

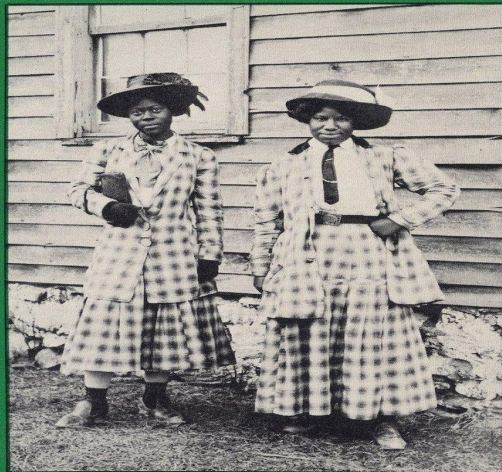
# When All the Women are White and All the Men are Black: The Need for Increased Representation of Black Women in Collegiate Athletic Administration

*Texas Higher Education Symposium*

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**All the Women Are White,  
All the Blacks Are Men,  
But Some of Us  
Are Brave**

**Black Women's Studies**



**Edited by Gloria T. Hull,  
Patricia Bell Scott, and Barbara Smith**

*Efforts to advance Black men and  
White women in higher education  
have left Black women "isolated,  
underutilized, and often demoralized".*

*Three's a Crowd: The  
Dilemma of Black  
Women in Higher  
Education*

By Constance Carroll

The personal  
is political

# Overview

- Research Question
- Representation in Academic Advising
- Representation in Athletic Administration
- Theoretical Application
- Implications and Next Steps

## Research Question

What are the challenges faced by Black women pursuing careers in academic support, specifically within the area of collegiate athletics?

## When All the Women are White

Academic advising as a space for evaluating the convergence of cognitive and non-cognitive student development

- persistence is highly determined by non-cognitive variables such as social identity development, positive transitions, and student involvement

## When All the Women are White

Academic advising as a space for evaluating the convergence of cognitive and non-cognitive student development

As student diversity increases, the need to acknowledge and support these students increases

- Black student enrollment has increased 73% over 15 years
- Black students graduate at a rate of 42% compared to White students at 62%

# When All the Women are White

In student affairs graduate programs:





# When All the Women are White

Black Feminist Thought

- Patricia Hill Collins

Concepts that help inform an understanding of the role of race and gender

- Applicable to understanding these roles in the workplace and in education

# When All the Women are White

The “outsider-within”

*The feeling of occupying the edges between groups of unequal power*

# When All the Women are White

Intersectionality

*The interconnectedness of social identities and systems of oppression*

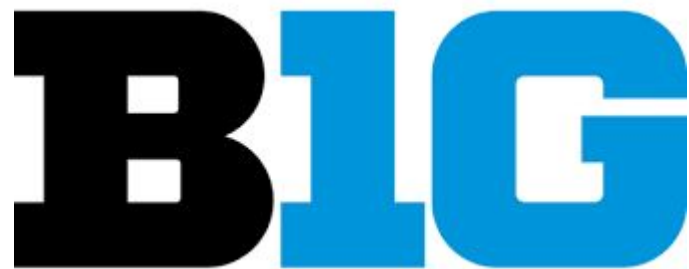
# When All the Blacks are Men

9.9%  
Black women

47.6%  
White women

Athletic Academic Support Staff

## When All the Blacks are Men



# When All the Blacks are Men



All Power Five Conferences are PWIs

- Validity in discussing the high visibility of Black men in revenue generating sports
- At a cost: unintentionally silences Black women in athletics

# When All the Blacks are Men

Exploring intersections of roles, authority, race, and gender

## Combatting Domains of Power

- Cultural Domain - recycles norms and processes that maintain the status quo
- Interpersonal Domain - thrives off exclusion of key stakeholders
- Disciplinary Domain - colorblindness

# But Some of Us are Brave

## Implications for the future

- Answering the question of the challenges
- Seek to build diverse advising staffs
- Apply a social lens to athletic administrators