Since I am well into my retirement, I have been able to look back on my career and think about what I have learned during the decades since my graduation from college and in looking back, the common thread has been my focus on the role of women during my lifetime.

It took me a long time to sort out what the role of women was at various stages in my life and what the role of women should be. It was made complex also by the fact that I am a product of three different cultures: Scotland, Canada & the U.S.A. Today, I am hoping it may be helpful to you if I tell you about my journey, starting at where I came from and ending where I am today.

When I graduated from college in Scotland, all I wanted to do was to teach physical education and coach sports and that I did. Then I went to Canada and immediately became involved in the creation of the Canadian Women’s Field Hockey Association, an organization designed to provide the structure for the growth of the sport throughout Canada. Shortly thereafter, I was selected as the National Coach for the Canadian Field Hockey team and I participated internationally for several years. These were very fulfilling and satisfying years, because I felt as though I was
participating in a supportive environment for women who wanted to excel in sport.

However, after a few years, I felt it was time to pursue a graduate degree and I chose the University of Iowa. I very clearly remember going to my first football game at Iowa and I had never seen anything like it at the university level.

As I was learning everything that was being given to men’s intercollegiate teams at that time, I also learned that women only had club sports. And after inquiring why there were such discriminatory practices, I was frequently and forcefully informed that women were not interested in sport. That came as a real culture shock to me since almost all of my life had revolved around my own wonderful sporting opportunities. That was in 1969.

That was also the year when the University of Iowa decided that it needed a new recreational building and it was to be built with student fees from both women and men. With other graduate students and faculty, I attended the first unveiling of the plans for the new facility. To our utter amazement, the plans had neither locker rooms nor restrooms for women. So, in essence, female students were to pay for half the building, but we were not going to be allowed to use it.

When I thought about the discriminatory practices in intercollegiate athletes and then thought about the plan to exclude women from the new recreation building that was the
moment when I realized that I was a feminist and it was a bridge that I had crossed that I could never go back over again.

I refuse to meekly accept being a second class citizen in this land that prides itself on being the land of equal opportunity.

In the late 1960’s, there was an expanding interest in the women’s movement and concurrent with that there was a growing unrest among some female undergraduates who were questioning why women did not have the same kind of intercollegiate opportunities that their brothers enjoyed. In response, the national physical education association created a commission to investigate what should be done to address this concern. Out of this commission was born a new organization called the Association for Intercollegiate Athletics for Women, (the AIAW) which was formed in 1971 in order to develop a structure to provide high level intercollegiate competition for women.

It has always struck me as astounding that in the very next year, 1972, Title IX was passed, the law that prohibited sex discrimination in all aspects of our educational institutions.

Doesn’t the perfect timing of these related and critical events seem unbelievable to you?

The decade of the 70s was probably the highlight of my professional career – it was an exciting, scary, exhilarating, and constantly changing time. Every year brought new changes and new challenges as women’s newly formed intercollegiate teams,
which were most often housed in the women’s physical education departments, jostled to gain entry to the superior facilities used by the men’s teams and struggled to earn respect from those in men’s athletics and in society generally.

The institutions, fearful of being found in non-compliance with Title IX, realized that increased funding for women’s teams was essential, but rather than assuming responsibility for investing considerable monies in these new programs, most universities started pressuring the men’s athletic programs to help fund the women’s teams.

As you can imagine, the men’s athletic directors did not take kindly to this new and unexpected fiscal responsibility and before long, they were pushing for the merger of the men’s and women’s teams into one athletic department. Thus, by the middle of the decade of the 70s, most of the collegiate athletic departments had become merged departments and I believe all were headed by a male athletic director.

Charlotte has explained the power struggle that had developed between the new and rapidly growing AIAW and the established NCAA. It is a history of slogging hard work on a roller coaster that had its exhilarating highs and its demoralizing lows.

What I find infinitely sad about the loss of the AIAW is that the organization, made up primarily but not exclusively by women, had created an organization that was significantly different to the model of the NCAA as Char has told you.
Following the loss of the AIAW, the push to force women into the established men’s conferences increased immediately and the moves were implemented quickly.

Thus, in a few years, women’s athletic programs had been forcefully merged or, as most women saw it, submerged at the institutional level, the conference level and the national level. The merger mania was also occurring with the separate men’s and women’s physical education departments.

In a few years, the women in administration had lost at all levels and their former decision making positions had been downgraded so they were no longer at the table when critical decisions were being made, thus their values were not being incorporated into the mission of the organizations.

Concurrent with that loss of women in administration was the demise of women as head coaches as Char has noted. (NY Times, March 30, 2017).

After the loss to the NCAA, I believe most of us in AIAW questioned whether we could have done more to prevent that outcome. After a few years, I concluded we could not have done more. We had done everything that we could.

Changing the status quo is an extraordinarily difficult task, especially in a nation where even today some believe that sport is a male domain and women do not belong in that domain.
By 1982-83, all the mergers had been completed and in 1984 we suffered another unexpected blow: we lost Title IX thanks to President Reagan who was not a supporter of Title IX.

As Char has explained, we managed to retrieve Title IX in 1988 in a bill called the Civil Rights Restoration Act. But despite that, the Office for Civil Rights did not start to enforce Title IX until President Clinton took office in 1992. The enforcement was steady during the 1990s until 2000 when President Bush assumed the presidency. Since 2000, it has not been enforced.

Although President Obama supported Title IX, the enforcement has focused on the sexual harassment part of Title IX (which I strongly support) but the Office for Civil Rights has not been enforcing the sport section of Title IX which is really disappointing because the violations in the intercollegiate sport area are considerable. I suspect that with the growing number of sexual assault cases on campuses across the nation, there simply was neither the time nor the money to also investigate the sport complaints.

In 2000, I retired as athletic director and with my some of my newly found free time, I volunteered as a member of the Advisory Board of the Rape Victim Advocacy Program for 10 years. The education that I received while on this board had a profound effect on me. I had had absolutely no idea how often women were being mistreated, abused, assaulted and raped in our society and in our world.
I then read an article by Nickolas Kristof, a columnist for the New York Times. He and his wife have conducted research in many countries in the world on sexual violence against women. Here is one of their findings:

**Gender Violence**

- “Gender violence is one of the world’s most common human rights abuses. Women worldwide ages 15 through 44 are more likely to die or be maimed because of male violence than because of:

  cancer + malaria + war + traffic accidents combined


At first, it may seem a stretch to go from focusing on increasing sporting opportunities for girls and women, to becoming increasingly concerned about violence against women. But it really is not a stretch at all since Title IX:
And I am thankful that the law protects girls and women in all our educational institutions.

But what about the millions of women who are not in our educational institutions? They are supposedly protected by the Violence Against Women Act, passed in 1994 by President Clinton. But somehow, it always seems to become a real hassle to get the Act reauthorized and I wondered why. When the statistics on violence against women are so frightening, why would the elimination of these assaults not be a top priority for any administration at any level?

I concluded that one critical reason is that in our country, women have never ever been fairly represented at either the State or Federal levels; their voices are seldom heard; their concerns are seldom dealt with.
We are the nation that regularly boasts that this is the greatest democracy that has ever existed.

How could we ever make that claim when women are not even in the Constitution? And women constitute the majority in this nation.

Moreover, when the USA is compared to other countries on the percentage of women in the national political governance systems, we are not doing well. A few years ago, we were ranked 78th out of 189 countries. In 2015, we had slipped to 94th. This year, we are now ranked 100th out of 193.

In other words, other countries are shooting ahead of us while the percentage of women in governance in the USA has remained almost stagnant for over a decade. (Report of the Inter-Parliamentary Union). It should be noted that Afghanistan
at 54th, Iraq at 68th, China at 73rd & Pakistan at 89th are all ahead of us.

### Ranking of Women in National Governments

<table>
<thead>
<tr>
<th>Country</th>
<th>Ranking</th>
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</thead>
<tbody>
<tr>
<td>Afghanistan</td>
<td>54th</td>
</tr>
<tr>
<td>Iraq</td>
<td>68th</td>
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<tr>
<td>China</td>
<td>73rd</td>
</tr>
<tr>
<td>Pakistan</td>
<td>89th</td>
</tr>
<tr>
<td>United States</td>
<td>100th</td>
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Report of the Inter-Parliamentary Union 2017

After researching the absolutely dismal number of women in our state and federal governing systems, I discovered an organization called 50/50 in 2020 in Iowa. It hopes by 2020 to have a 50/50 ratio of men and women in the state legislature.

So recently, my efforts have been directed toward encouraging women to run for political office so that we may come closer to our goal of 50/50 in 2020.

Men have governed our nation for almost 250 years; to be fair, I think women should govern for the next 250, but I am willing to compromise and settle for 50/50 in 2020.

In summary, I do not believe that great progress will be made on women’s issues until women are 50% of all state and federal
offices. Only then will we be able to put on the table the issues that more women support than men in a long-standing gender equity gap in elections.

In a 1984 Newsweek article, when the gender gap in voting was first detected, it was noted that “women are raising a discernibly different political voice, more cautious and more compassionate than men...” P.29) Differences of opinion between men and women were found in the U.S. involvement in war, defense spending and nuclear policies, with women giving considerably less support to the continuation of war-like activities.

Conversely, women were found to give significantly greater support for government solutions to the plight of the elderly and poor in the nation, to sex discrimination, to the enforcement of civil rights laws, to employment, to the environmental problems and to gun control (p.30).

Frankly, I think if women had had equal representation at all of our governing levels over the last few decades, solutions to violence against women and to women’s other concerns would have been found and legislation to eliminate the problems would have been enacted and enforced. Women’s health issues would also have been a top priority for women.

My personal experience in working with groups of women at the international, national and institutional levels is that women work together very well and focus on finding solutions to
problems. That is exactly what politicians ought to do but they have failed to do so for many years.

Although my data do not give great assurance that there is support for the inclusion of women in the political system, I remain optimistic that our future is bright.

The day after the recent Presidential inauguration, women and men across the country, and indeed in many parts of the world, marched to voice their opposition to the views of newly elected Donald Trump.

According to the March issue of Ms. Magazine “5.6 million individuals join(ed) at least 999 marches worldwide, in all 50 states, in 92 countries and on all seven continents”. The magazine also notes that “Never before in the history of the world have so many people in so many places taken to the streets on a single day for a single purpose.”

In that same issue was another article noting that different programs designed to recruit and train women to run for public office have seen huge increases in the number of women indicating their willingness to get involved in politics.

The Director for the Center for American Women and Politics at Rutgers University said that after the election “conference registrations (are) coming in at a pace we have never seen before”. Echoing the same sentiments, the President of Emily’s List noted that “Since Election Day, her organization’s (Run to Win) recruitment campaign has signed up 6,500 women who
want to run for office – that’s six and a half times the number they signed up in the prior 22 months”.

An increased awareness in government is also reflected in the significantly higher numbers showing up for town hall meetings with people determined to voice their concerns and to hold representatives accountable.

Last month, the State of Nevada ratified the ERA and now we only need two more States to do so and we also need Congress to extend the deadline as it has done once before.

When all these recent changes are put together, I sense we may be seeing the beginning of a new movement that demands equal opportunity for women in order to establish their priorities and their values in our federal and state governments.

If I am correct, how exciting it will be for your generation to participate in this revolution; and it may be a revolution that is now starting. I envy you. You will have the opportunity to change this nation and in turn to help change this world, a world in which women’s values will be implemented and practiced.

I realize that having a goal to change a nation is a rather daunting task but let me stress what one single piece of legislation has helped to do: Title IX.
Unfortunately, that study has never been updated but another study shows that “Women accounted for 55 percent of undergraduates enrolled at four-year colleges in the United States as of fall 2014, according to the most recent data available from the federal education department”. - Matt Rocheleau, Globe Staff, March 28, 2016

Violence Policies

Under Title IX, schools are legally required to respond and remedy hostile educational environments and failure to do so is a violation that means a school could risk losing its federal funding.”
Know Your Title IX

Sexual Harassment & Sexual Violence

“Schools are legally required to respond and remedy hostile educational environments”

Changes in Athletics Participation
As you will see, the figures speak for themselves when it comes to participation but you will note that we still have a way to go to achieve equitable participation at both the interscholastic and the intercollegiate levels. Moreover, I should note that the interscholastic participation numbers for girls still has not reached the participations numbers for boys back in 1972.
While women’s participation has increased dramatically, men’s participation has also increased greatly.
In 1996, the women on the US Olympic Team called themselves the Title IX Babies and they walked away with an amazing number of medals. Their successes were the result of the passage of Title IX and the wonderful sporting opportunities that had been made available to them.

That success was not lost on the leaders from other nations who realized that they too could increase their medal count if they developed the talents of women in their own countries.

Thus, in 2012, for the very first time in history, every country that participated in the Olympic Games in London had at least one woman on its Olympic team!

And in the 2012 & 2016 Olympic Games the American women excelled.

**USA Total Medals at Olympic Games**

In 2012, U.S. women won almost 2/3rd of U.S. Gold medals & nearly 60% of all U.S. medals.

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<thead>
<tr>
<th></th>
<th>2012</th>
<th>2016</th>
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<tbody>
<tr>
<td>U.S. Women</td>
<td>58</td>
<td>61</td>
</tr>
<tr>
<td>U.S. Men</td>
<td>39</td>
<td>55</td>
</tr>
</tbody>
</table>
Here you see the significant increase in women’s participation in the Olympics.

So, while Title IX has vaulted American female athletes onto the world stage as essential and wonderfully successful members of the American Olympic Team, it is also causing other nations in the world to reconsider the role of women in sport in their own societies.

Perhaps, just perhaps, they may start to think of how women’s talents and abilities could be used in so many other areas in their cultures. And if these countries were to allow women to begin to contribute their abilities, what an enormous and unbelievable contribution that would be by the USA to the women of this world.
In other words, one small but critical piece of American legislation is already affecting the world.

So, what can you do to make our world a better place?

After this presentation, the staff will distribute a one page summary of what each of you could do to effectuate the changes that you want. And if you want enforcement of Title IX, I would especially stress the need to vote and to vote for candidates who reflect your values. Did you know that about 40% of eligible voters did not vote in the last election?

The second most important assignment is to become a person who regularly asks how your representative is going to vote on a given issue. Research shows that emails that are polite have the best chance to get through to your candidate. And you should not use a prescribed message because they tend to be discarded. One or two short sentences by you will have a much more effective result.

Of equal importance is the necessity to contribute to causes that support the election of women to federal and state offices and support efforts to eliminate violence against women. You and I can afford to do that so I see that as our responsibility.

In conclusion, if I were to succinctly say why I feel so strongly about equal opportunity for women, especially in top leadership roles in all areas of life, I would borrow a line from a song sung by Judy Collins back in the 70’s.
The song is “Bread & Roses”.

The line is: “the rising of the women means the rising of the race”.

That is both my belief and my inspiration.