

Advocacy Update

April 25 – April 29, 2011

Leadership Gap Closes with Male/Female Alliances (April 25) – A recent study done by the Center for Gender in Organizations shows that women who experience gender bias at work find that male bosses have the most positive impact on correcting the issue. Researchers suggested that this may be because male bosses, themselves unencumbered by gender bias and with greater power within the organization, can make the most change. The study also found that subtle gender biases are still present and pervasive in the workplace. [Read more](#). Visit the [Center for Gender in Organizations website](#).

Deceptive Roster Management Threatens Integrity of Title IX (April 25) - A recent *New York Times* article, "[College Teams, Relying on Deception, Undermine Gender Equity](#)," highlights roster manipulation, a disturbing practice utilized by colleges and universities across the country to comply with Title IX. In order to achieve parity in the number of male and female participation opportunities, institutions are engaging in deceptive practices such as counting male practice players as female participants, triple counting female track/cross country athletes who do not participate on all three teams and allowing under qualified walk-on athletes to participate on women's teams to pad rosters. Read more on the [NACWAA Blog](#).

Most Americans Approve of Title IX (April 26) – A recent New York Times/CBS News poll shows that most Americans support Title IX and the impact that it has made on achieving equity in athletics. However, the poll also revealed that many people are unfamiliar with the actual law. [Read more](#). [View the poll results](#).

How Gender Impacts Leadership (April 26) – This is an interesting blog post from ESPNW about whether or not gender impacts leadership in such a way that women are at a disadvantage when it comes to advancing in athletics. Interestingly, the author points out that many male coaches have seen success coaching women's teams and many women have had success coaching women's teams. But, women are rarely given the opportunity to coach men's teams. Is this because their gender impacts their leadership in a way that would not be effective for young men? Or is that simply a stereotype? [Read more](#).