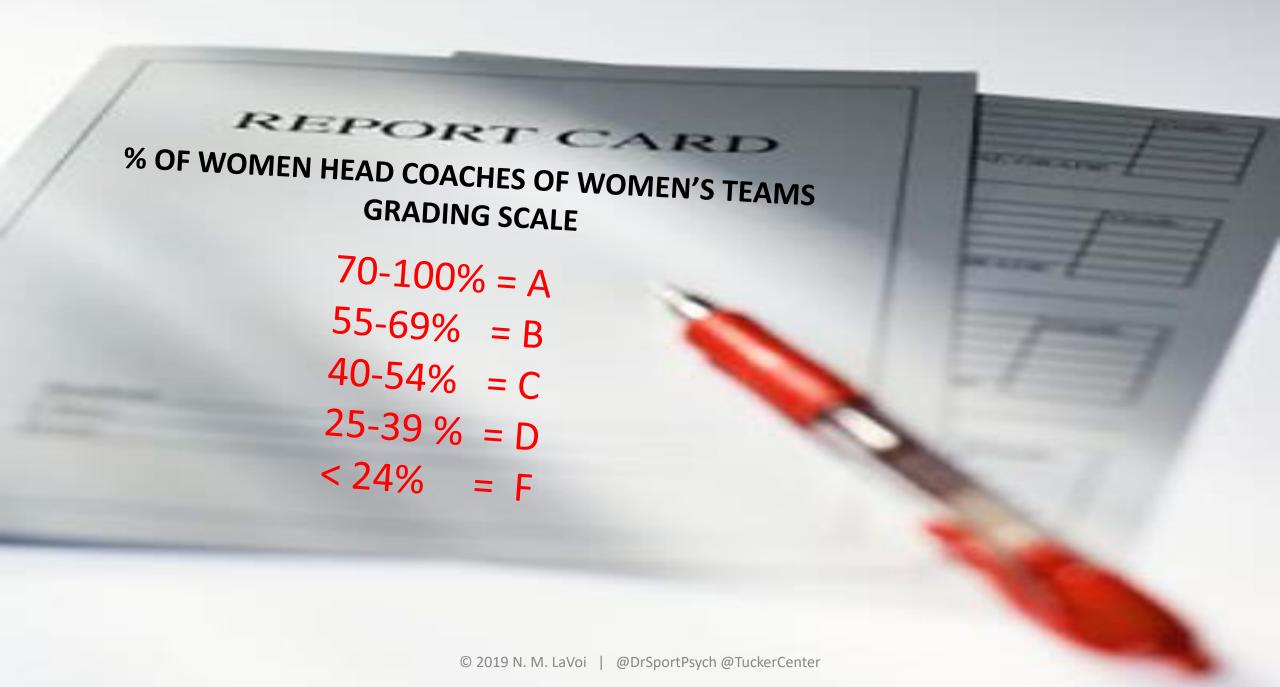
YEAR

Women in College Coaching Report Cards



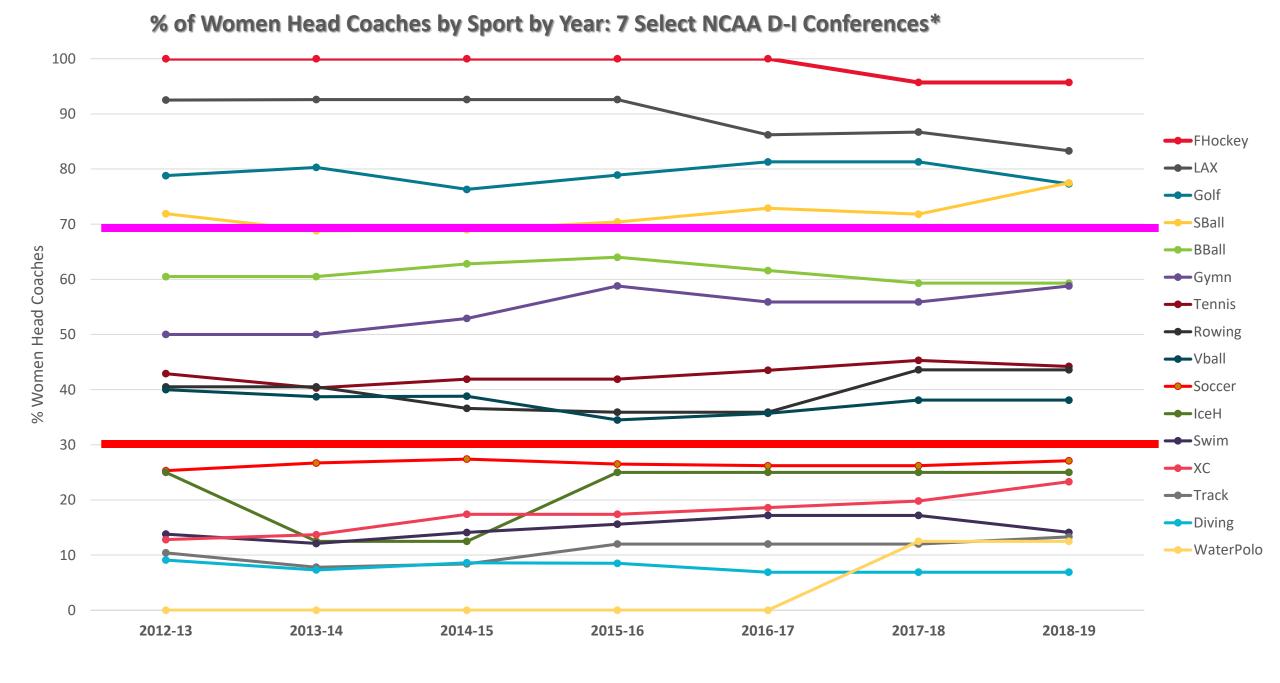
(LaVoi & Tucker Team, 2013-2019, tuckercenter.org)



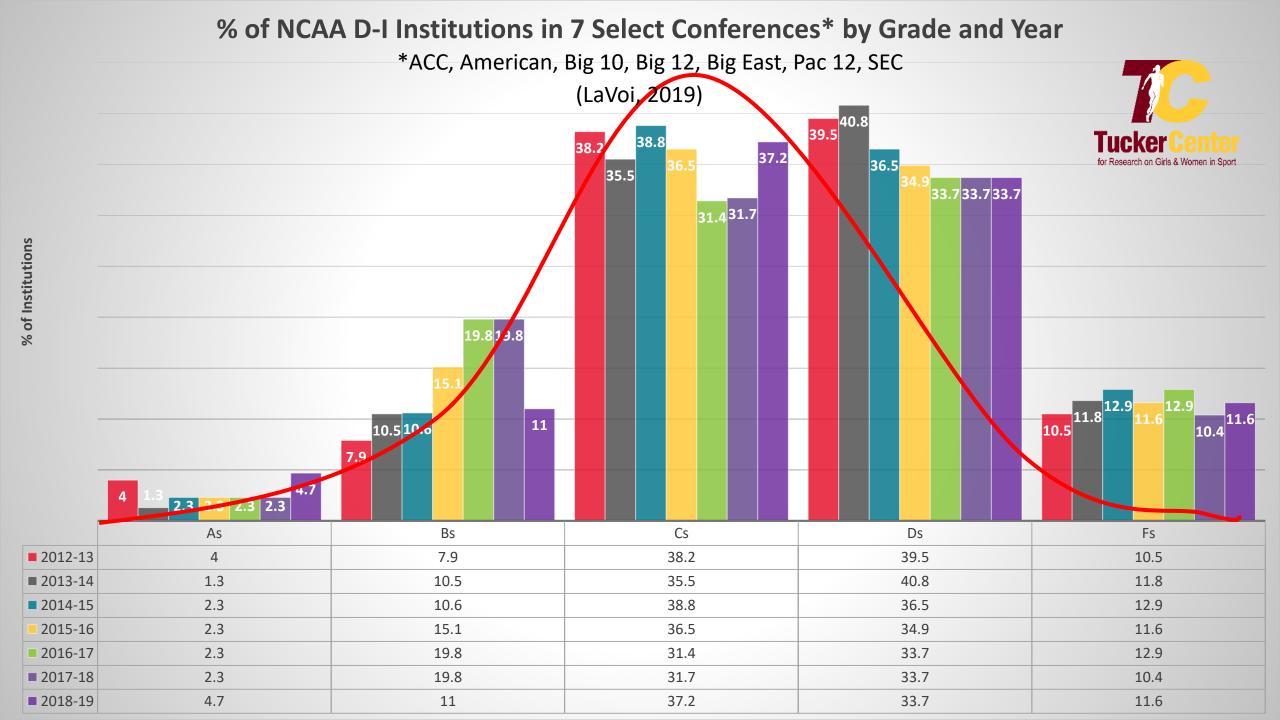


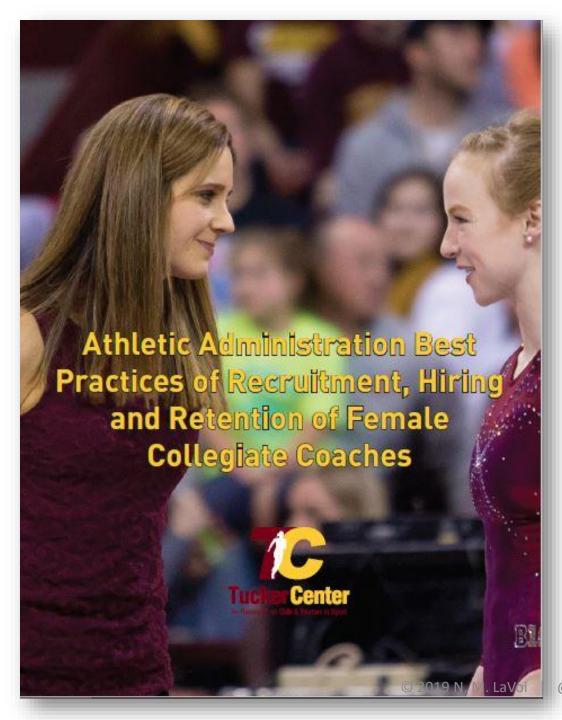
Grades for Institutions Select 7 Conferences 2018-19

Grade	Institutions ordered by percent of women head coaches of women's teams
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В	Cal T M I SMU 20 LJ Ucla A M
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^{*}ACC, American, Big 10, Big 12, Big East, Pac 12, SEC (LaVoi, 2013-2019)





What are Athletic Directors doing to hire women?

(LaVoi & Wasend, 2018)

The Women Coaches' PLAYBOOK for Being Hired and Retained



Based on interviews with Division I, II and III Athletic Directors at schools that received "A" and "B" grades in the 2016-17 Women in College Coaching Report Card. [Project funded by the NCAA Office of Inclusion.]

on you

Athletic Directors want to hire "the best". Use your athletic, professional and social capital to build your brand.

Take the risk to move to the next level. You are more ready than you think. Good ADs will help you learn and grow. Know your value. ADs are willing to pay good female coaches! If you don't feel supported, consider a change.

ADs are always on the lookout for good coaches.
Give off a positive and professional vibe ALL THE TIME.

If you're applying to your alma mater or are native to the area, use your connection to your advantage. You are loyal and know the landscape. Highlight thatloyalty and your knowledge of the area and institution ahead of the game!

Create

Play a part in building a positive workplace climate. Help recruit, support and mentor diverse coaches.

Make your career goals explicit and public.
Your AD can support you if they know your goals.

Develop good relationships with your administrators. Communication is a Develop your network everywhere you go! Build relationships with opposing coaches and outside administrators.

Build

Make yourself indispensable!

Seek success, support your colleagues, and serve your institution.

Be the best you can be, and ask for the support you need. ADs want to retain talented coaches and keep them happy!

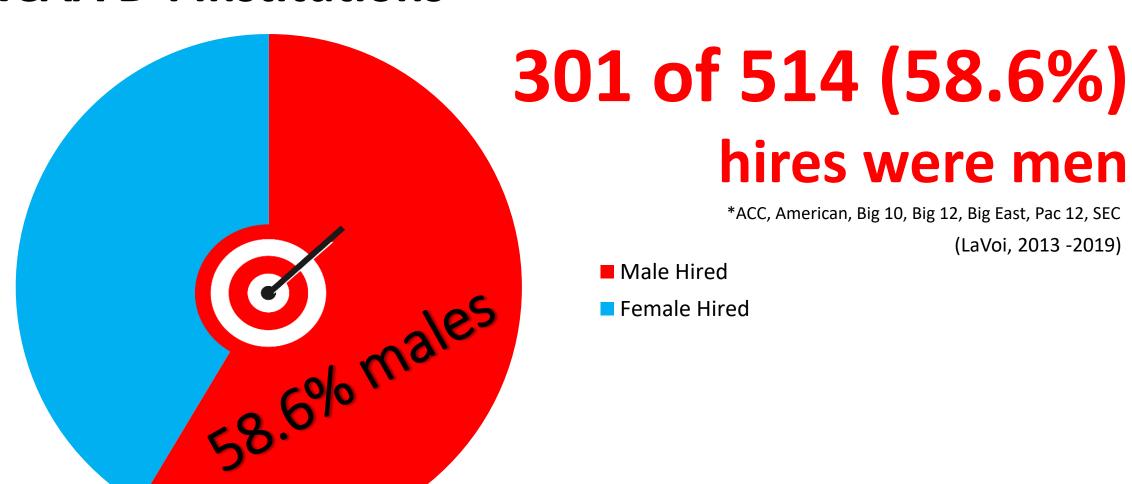
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Male coaches (40%) more often than female coaches (12%) believed they had not gotten a coaching job because of their gender.



Head Coach Hires for Women's Teams at NCAA D-I Institutions*













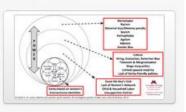
Game ON Toolkit

New in the Fall of 2019 is a **Game ON Toolkit** that includes important companion resources to the Game ON: Women Can Coach documentary to help stakeholders and advocates create a sport climate that values and supports all women coaches.



TuckerCenter.org

Barriers for Women Sport Coaches: An Ecological Systems Model, 2012



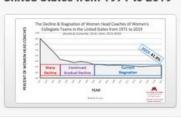
Be an Ally of Girls and Women in Sport, 2019



Blame the Woman, 2016



The Decline and Stagnation of Women Head Coaches of Women's Collegiate Teams in the United States from 1971 to 2019



Do You Want to be a Role Model? 2018 April



Shifting the Narrative about Women Sport Coaches, 2019



Targets of Opportunity to Hire Women Coaches, 2018



"We Want a Male Coach": A Teachable Moment for Female Athletes, 2017



Why Women Sport Coaches Matter: The Evidence, 2016



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Sport media portrayals of women does not reflect reality.

Does Sex Sell Women's Sport?

Kane, & LaVoi (2014); Kane, LaVoi, & Fink (2013); Fink, Kane & Maxwell (2011)



Interview Protocol

- Which image best ...
 - Represents how you want to be portrayed?
 - Represents your sport?
 - •Increases interest in your sport?
 - •Increases respect for your sport?

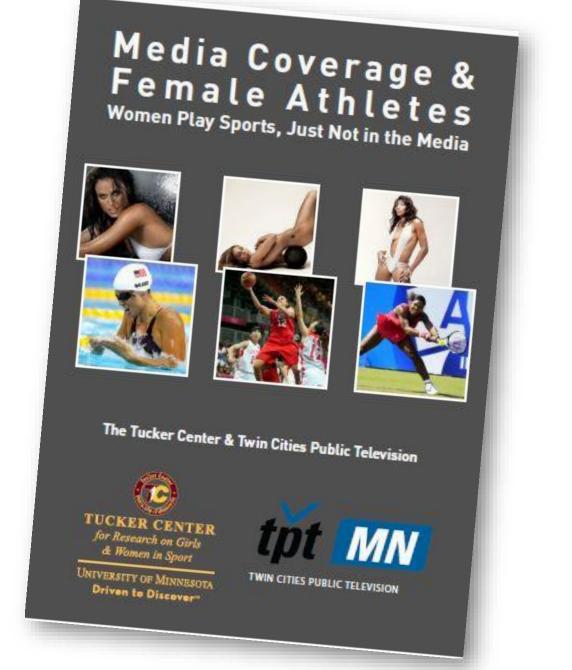
Tennis **Basketball**

© 2019 N. M. LaVoi

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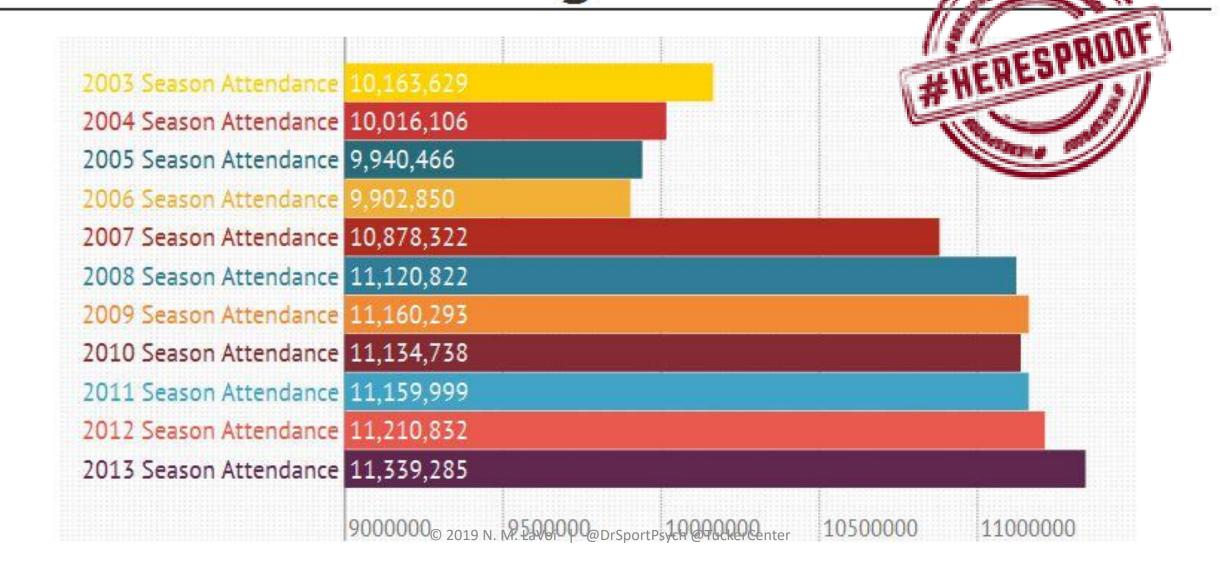
Conclusion

- Competence (vs. Sex) sells
- Sex sells sex, not women's sports
- Selling "sexy" female athletes alienates core fans
- Detrimental to health and well being of female athletes
- Who benefits when women routinely sexualized?



No one is interested in women's sport!

#HERESPROOF that we go to NCAA women's basketball games



MYTH: NOBODY IS INTERESTED IN WOMEN'S

SPORTS

#HERESPROOF PEOPLE ARE INTERESTED IN COLLEGE SOFTBALL





IN 2019...

1.8 MILLION **VIEWERS WATCHED GAME 2**

FULL SERIES AVERAGED 1.57 MILLION VIEWERS

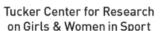
TOTAL ATTENDANCE RECORD OF **78.078 FANS**

ESPN TELEVISED 125 GAMES

RATINGS INCREASED 40% from 2018

COLLEGE SOFTBALL GENERATED \$450 MILLION IN REVENUE IN 2016-17





NIVERSITY OF MINNESOTA Driven to Discover®

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WOMEN'S SPORTS SET VIEWERSHIP **RECORDS YET AGAIN**

IN THE YEAR 2017...



The Nebraska-Florida NCAA women's volleyball championship had over one million viewers on ESPN2.

That is a 75% increase in viewership from 2016.



During the 2017 post season, the WNBA set social media records with 246 million impressions, 47 million video views, and 20 million actions.

SO FAR IN 2018...



The 2017 Women's College Softball World Series between the Florida Gators and the Oklahoma Sooners averaged over 1.7 million viewers on ESPN.



The Notre Dame vs. Mississippi State 2018 Women's Final Four championship peaked at 5.2 million viewers who watched the largest comeback game in final four history!



The WNBA games broadcasted on ESPN2 in 2018 are averaging a guarter of a million viewers, a 39% increase from 2017. Overall, the league has recorded a 36% increase in viewership for the target audience of adults 18-49, a 29% increase in men, and a 50% increase in women.





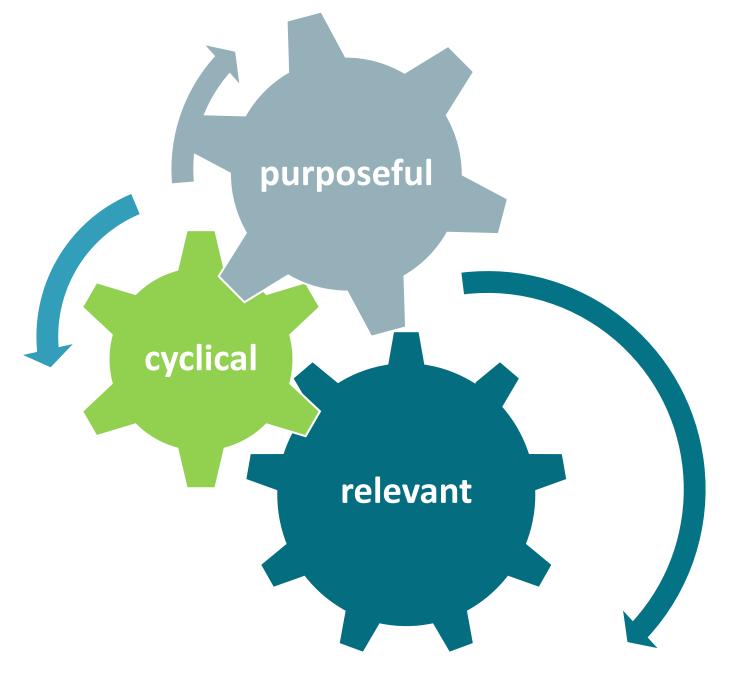


#HERESPROOF people love women's sport (**) @TuckerCenter



England women sell out Wembley for first time as 90,000 fans snap up tickets for Germany clash thesun.co.uk/sport/football...

How do you "do" social media?



Let the data tell the story.

How can we make the climate of youth sports better for everyone?



Top 2 Parental Sideline Behaviors

(Omli & LaVoi, 2009)

- 1. "Coaching" from sidelines
- 2. Yelling at referee





What makes sport parents angry? (Omli & LaVoi, 2012)

IncompetenceInjustice

