

Supporting Women and Families



President Clinton's Accomplishments and Agenda

Your Hotline to The White House

Please let us know how the White House Office for Women's Initiatives and Outreach can help you by answering the following questions:

This postcard is addressed to the White House. We look forward to hearing from you.

Would you like to receive more information on a regular basis? ☐ Yes ☐ No

Let us know how to reach you:

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President Clinton's Administration — Supporting Women and Families

Place
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The White House Office for Women's Initiatives and Outreach
708 Jackson Place, N.W.
Washington, D.C. 20503

**PHOTOCOPY
PRESERVATION**

Supporting Women and Families The Clinton Administration Record

Expanding Economic Opportunities for Families

- Signed the Family & Medical Leave Act
- Improved access to child care, established Child Care Bureau and National Child Care Information Center (1-800-616-2242)
- Expanded Earned Income Tax Credit, giving a tax cut to millions of working families
- Committed to increasing the minimum wage
- Strengthened equal opportunity through affirmative action
- Increased enforcement of child support and introduced legislation that doubles federal child support collections
- Fighting for federal budget that strengthens families, e.g., Medicare, Medicaid, education

Making our Homes and Communities Safer

- Signed Assault Weapons Ban and Brady Bill
- Signed the Violence Against Women Act
- Created the Violence Against Women Office
- Introduced Operation Safe Home to fight crime in public housing
- Put 100,000 new police on the street
- Supported Family Preservation and Support Act, providing services to prevent child abuse and neglect

Investing in Education and Training for Our Families

- Created and signed Student Loan Reform, saving students and taxpayers money
- Increased Head Start funding, improving teaching and facilities and allowing for more students
- Signed National Service Act, helping communities and students
- Signed School-to-Work Opportunities Act, preparing students for careers and advanced education
- Signed Goals 2000: Educate America Act, setting higher standards
- Signed reauthorization of Elementary and Secondary Education Act, providing better education for impoverished students
- Supported Safe and Drug-Free Schools Act

Ensuring Safer Air, Water and Food

- Signed order requiring polluters to disclose information and expanded public's right-to-know about toxic releases
- Issued new standard to cut pollution from chemical plants 90% by 1997
- Made drinking water safer by requiring elimination of contaminants
- Launched "reinventing environmental regulation," cutting red tape and better protecting public health
- Improved meat and poultry inspection systems, increasing safety of the food supply

Expanding Access to Quality Health Care

- Made improvement of women's health a priority
- Signed legislation requiring that women and minorities are included in NIH-supported research
- Increased funding for breast cancer research by 65%
- Committed to making abortion safe, legal and rare
- Revoked Reagan-Bush restrictions on abortion counseling
- Signed Freedom of Access to Clinic Entrances Act, ensuring clinic safety
- Developed Childhood Immunization Plan, ensuring vaccination and healthy future for all children
- Developed healthy school meal initiative for students
- Placed WIC on full-funding path
- Ensured safety, effectiveness and availability of mammography
- Increased resources to reach women affected by HIV/AIDS
- Established first Deputy Assistant Secretary for Women's Health

Generating Economic Opportunities for Women

- SBA lending to women increased by 86 percent
- DOL's Women's Bureau launched Honor Roll initiative, encouraging employers to implement family-friendly policies good for women
- Expanded the public-private SBA's Women's Demonstration Program, providing business skills and training for women
- Created the Interagency Committee on Women's Business Enterprise, eliminating barriers to economic development within federal agencies
- Increased federal procurement contracts for women in both percentage and dollar amounts

Supporting Women as Partners in Decision Making

- 42 percent of President's appointees are women, highest ever
- Six women hold Cabinet-level positions, highest ever
- 59 percent of all President's judicial nominees are women and minorities, highest ever
- Second President to nominate a woman to the Supreme Court
- Opened almost 260,000 positions for women in the military
- Established Older Women's Initiative, bringing focus on issues impacting older women and their families
- Created President's Interagency Council on Women, bringing home the agreements reached at U.N. Fourth World Conference on Women to benefit American women and families
- Established White House Office for Women's Initiatives & Outreach

White House Office for Women's Initiatives & Outreach
202-456-7300, fax 202-456-7311

Supporting Women and Families

President Clinton's Accomplishments and Agenda

"...Until all women have an equal opportunity to develop their full potential and to make contributions that are accepted and welcomed by our society, our freedom as a nation will be incomplete."

President Clinton

Women's Equality Day, 1995, Proclamation

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And Other Resource Materials

"The United States is now a leader in the battle for the rights of women and we intend to see, in this Administration, that in that battle, there is no going back. We intend to win that battle."

*Vice President Gore
June 22, 1995*

"We are here to find common ground so that we may help bring new dignity and respect to women and girls all over the world and in so doing, bring new strength and stability to families as well."

*First Lady Hillary Rodham Clinton
United Nations Fourth World
Conference on Women
Beijing, September 5, 1995*

Fact Sheet I

Expanding Economic Opportunities for America's Families

"...We need a united front for treating women all over the world with dignity and respect and giving them opportunities in the family and education and in the workplace."

President Clinton

Jackson, Wyoming, August 26, 1995

More than half of low-wage workers are mothers.

Delivered the Family and Medical Leave Act

The first bill President Clinton signed after taking office, the Family and Medical Leave Act, allows workers to take up to 12 weeks of unpaid leave for an infant, spouse, or ailing loved one without losing their jobs. Women and men are no longer forced to choose between their families and jobs.

Expanded Earned Income Tax Credit Making Work Pay

The President has expanded the Earned Income Tax Credit as a first step toward ensuring that no child of full-time working parents will have to live in poverty. The expansion gives a tax cut to more than 15 million working families.

Committed to Increasing the Minimum Wage

The President has proposed increasing the minimum wage from \$4.25 to \$5.15 over two years, through two 45-cent increases. For a full-time, year-round worker at minimum wage, a 90-cent increase would raise yearly income by \$1,800 as much as the average family spends on groceries over seven months. Two-thirds of minimum wage workers are women.

Improved Access to Child Care

The Clinton Administration has launched initiatives to make child care more affordable and accessible and has encouraged employers to address this need. The Administration has increased investments in child care and established a Child Care Bureau to streamline federal child care programs. (The Child Care Information Center: 1-800-616-2242.) The Clinton Administration has also initiated a Healthy Child Care Campaign to increase access to preventative health services for children in child care and to ensure safe child care environments. In addition, the Administration has increased child care availability for military families by providing additional funds for before and after school programs and to expand family child care.

Strengthened Equal Opportunity for All

After an extensive review of laws and regulations, the President reaffirmed his Administration's support for affirmative action as a tool to expand economic and educational opportunity. He believes that affirmative action must be designed to sustain and support our ideals of personal responsibility and merit.

Strengthened Enforcement of Child Support

Many families—particularly those headed by women—are forced into economic crisis and poverty when a non-custodial parent fails to pay child support. From 1992 to 1994, there has been an increase in child support collec-

tions of more than 20 percent—from \$8 billion to a record of nearly \$10 billion. The President's child support plan, a part of his welfare reform legislation, would double child support collections by the year 2000. By executive order, federal agencies have been directed to cooperate with state efforts to identify and locate absent parents.

Promoting Work for Low-Income Families

The Clinton Administration has approved 49 welfare reform demonstrations in 35 states, more than the two previous administrations combined. The Clinton Administration waivers are based on the President's vision for welfare reform: work responsibility and a steadfast commitment to the well-being of children and families.

Fact Sheet II

Making Our Homes and Communities Safer

"If children aren't safe in their homes, if college women aren't safe in their dorms, if mothers can't raise their children in safety, then the American Dream will never be real for them..."

President Clinton
March 21, 1995

In a typical year, more than 4.5 million American women 12 years or older are victims of a threatened or attempted violent crime.

Initiated Programs to Combat Violence Against Women

The Violence Against Women Act, part of the President's crime bill, takes a comprehensive approach to combatting violence against women. The law will help improve the responses by the police and the courts to domestic violence crimes, enhance lighting in public places, force sex offenders to pay restitution, increase funding to battered women's shelters and ensure that a "stay away" order obtained against an abuser will no longer stop at the state line. In addition, the Administration has: created the Violence Against Women Office in the Department of Justice to lead a national effort to combine tough new federal laws with help for states and localities; created a national domestic violence hotline to help ensure that battered women and their families have access to help at all times; and funded projects linking organizations working to combat domestic violence with aging agencies, an effort aimed specifically at protecting older women against domestic violence.

Signed the Brady Bill and Assault Weapons Ban

The Brady law works to keep handguns out of the reach of criminals including individuals under restraining orders for domestic threats. The law: A five-day waiting period and background check. The assault weapons ban outlaws the 19 deadliest assault weapons and their copies.

Signed Three-Strikes-and-Out Law

This law puts criminals behind bars for good if they commit three violent crimes.

Supported Notifying Communities about Release of Sex Offenders

This new law requires appropriate community notification when serious sex offenders have been released.

Introduced Operation Safe Home to Fight Crime in Public Housing

To combat crime in public and assisted housing, the Administration launched an aggressive interagency effort for a more effective Operation Safe Home Program. In one year, more than 3,000 criminals were arrested and \$1.5 million in drugs were seized.

Supported the Family Preservation and Support Act

The Clinton Administration won bipartisan support for this act—the first federal investment in child welfare protection in more than a decade. With federal help and support, states have been able to use these resources flexibly and creatively to strengthen families and reduce child abuse.

Fact Sheet III

Investing in Education and Training for Our Families

"Let's give our children a future. Let us take away their guns and give them books." President Clinton
January 24, 1995

The typical college graduate earns 74 percent more than a worker with a high school degree.

Expanded Student Loans

The Student Loan Reform Act, which includes the President's Direct Lending Program, lowers interest rates for students and allows for flexible income contingent repayment plans. The act also saves taxpayers billions of dollars.

Promoted National Service and Educational Opportunity

President Clinton created AmeriCorps so young people can serve their communities—teaching, caring for the sick, making the streets safer—while earning money toward their education. Already, 20,000 American women and men serve in AmeriCorps.

Enhanced School-to-Work Opportunities

With bipartisan support, President Clinton signed into law the School-to-Work Opportunities Act, the most important national program ever to provide apprenticeships for students who don't go on to college. School-to-Work helps all young people—including the 70 percent who don't get four-year degrees—to get the education they need to obtain good jobs.

Advanced Improved Standards for Education

This legislation sets world class education standards in areas of math and science and provides voluntary assistance to states and communities to implement education reform. In addition, the President supported the Reauthorization of the Elementary and Secondary Education Act which helps to improve basic and advanced skills for low-income students.

Expanded Head Start

President Clinton has expanded Head Start services while improving the program's quality and making it more responsive to the needs of local communities. The President's increase in funding for Head Start will allow 50,000 more children to take advantage of the program by the year 2002. The Administration has also launched an innovative program to give infants and toddlers an Early Head Start.

Safe and Drug-Free Schools

This President-supported program expands security and violence prevention in schools across the nation by teaching students the dangers of drug and alcohol abuse and teaching them alternatives to violence.

Expanding Lifelong Learning

The President has proposed a "G.I. Bill of Rights for Workers" to reform job training programs and put resources and information directly into workers' hands. Lifelong Learning is critical for our workers to compete successfully in the new global marketplace.

Fact Sheet IV

Expanding Access to Quality Health Care

Our families will never be secure, our businesses will never be strong, and our government will never again be fully solvent until we tackle the health care crisis."

President Clinton

February 17, 1995

*Every three minutes a woman is diagnosed with breast cancer.
Every 12 minutes another woman dies from the disease.*

Leading the Fight for Health Care Security for All Americans

President Clinton believes that every American should have access to quality health care and is committed to achieving this important goal.

Strengthening Medicare and Medicaid

President Clinton believes that health care for women, children and older citizens must not be diminished. He is fighting massive congressional cuts of Medicare and Medicaid, which serve approximately 20 million women. For older women, Medicaid is the largest insurer of long-term care, covering more than two-thirds of nursing home residents, the vast majority of them women. President Clinton is also a strong supporter of Medicaid nursing home quality standards, helping to assure nursing home residents a safe and healthy environment.

Redressing Inadequacies in Clinical Research

Historically, clinical research has concentrated primarily on men. Under President Clinton, this inequity has been corrected. The largest clinical study ever conducted—a study of diseases affecting older women is now underway. The President signed legislation requiring that women and minorities be included in all clinical research supported by the National Institutes of Health, and the Food and Drug Administration has issued guidelines to encourage the participation of women in all phases of clinical drug development.

Focusing on Breast Cancer Research

The lifetime risk of developing breast cancer has risen from 1 in 20 to 1 in 8 in just 20 years. Funding for breast cancer research and programs has increased from approximately \$90 million in 1990 to \$600 million today. The funds span Health and Human Services and other federal agencies, including the Department of Defense and the Central Intelligence Agency. A project has begun to explore how our national investment in defense, space and other imaging-related fields may provide new technological approaches to improve the early detection of breast cancer. In 1993, the Clinton Administration convened a conference to formulate a comprehensive and coherent action plan to improve detection and treatment of breast cancer. By implementing the Mammography Quality Standards Act, the Administration has put into place comprehensive standards that ensure the quality of mammograms and the more than 10,000 mammography facilities in the U.S.

Offering Free or Low-Cost Mammography Screening to Those in Need

The Centers for Disease Control and Prevention's National Breast and Cervical Cancer Early Detection Program offers free or low-cost mammography screening to uninsured, low-income, elderly, minority and Native American women in 35 individual states and nine tribal organizations. More than 700,000 have been screened through May, 1995.

Researching Environmental Factors and Breast Cancer

The National Cancer Institute has funded several grants to investigate the effect of environmental and other risks contributing to the high incidence of breast cancer. The Public Health Service's Office on Women's Health has established a federal Interagency Coordinating Committee on the Environment and Women's Health that is focusing on how home, work and atmospheric pollutants, exogenous hormones and other environmental factors may contribute to the risk of breast cancer and other disorders.

Substantially Increasing Our Commitment to AIDS Funding

AIDS cases are increasing at a faster rate among women than men, and the Clinton Administration has increased resources to reach women affected by HIV/AIDS. The National Institutes of Health, which created a Women's Interagency HIV Study to identify the nature and rate of HIV disease progression in women, is requiring that women and members of minority groups be included in all National Institutes of Health-supported biomedical and behavioral research involving human subjects and has initiated a major research effort to develop female-controlled barrier methods, including vaginal compounds, to prevent HIV transmission.

Caring for Women Veterans

A series of Veterans Administration health-care initiatives has been implemented under President Clinton. The Veterans Administration has established four comprehensive health centers, four stress-disorder treatment teams, and hired many counselors to treat the after-effects of sexual harassment and assault.

Established Key New Positions and Offices for Women's Health

In addition to establishing the office of the Deputy Assistant Secretary for Women's Health in the Department of Health and Human Services, the President has signed legislation to mandate the establishment of the Office of Research on Women's Health at the National Institutes of Health, the Office for Women's Services at the Substance Abuse and Mental Health Services Administration, and has established other offices of women's health throughout Health and Human Services, the Centers for Disease Control and Prevention, and the Food and Drug Administration.

Researching Health of Older Women

Under President Clinton, the National Institutes of Health is implementing the Women's Health Initiative, a 15-year prevention study of the health of post menopausal women. With three study components that will involve 160,000 women, the Women's Health Initiative is the largest clinical study ever undertaken in the U.S. The initiative is examining the major causes of death, disability and impaired quality of life: heart disease, cancer—especially breast and colorectal cancer—and osteoporosis. Within the next 10 years, the initiative will provide guidance on the role of diet, the risks and benefits of hormone replacement therapy, Vitamin D and calcium replacements, and changing unhealthy habits to prevent these diseases.

Responding to the Needs of Older Women

President Clinton established an initiative at the Department of Health and Human Services, spearheaded by the Assistant Secretary for Aging, to bring focus to issues affecting older women and their families at the grassroots level through education, technical assistance and advocacy. The major areas of focus for this effort include income security, health, care giving, housing and prevention of crime violence. The centerpiece of the initiative is the National Policy and Resource Center on Women and Aging, designed to serve as a focal point for coordinating efforts to facilitate the initiative's goals.

Fact Sheet V

Promoting Reproductive Health Services for Women

"Certain choices are too personal for politics."

President Clinton and Vice President Gore

The President is committed to ensuring that all women have access to reproductive health and family planning services, that all women are able to determine the number and spacing of their children, and that abortion is safe, legal and rare.

Reversed the Gag Rule

During his first week in office, President Clinton reversed the previous administration's attempts to prevent federally funded family planning clinics from providing full information on options for resolving unintended pregnancies.

Supports Reproductive Health and Family Planning

Under President Clinton, the annual budget for the Title X Family Planning Program has increased from \$173.4 million to \$193.3 million. This program is the primary federal mechanism for direct provision of reproductive health and family planning services to low-income women. It is estimated that subsidized family planning services, such as those provided through Title X, prevent more than 1 million unintended pregnancies and 500,000 abortions each year. In 1994, at the International Conference on Population and Development in Cairo, the United States agreed with more than 150 nations to promote reproductive health for all women and to address the threat to women's health from unsafe abortions.

Establishing Clinic Safety

President Clinton signed the Freedom of Access to Clinic Entrances Act to fight the escalating violence against women and doctors at women's health clinics.

Moved Forward with Reproductive Research

President Clinton ordered that the ban on mifepristone, a drug that terminates pregnancy without surgery, be revisited. Currently, the drug is undergoing clinical trials in the U.S.

Establishing Services for Victims of Rape and Incest

Under President Clinton, the Department of Health and Human Services implemented a congressionally ordered change to Medicaid to include abortion services for women whose pregnancies result from rape or incest, in addition to saving the life of the woman.

Fact Sheet VI

Caring for our Children

"There are certain fundamental national needs that should be addressed in every state, north and south, east and west—school lunches in all our schools, nutrition for pregnant women and infants—All these things are in the national interest."

President Clinton
1995 State of the Union

*More than 5 million children are hungry each month in the U.S.
Committed to Protecting Medicaid—The Health Safety Net
for Our Children*

Committed to Protecting Medicaid—The Health Safety Net for Our Children

President Clinton is fighting to maintain the health care protection that Medicaid provides. Medicaid is the social safety net that makes health care possible for millions of our nation's children, children who are disabled or who suffer from chronic illness. Some in Congress are proposing to cut \$165 billion in Medicaid benefits to millions of low-income mothers and children and elderly and disabled Americans. The President is working to ensure that Medicaid is there to provide vital health care for those who cannot afford it.

Developed the Childhood Immunization Plan

President Clinton signed the Comprehensive Childhood Immunization Initiative so that children will be vaccinated against disease. The initiative makes vaccines affordable for families and improves immunization outreach. The goal is simple: 90 percent of all two year olds should be fully vaccinated by the year 2000.

Expanded Nutrition Services for Women, Infants and Children

The Clinton Administration has increased funding for the Special Supplemental Nutrition Program for Women, Infants and Children (WIC) each year since fiscal year 1993 by a total of 18 percent. The Administration has also aggressively pursued cost containment initiatives such as infant formula rebates that have provided additional funds to handle more eligible participants. WIC works: Every \$1 invested in WIC saves up to \$4.25 in health care costs.

Launched Strategies to Reduce Teen Pregnancy

Under President Clinton's leadership, the Administration is developing new strategies to address the high rate of teen pregnancy in this country. The efforts are designed to encourage communities to build partnerships and to discover what strategies work. The Administration has supported innovative demonstration programs and expanded existing programs in communities all across the U.S.

Implementing the School Meals Initiative for Healthy Children

The Clinton Administration's School Meals Initiative for Healthy Children, an integrated comprehensive plan, improves the nutrition standards for school meals by requiring that they meet the Dietary Guidelines for Americans. This initiative also provides administrative streamlining and offers schools the implementation flexibility that best suits their program.

Protecting Women's Health by Preventing Teen Smoking

Smoking rates are alarmingly high for teenage girls. Tobacco raises a woman's risk of having cancer, heart disease, low birth weight babies, lung disease, and osteoporosis. Almost all smoking begins during the teen years, and preventing addiction during this period almost guarantees women will not smoke as adults. The Administration has launched a major, multi-pronged campaign to prevent teenagers from smoking and then becoming addicted to nicotine.

Fact Sheet VII

Generating Business and Economic Opportunities for Women

"Women entrepreneurs are a dynamic force in our nation's current economic expansion. My Administration will continue to aggressively pursue forward-looking initiatives that will foster the success of these women-owned businesses, which contribute well over \$1 trillion in receipts to our nation's economy."

*President Clinton
January 29, 1996*

Women-owned businesses contribute more than \$1 trillion in sales to the U.S. economy annually.

Supporting the Family-Friendly Workplace

Under President Clinton's leadership, the Department of Labor's Women's Bureau launched a nationwide initiative to improve the lives of working Americans by encouraging employers to improve working conditions for working women and families. Under the Honor Roll program, the bureau is encouraging commitments from employers to improve pay and benefits, create a family-friendly workplace and value women's work through training and advancement.

Making Working Women Count

The Department of Labor's Women's Bureau surveyed over 250,000 working women to learn more about their workplace experiences. The bureau is working to address the concerns expressed by survey participants: better pay and benefits, balancing work and family, and workplace recognition.

Increased Small Business Administration Lending to Women by 86 Percent

A significant number of women business owners must use credit cards and personal resources to maintain or finance their businesses. The Small Business Administration under President Clinton has increased the volume of loans to women by 86 percent from 1993 to 1994 alone.

Increasing Federal Procurement Contracts for Women

Supported by President Clinton, in 1994 the Federal Acquisition Streamlining Act for the first time explicitly opened up federal procurement contracts and subcontracts to women-owned businesses.

Expanding Small Business Administration's Women's Demonstration Program

Under President Clinton, the Small Business Administration added 19 centers nationwide to its Women's Demonstration Program. The women's business sites offer financial management, marketing, procurement, technical and other assistance to women to launch a business or to run one more successfully. Each site is tailored to meet the needs of the community.

Created a Forum to Address Women's Economic Issues

The President's Interagency Committee on Women's Business Enterprise comprises senior officials from 10 federal agencies, ensuring that women's economic issues are addressed at the highest policy-making levels. The committee released a report showing clearly the dramatic economic impact women-owned businesses have on our nation's economy and highlighted the Clinton Administration's many pro-woman entrepreneur initiatives.

Fact Sheet VIII

Supporting Women as Partners in Decision Making

"Women are beginning to participate more fully throughout this country in the life of America. As far as I know, the sky is not falling anywhere."

*President Clinton
August 26, 1995*

The Baltimore Sun noted that President Clinton has delivered on his promise to make diverse appointments: "No Administration has ever produced such diversity."

Appointing Women throughout the Administration

More than 40 percent of the President's appointees are women, by far the highest percentage of any Administration.

- Six women hold Cabinet-level posts, the highest ever.
- The President has appointed the first woman to serve as deputy chief of staff.
- The President has appointed women for the first time to such positions as: Attorney General, Chair of the Council of Economic Advisors, Secretary of Energy and Office of Management and Budget Director.
- The President has appointed women to positions held traditionally by men: Chief Scientist at the National Aeronautics and Space Administration; and Deputy Director at the National Science Foundation.
- Nearly 60 percent of the President's judicial nominees are women and minorities, the highest proportion ever.
- The President nominated a woman to the Supreme Court, only the second president to have done so.
- Two out of the three policy-making councils in the White House are headed by women.

Providing Expanded Opportunities for Women in the Military

The Clinton Administration has opened nearly 260,000 positions previously not open to women who wish to serve in the military.

Convened White House Conference on Aging

President Clinton convened a White House Conference on Aging which provided specific recommendations for improving the lives of older women. These recommendations will be incorporated into the final report of the Conference which will be presented to the President and Congress for legislative and administrative action.

Created Interagency Council on Women

The President established an intragovernmental body to bring home the agreements reached at the United Nations Fourth World Conference on Women to benefit American women and their families. Housed at the White House, the President's Interagency Council is charged with coordinating the implementation of the Conference Platform for Action and reaching out to America's non-governmental organizations to work for successful implementation.

Making Sure Women Are Heard

The White House Office for Women's Initiatives and Outreach was created by the President to ensure that his Administration better serves and listens to women. It serves as the primary liaison between the White House and women's organizations, listening to women's concerns and proposals and bringing these ideas to the President and others in the Administration. The office's main initiative, At the Table, is bringing hundreds of women to discussion tables, enabling them to get their thoughts and opinions heard by the President and others in the Administration.



THE WHITE HOUSE
WASHINGTON

January 1996

It is time for us to recognize a simple but profound truth: by improving the lives of American women, we are making a vital investment in America's future. By investing in women, we enable them to reach their fullest potential as individuals and as members of our society. When women thrive, their families thrive. When families thrive, communities flourish, and our nation reaps the benefits.

We must value the contributions women make in every aspect of life: in the home, on the job, in their communities, as mothers, wives, sisters, daughters, learners, caregivers, workers, citizens, and leaders. Today, 58 million American women are in the work force, comprising half of all workers. Almost every woman will work for pay sometime during her life. It isn't easy. Women still make only 72 percent of what men make in comparable jobs. Each day, women working outside the home must balance job responsibilities with family responsibilities. They struggle to arrange and pay for quality child care. They must be effective on the job and still find time to help their children with homework, to attend parent-teacher meetings, to take their children to doctors' appointments and school events. We must pursue policies that help women to be successful in the workplace and in the home.

My Administration is committed to helping women achieve that success, and the proof of our commitment is found on the following pages. We have initiated strong, practical measures to improve women's economic and educational opportunities, to provide quality health and child care, to prevent violence on the streets and at home, and to make sure that women's voices are heard at every level of our government. The unprecedented number of women I have appointed to my Cabinet and to positions of leadership throughout the federal government reflects my belief that women should be full partners in decisionmaking.

But we must do more. We have a historic opportunity -- and a solemn responsibility -- to lead the world in our efforts to better the lives of women. At the United Nations Fourth World Conference on Women, the First Lady joined tens of thousands of women from around the globe in addressing issues vital to American women and families -- personal and economic security, access to education, health care, jobs, and credit, and the chance for every boy and girl to live up to his or her potential. My Administration is working hard to address these concerns.

I ask you to join me in our work to improve the lives of women and families in our nation and around the world. The challenges are great, but the rewards are even greater for us all.

Ria Clinton

Helpful Clinton Administration Resource Numbers for Women and Families

Business

- (202)-205-6673 President's Interagency Committee on Women's Business Enterprise (Call for information and assistance on women entrepreneurial issues).
- 1-800-827-5335 Department of Labor Women's Bureau Clearinghouse (Call for information on women's legal rights in the workplace).
- (202) 219-6611 Department of Labor Women's Bureau, general office (Call for information concerning economic and international issues).
- (202) 205-6673 U.S. Small Business Administration Office of Women's Business Ownership (specifically created to help women entrepreneurs).
- 1-800-8-ASK-SBA U. S. Small Business Administration (Call for information on managing and financing a woman-owned small business).
- 1-800-532-1169 Department of Transportation Short-Term Lending Program (Call for an application for a short-term loan, favorable to women in small businesses).
- (202) 512-1800 Working Women Count! A Report to the Nation, Government Printing Office, Publication #029-002-0082 (Call for a copy of the survey results).
- 1-800-669-4000 Equal Employment Opportunity Commission (Call to report sexual discrimination or harassment).
- (202) 219-9475 Office of Federal Contract Compliance (Call to report sexual discrimination in any company which contracts with the federal government).
- 1-800-616-2242 Department of Health and Human Services, National Child Care Information Center (Call for information concerning child care and other work and family issues).
- (202) 616-8894 Violence Against Women Office in the Justice Department (Call for help and information concerning domestic violence).

Education

- 1-800-4-FED-AID (1-800-433-3243) Department of Education, Federal Student Loan Aid Information Center (Call regarding information about and Applications for student loans).
- 1-800-251-7236 National School to Work Program, Learning and Information Center (Call for information about implementing a School-to-Work program in your area). Help students make the connection between schoolwork and career.
- (202) 606-5000 Corporation for National Service, AmeriCorps Program (Call for information about AmeriCorps, a program which loans money to students in return for community service).
- (202) 260-1856 Department of Education, Office for Safe and Drug-Free Schools (Call for information regarding federal programs addressing violence and drugs in public schools).
- 1-800-USA-LEARN (1-800-872-5327), Department of Education, Information Resource Center (Call for information about and referral to any Department of Education Program, including Goals 2000: Educate America Program).
- (202) 205-5463 Department of Education Bilingual Education and Minority Affairs (Call for information about bilingual education programs).
- (202) 205-8572 Department of Health and Human Services, Head Start (Call for information about Head Start, a pre-school program for underprivileged children).
- (202) 260-2670 Department of Education, Women's Educational Equity Act Program (Call for funding for agencies and organizations which implement programs to promote educational equality for women and girls).
- (202) 514-4092 Department of Justice, Educational Opportunity Section (Call for information about federal statutes concerning discrimination in schools).

Health

- 1-800-799-SAFE National Domestic Violence Hotline (Call for information on domestic violence, emergency shelters, legal advocacy, assistance programs, social services, and batterers' programs).
- (202) 690-7650 Public Health Service, Office on Women's Health (Call for general information on resources, services and education on women's health programs in the federal government).
- (301) 594-4000 Public Health Service, Office of Population Affairs (Call for referral to regional federally funded family planning clinics).
- (301) 402-1770 Office of Research on Women's Health, National Institutes of Health (Call for information about women's health research at the National Institutes of Health).
- (301) 827-0350 Office of Women's Health, Food and Drug Administration (Call for FDA policies and regulations concerning women's inclusion in clinical trials and research).
- 1-800-677-1116 Eldercare Locator, Funded by the Department of Health and Human Services Administration on Aging (Call for assistance for elder persons and caregivers).
- 1-800-729-6686 National Clearinghouse on Alcohol and Drug Information, Department of Health and Human Services, Center on Substance Abuse Prevention (Call for information on drug and alcohol abuse).
- 1-800-421-4211 National Institute of Mental Health Depression (Call for information on depression).
- 1-800-54-WOMEN Women's Health Initiative, National Institutes of Health (Call to sign up for a study on preventing heart and lung disease in women ages 50-79).
- 1-800-4-CANCER Cancer Information Service, National Cancer Institute (Call for information about cancer and for referral to an FDA approved mammography center in your area).
- 1-800-458-5231 AIDS Clearinghouse, Centers for Disease Control and Prevention (Call for information about AIDS and referral to research and medical services).

Children and Youth

- (202) 219-8412 Department of Labor, Wage and Hour Division, Family and Medical Leave Team (Call to find out your rights under the Family and Medical Leave Act).
- (202) 690-6782 Department of Health and Human Services, Administration for Children and Families, Child Care Bureau (Call for referrals to local, federally funded child care centers, along with information about national child care policy).
- (202) 205-8821 Department of Health and Human Services, Administration for Children and Families, Family and Youth Services Bureau (Call for information about federally funded youth programs).
- (202) 606-5000 Corporation for National Service, Learn and Serve America (Call to apply for grants given to community and school-based programs which enable children K-12 to help alleviate local social problems).
- (301) 496-3454 Department of Health and Human Services, National Institute of Child Health and Human Development (Call for biomedical information on children's disorders and health, as well as preventative medicine).
- (703) 385-7565 National Clearinghouse on Child Abuse and Neglect (Call for information about child abuse and neglect).
- (202) 647-2688 Department of State, Office of Children's Issues (Call for information about international child adoption).
- (202) 401-9373 Department of Health and Human Services, Administration for Children and Families, Office of Child Support Enforcement (Call for information on child support enforcement).

THE WHITE HOUSE
WASHINGTON
Office for Women's Initiatives and Outreach
and
Office of Public Liaison

Welcome You to a

**Celebration of the
25th Anniversary of Title IX
"Title IX: Celebrating 25 Years of Progress"**

Tuesday, June 17, 1997
11:00 A.M. to 11:45 A.M.

Old Executive Office Building
Auditorium, Room 450

Reception Immediately Following
Indian Treaty Room, Room 474

HOSTED BY
President Bill Clinton
and
First Lady Hillary Rodham Clinton

SPECIAL GUESTS
Jackie Joyner-Kersey
Anne Jarvis Jefferson
Sally Ride
Verelett Allen
Nelba Chavez
Robin Forster
and
Richard W. Riley
Secretary, U.S. Department of Education

*Co-Sponsored by the Jackie Joyner-Kersey Youth Center Foundation and
the National Coalition for Women and Girls in Education*

CELEBRATION OF THE 25TH ANNIVERSARY OF TITLE IX

"Honoring the successes of women and girls"

Richard W. Riley

United States Department of Education
U.S. Secretary of Education
Biographical Sketch

The soft-spoken but accomplished Secretary of Education, Richard Wilson Riley, has been praised widely for his role in recent progress in American education. For those who follow education and politics, Secretary Riley's success is not surprising. Riley's nomination in December, 1992 received unequivocal support and he was unanimously confirmed a month later immediately following the President's inauguration. Syndicated columnist David Broder wrote that "probably the best thing the President has done for education is to pick his old friend, former South Carolina governor Richard Riley, as the Secretary of Education." Broder called Riley one of the "most decent and honorable people in public life."

President Clinton chose Secretary Riley for the post so that Riley could help work the same kind of education reform on a national scale that he did as a two-term Governor of South Carolina, where he spearheaded a comprehensive and highly successful reform of that state's school system. It was an endeavor that most informed observers at the time considered to be an impossible task, but which Riley accomplished by bringing together a coalition of groups, including business people, educators, and parents.

Riley's work as Secretary of Education has lived up to the high expectations. In just the first 21 months of the Clinton Administration, due in large part to the efforts of Secretary Riley and his ability to build bipartisan coalitions, President Clinton signed into law six ground breaking education initiatives -- a cohesive set of programs that span from kindergarten through college. As one national newspaper editorialized, "the cause was helped by the persistence of the self-effacing education secretary, Richard Riley. The Cabinet member who is perhaps the quietest was also among the most effective."

These achievements include the expansion and streamlining of the college loan program while eliminating government waste and saving taxpayers billions of dollars; the creation of laws to help local school districts ensure that children can learn in safety and security; enactment of programs that develop links between schools and the work place so America's students will be better prepared for jobs of the future or continuing their education; the establishment of challenging standards for learning that every child can reach; and the redesign and improvement of the primary federal program for helping disadvantaged elementary and high school students.

These new and improved laws, along with initiatives developed by Riley, like the Family Involvement Partnership for Learning designed to get parents more involved in their children's education, offer positive solutions that are helping families and their children gain the control and

the skills necessary to navigate today's challenges. Riley's work has helped to refocus the nation's attention in an area of growing importance and inspired new and creative thinking,

Riley was born in Greenville County, South Carolina on January 2, 1933. He graduated *cum laude* from Furman University in 1954, and served for two years as an officer on a minesweeper in the United States Navy. In 1959, Riley received a law degree from the University of South Carolina School of Law. He served as legal counsel to the Judiciary Committee of the United States Senate. He also served as a South Carolina state representative and state senator from 1963 to 1977. Riley was elected governor in 1978, and reelected in 1982, after the people of South Carolina voted to amend the state constitution to enable Riley to be the first person in modern South Carolina history to run for a second term. Riley is married to the former Ann Osteen Yarborough. They have four children and eight grandchildren.

A CELEBRATION OF THE 25TH ANNIVERSARY OF TITLE IX *"Honoring the successes of women and girls"*

Jacqueline Joyner-Kersey

Jacqueline "Jackie" Joyner-Kersey was born March 3, 1962 in East St. Louis, Illinois to a family that sometimes lacked material possessions "but always had love." She was also blessed with a talent, a supportive family, and a quiet yet unshakable belief in herself. That foundation led Jackie to become a high school basketball and track star, and eventually lead to a scholarship in basketball to the University of California Los Angeles (UCLA). There she earned a B.A. in history, while also distinguishing herself in the sport of track and field, dominating the long jump and heptathlon.

After graduating from UCLA in 1985, Jackie Joyner-Kersey went on to build one of the most illustrious athletic careers in the world, earning the titles, "World's Greatest Female Athlete" and "Queen of Track and Field". The combination of love, support, and talent has netted 6 Olympic medals; 3 gold, 1 silver, 2 bronze, the world and Olympic record in the heptathlon, the American record in the long jump, 50 & 60 meter hurdles, and the respect of peers and fans alike.

Never one to be classified as merely an athlete, Jackie says "I strive to be a Jackie of all trades. I am an individual who has accomplished a great deal through athletics." Accomplish is an understatement. Jackie has received many prestigious awards including the St. Louis Ambassadors Sportswoman of the Year, Sporting News Athlete of the Year Award (the first woman to receive either of these awards), the Sullivan Award, and consecutively winning the Jesse Owens Memorial Award. But Jackie is proudest of her achievements off the track.

As a way of giving back to the community that has supported her, she created the JJK Community Foundation which supports the development of leadership programs in urban areas across the United States. The organization is now known as the JJK Youth Center Foundation, and Jackie is spearheading the foundation's efforts to build a community center in her hometown of East St. Louis. "When I leave this earth, I want to know I've created something that will help others," says Jackie.

Jackie brings the same passion, energy, and fervent optimism to everything she does. In addition to her foundation work, she is a dynamic motivational speaker, sought after by educational, cultural, civic, and corporate groups who want to hear her positive and inspirational messages.

She carries her holistic outlook and gracious demeanor to the track, the community, and the boardroom. That coalition of traits won her an appointment to the St. Louis Sports Commission. She is the first female, the first African-American, the first Illinois native, and first active athlete to serve as chairperson. This position will allow Jackie to apply her years of international sports experience to the task of adding new chapters to the St. Louis region's rich sports history.

Ask Jackie what her limits are, and she'll say she has none. As she often tells audiences during her motivational speeches, "The only person who can stop you from reaching your goals is you!"

Athletic Achievements

Three-Time Olympic Gold Medalist
Olympic Silver & Two-Time Bronze Medalist
Four-Time World Champion
Mobil Grand Prix Long Jump Champion 1995
IAAF Female Athlete of the Year 1994
Overall IAAF Grand Prix Champion 1994
Three-Time Goodwill Games Heptathlon Champion
World & Olympic Record Heptathlon (7,291)
American Record Long Jump (24' 7")
American Record 60 Meter Hurdles
American Record 50 Meter Hurdles (6.67)
Sullivan Award Winner 1986

Recognitions

Named one of USOC's 100 Golden Olympians (1996)
Named one of the 50 Great Americans in Who's Who in America (1995)
UCLA Athletic Hall of Fame (1996)
Track & Field News Woman Athlete of the Year (1986 & 1987)
USOC Sports Woman of the Year (1987)
Co-Author of the book, A Woman's Place is Everywhere
Inducted into the International Women's Forum Hall of Fame (1992)
Most Outstanding Athlete, Philadelphia Sports Writers Association (1989)
World Trophy, American Athletic Federation (1989)

Honorary Degrees

Honorary Doctorate of Law, Iona College
Honorary Doctorate of Humane Letters Degree, Harris-Stowe College
Honorary Doctorate of Law, Washington University, St. Louis, Missouri
Honorary Doctorate of Humane Letters Degree, University of Missouri

Awards

1997

Multiple Sclerosis Olympic Recognition Award
Asthma Allergy Foundation JJK Award
East St. Louis GEM Excellence in Sports Award
NFL JJK Leadership Award

1996

National Women's Law Center Award
Women's Sports Foundation Wilma Rudolph Courage Award
Asthma Achievement Award

1995

Buon conti Sports Legends Award

- Overcoming Obstacles Award
- Baptist Hospital Tom Landry Award
- Amor can Express Arthur Ash Award
- 1994 Jackie Robinson "Robie" Award
- 1993 Jim Thorpe Award for Special Achievement/Outstanding Performance
- UCLA Award for Professional Achievement
- Volunteers of American Humanitarian of the Year Award
- Dr. Robert Hyland Award
- C.O.R.E. Dr. Martin Luther King Jr. Award for Outstanding Achievement
- 1992 Arete Superlative Performance Award
- Glamour Woman of the Year Award
- Jackie Robinson Award for Athletics
- The Saint Louis Ambassadors Sportswoman of the Year Award
- Sudafed Amateur Sportswoman of the Year Award
- George Thomas "Mickey" Leland Humanitarian Award
- 1991 Kids Sports Foundation Kids Spokesperson of the Year Award
- Sports Illustrated for Kids Good Sports Award
- 1990 Dodge Amateur Athletic Award
- 1989 Sporting News Athlete of the Year Award
- 1988 Women's Sports Foundation Flo Hyman Award
- McDonald's Amateur Athlete of the Year Award
- Essence Magazine Woman of the Year
- UCLA International Super Smile Award
- 1987 Jesse Owens Memorial Award
- United States Sports Academy Amateur Sportsperson of the Year
- City of Hope Victory Award
- 1986 America's Outstanding Amateur Athlete, Sullivan Award
- Sportswoman of the Year, United States Olympic Committee
- American's Top Female Collegiate Athlete, Broderick Cup
- Jesse Owens Memorial Award
- St. Louis Athlete of the Year
- City of Hope Victory Award

Affiliations

- Chairperson St. Louis Sports Commission
- Co-Chair (along with Michael Jordan) of NIKE's P.L.A.Y. (Participate in the Lives of America's Youth) Program

Founder of the Jackie Joyner-Kersey Community Foundation
President & CEO, JJK & Associates, Inc.
Parade Magazine React Take Action Advisory Board
Former Team Co-Captain Iron Bread All American Iron Kids Program
Board Member of America Belongs to Our Children
Member of Athletes Against Drugs
Women's Health Initiative Program Advisory Committee Member
Athlete Advisory Committee, Atlanta Committee for the 1996 Summer Olympic Games
Board of Directors, Missouri Athletic Club Sports Foundation
Alumni Association, UCLA
Athlete's Advisory Board, USA Track & Field
Board of Directors, Girls Club of St. Louis
Board of Trustees, McKendree College
Board of Trustees, Women's Sports Foundation
Board of Directors, St. Mary's Hospital Health Foundation
Board of Directors, Professional Sports Foundation, Inc.
Ambassadors Council for Big Brother and Big Sisters of Greater St. Louis
Board of Directors, United States Olympic Committee
Former Member of President's Council on Physical Fitness and Sports (under George Bush Administration)

A CELEBRATION OF THE 25TH ANNIVERSARY OF TITLE IX
"Honoring the successes of women and girls"

Anne Jefferson

**Route 3 Box 88
Winona, MN 55987
(507) 454-6947**

High School: Winona Senior High School, Winona, Minnesota

Post-Secondary Enrollment: Saint Mary's University of Minnesota

Undergraduate: The Johns Hopkins University, Baltimore, Maryland

Extracurricular Activities:

Association of Women Geoscientists 10, 11, 12

Church Choir 10, 11, 12

Concert Choir 10, 11, 12

L.I.F.E. Environmental Club 12

Math team 9, 10, 11, 12

Co-Captain

Minnesota Jr. Academy of Science 9, 10, 11, 12

National Honor Society 10, 11, 12

One Act Play 11

Stage Crew Head

Orchestra 9, 10, 11, 12

Co-Principal Cellist

Prairie Fire Children's Theater 12

Lead Role

School Musical 10, 11

Science Club 10, 11, 12

President, Treasurer

Southeastern Minnesota Youth Orchestra 9, 10, 11

St. Mary's University Chamber Orchestra 9, 10, 11, 12

Principal Cellist

String Quartet 11, 12

Student Newspaper 9, 11, 12

Editor-in-Chief

Wilson Fireflies 4-H Club 9, 10, 11, 12

President, Vice President, Treasurer,
Historian, Ambassador

Academic Awards:

U.S. Presidential Scholar 12

National Merit Finalist 12

All USA Academic Second Team 12

Valedictorian 12

Gallery of Academic Excellence 9, 10, 11, 12

Academic Letter 9, 10, 11, 12

Math Team Letter 11, 12

Science Letter 12

St. Mary's University History Department Book Award 12

Dorian Orchestra Festival Honorable Mention in Solo Competition 11

American High School Mathematics Exam Merit Award 9

Winhawk of the Week 9

Who's Who of American High School Students 11, 12

Who's Who of American College Students 12

Science Projects:

Pool 6, Mississippi River Sediment Budget: Movement and Storage (June 95- May 97)

Changes in Island Morphology and Sediment Distribution in Lower Pool 6, Upper Mississippi River (August 94- May 95)

Sedimentation and Delta Development in Trempealeau Bay (Pool 6, Upper Mississippi River) (August 93- May 94)

Strength, Porosity and Fracture in Eau Claire, Mt. Simon and Chequamegon Sandstones

Intel International Science and Engineering Fair

Pinnacle Award (best overall) 12

Nobel Prize Visit Award 12

Best in Category 12

First Grand: Earth and Space 12

Third Grand: Earth and Space 10 11

US Army First Award 10

Bureau of Reclamation

First Award 10

American Geologic Institute

First Award 10 11 12

Association of Women Geoscientists

Third Award 10

Univ. Of Arizona Scholarship 11

Univ. Louisville Scholarship 12

Indiana University Scholarship 12

London International Youth Science Forum 11

US Army, Navy & Air Force National Junior

Science and Humanities Symposium

First Place Winner 11 12

Competitor 10 11 12

Westinghouse Science Talent Search

Semifinalist 12

US Navy National Science Award 9

American Association for the Advancement of

Science

Presenter 12

Mississippi River Research Consortium

Best Student Poster 12

Poster Presentation 10 12

Paper Presentation 10

Minnesota Academy of Science Junior Science and

Humanities Symposium

First Place 10 11 12

Most Innovative Presentation 11 12

Most Inspiring Paper 10

Minnesota Academy of Science State Fair

Purple Ribbon Project 9 10 11 12

Purple Ribbon Paper 9 10 11 12

National Youth Science Camp 12

MJAS Symposium 9 10 11

US Navy First Award 9

Minnesota Earth Science Teachers

Award 11 12

Fischer Scientific Award 11

Best Field Research Project 10

Association of Women Geoscientists

Award 10 12

Memorial Award 9

Ducks Unlimited Award 9

Book Award for Paper 9

Southeastern Minnesota Regional Science Fair

ISEF Competitor 10 11 12

Purple Ribbon Paper 9 10 11 12

Purple Ribbon Project 9 10 11 12

US Army First Award 9 11 12

Association for Women Geoscientists 11

Bart Foster Environmental Award 11

Best Use of Statistics Award 11 12

Minnesota Wisconsin Boundary

Commission Award 9 10 11

Yale Science and Engineering

Association Award 11

NASA Award 10

US Air Force Second Award 10

A CELEBRATION OF THE 25TH ANNIVERSARY OF TITLE IX
"Honoring the successes of women and girls"

Verelett P. Allen

253 Kentucky Avenue, SE
Washington, DC 20003
(202) 544-6542

PROFESSIONAL EXPERIENCE:

YWCA/HCCE

Washington, D.C.

Coordinator: Non-Traditional Employment for Women (NEW) Program

Provide introductory workshops for NEW Program, and issues related to non-traditional occupations to program participants. Assist in development and implementation of curriculum; develop internal programs as necessary to the project. Present portions of curriculum to participants. Facilitate the involvement of employers, employer associations, union officials, apprenticeship committee members as well as community organizations. Work with the NEW Project Leadership Team to meet the project goals by communicating ongoing evaluation of program elements. Provide direction to the NEW instructor. Communicate with program staff from other agencies and coordinate services as needed. Prepare monthly statistical reports, facilitate staff from other agencies and coordinate services as needed, and provide participant counseling as appropriate to the project.

Washington Metropolitan Area Transit Authority

Washington, D.C.

Communications Technician

Responsible for location of minor electronic malfunctions, performing routine maintenance tasks as well as routine diagnostic disassembly, repair and re-assembly of electronic, electrical, electro-mechanical, and mechanical components and equipment in a shop and/or field environment. Perform repetitive operations in prescribed sequence using designated applicable diagrams, manufacturer's specifications, equipment manuals, and appropriate regulatory codes. Execute assignments within specified instructions detailing results expected, time limits, and acceptable quality. Latitude for independent judgement and action within established guidelines.

Stafford Lincoln Mercury

Silver Spring, MD

AUTOMOBILE UNDERCOATER

1977

D.C. Department of Recreation

Washington, DC

BUS DRIVER

1975-1977

KFRC FM Radio Station

San Francisco, CA

ACCOUNT EXECUTIVE

1974-1975

WMAL T.V.
FILM EDITOR

Washington, DC
1972-1974

D.C. Department of Recreation
BUS DRIVER

Washington, DC
1970-1972

EDUCATION AND TRAINING

Wider Opportunities for Women (WOW) ; Washington, DC
Electronics 1980-1981

U.S. Army Reserve ; Indiana
School of Finance 1978

Radio Electronics Inc ; Virginia
Electronics 1976

U.S. Department of Agriculture Graduate School ; Washington, DC
Video Tape Production 1970

Washington Technical Institute ; Washington, DC
Business Administration 1968-1969

Cardoza High School ; Washington, DC
Diploma 1967

MEMBERSHIP AND TRADE RELATED ACTIVITIES

- * Executive Director and Founder, Women's Work, Inc. (a Washington, DC Metropolitan area support group for non-traditional occupations)
- *Participant in First Lady Hillary Clinton's National Kickoff Campaign "Working Women Count"
- *Media-Radio talk shows and T.V. news shows (Promoting non-traditional employment for women)
- *Member, Coalition of Labor Union Women (CLUW)
- *Co-Chair, Awards committee, CLUW (Washington, DC Chapter)
- *Chair-Woman in Non-Traditional Work National Commission on Working Women and Wider Opportunities for Women
- *Member, National Tradeswomen's Network
- *Volunteer, 1984- Present, Stage Crew SGI-USA Soka Gakkai International America: Locations include Philadelphia Forum, Kennedy Center, Lisner Auditorium, Atlanta Convention Center and University of Maryland-Baltimore
- *Volunteer, 1984-1989, Sound Crew NSA (Nichiren Shoshu of America and Cherry Blossom Parade, Washington, DC)

REFERENCES AVAILABLE UPON REQUEST

A CELEBRATION OF THE 25TH ANNIVERSARY OF TITLE IX
"Honoring the successes of women and girls"

Nelba Chavez, Ph.D.

**Administrator, Substance Abuse and
Mental Health Services Administration,
U.S. Department of Health and Human Services**

Appointed by President Clinton on February 25, 1994, and confirmed by the U.S. Senate on July 14, 1994, Nelba Chavez, Ph. D., is the first Administrator of the Substance Abuse and Mental Health Services Administration (SAMHSA) and the first Hispanic/Latina to head an agency within the U.S. Department of Health and Human Services (HHS).

As SAMHSA's Administrator, Dr. Chavez directs federal policy and advises HHS Secretary Donna Shalala on ways to improve the quality and availability of substance abuse prevention, addiction treatment and mental health services. In this capacity, Dr. Chavez has focused her efforts on developing early intervention strategies for young children and ensuring that the needs and concerns of consumers of services, their families and their communities are brought to the table and addressed. Her steadfast commitment to children and consumers provides a critical perspective at the national level during this time of rapid change in health care financing and delivery systems.

SAMHSA was created in 1992 as an agency within HHS as a result of the growing recognition that addressing substance abuse and mental illness is central to improving the Nation's health and productivity. SAMHSA's budget in 1997 is \$2.2 billion. This budget finances Federal block grants to the States for substance abuse and mental health services and funds hundreds of programs nationwide designed to increase the use of proven practices through "Knowledge Application" grants and build system capacity by improving efficiency and effectiveness of services through "Knowledge Development" grants. A staff of approximately 600 provides management, support and expertise for the operation of the Agency's programs and activities.

For three years prior to her appointment as SAMHSA Administrator, Dr. Chavez served as director of Juvenile Probation Services for the city and county of San Francisco. From 1989 to 1991, she headed Chavez and Associates, providing behavioral health consulting and training services to community organizations. In addition, she served as a consultant to the U.S. State Department on issues pertaining to mental health and substance abuse prevention and treatment.

Dr. Chavez's 17-year tenure as clinical director, then executive director and chief operating officer of La Frontera Center in Tucson, Arizona, brought her to the attention of President Clinton. Under her leadership, La Frontera, a comprehensive, community mental health center providing mental health, drug and alcohol services to adults, children and families, became a national model, recognized by former First Lady Mrs. Rosalyn Carter and HHS as an outstanding example of comprehensive, community-based mental health organization.

Dr. Chavez earned her bachelor's degree in sociology/psychology from the University of Arizona in Tucson, a master's of social welfare from the university of California at Los Angeles and a Ph.D. from the University of Denver, Colorado.

An expert on comprehensive systems of care, as well as mental health and substance abuse prevention and treatment, she has also taught courses at three Arizona institutions of higher learning. Dr. Chavez has been appointed to numerous professional and honorary groups, including credentialing committees, the President's Council on Person's with Disabilities, the task force on community support systems of the President's Commission on Mental Health, the White House Prevention Committee for a Drug-Free America, the board of directors of the National Coalition of Hispanic Mental Health and Human Service Organizations and the Tucson Mayor's Task Force on Children.

Her writings on mental health have focused on the cross-cultural aspects of treatment. She has received a number of honors for her work and leadership, including Outstanding Leadership Award, Arizona State University, 1985; Dedication and Commitment Award, Tenth Annual Chicano Conference, 1989; Distinguished Service Award, National Association of Professional Asian American Women, 1995; Mujer 95 Award, League of United Latin American Citizens, 1995; Commendation Award, City of Los Angeles, 1995; Rafael Tavares, M.D., Memorial Award, Association of Hispanic Mental Health Professionals, 1995. In addition, she attended Harvard University's Senior Executive Program in state and local government issues.

A CELEBRATION OF THE 25TH ANNIVERSARY OF TITLE IX ***"Honoring the successes of women and girls"***

Robin Forster

Robin Forster first entered the Baltimore County Fire Fighters Association on September 18, 1982, as a Fire Fighter. She had spent about a year prior to that volunteering in Howard County. Robin was soon promoted to Fire Specialist in September 1987, ranking 6th on that promotional exam. In November, 1990, she was again promoted to Fire Lieutenant, ranking 4th place on that promotional exam. Finally in January of 1995, Robin was promoted to Captain.

Throughout her Fire department career, Robin has received much recognition for her outstanding job performance and dedication. She was awarded a medal for her participation in the Amtrak Train Tragedy which occurred in January, 1987. Robin also received a Departmental Commendation for the rescue of a Polio victim from a dwelling fire in December, 1995. She has also been named in Unit Citations, which are given to entire teams for their acting above and beyond the call of duty on the fire ground. She has a collection of thank you letters from residents expressing their gratitude for rescuing their animals from all kinds of life-threatening situations.

Robin attended Parkville High School, graduating in 1969. She then spent four years at Frostburg State College, receiving a B.S. Degree in Health, Physical Education, and Recreation. Robin taught for eight years in the Baltimore City Public School System before being laid off due to budget cuts. She took the test to enter the Baltimore County Fire Department in April of 1982, and the rest as they say is history.

Athletic and fit, Robin is an active member of the County's Co-Ed Softball team, and plays in tournaments on a regular basis. Robin has numerous dogs and cats, and lives in a quiet residential area in Parkville, Baltimore County. She grew up in the same area, and is also assigned to the BCoFD station in Parkville.

A CELEBRATION OF THE 25TH ANNIVERSARY OF TITLE IX

"Honoring the successes of women and girls"

Sally K. Ride, Ph.D.

Exclusively Represented by the Washington Speakers Bureau

Sally Ride, former NASA Astronaut, was born on May 26, 1951 in Los Angeles, California. She graduated from Westlake High School in 1968 and received a Bachelor of Science in physics and a Bachelor of Arts in English in 1973 from Stanford University. She also received her Master of Science and doctorate degrees in physics from Stanford in 1975 and 1978.

Dr. Ride was selected for astronaut training in 1978, and reported to NASA in July of that year. As part of her training, she was a member of the support crew for both the second and third space shuttle flights, and worked in mission control as a capsule communicator (CAPCOM) for those two missions.

Dr. Ride flew in space twice. Her first flight was aboard the space shuttle Challenger in 1983. The flight commanded by Captain Robert Crippen, was launched from Kennedy Space Center in Florida on June 18. During the mission the five member crew deployed communications satellites for Canada and Indonesia, performed the first satellite deployment and retrieval with the shuttle's robot arm, and conducted materials and pharmaceutical research. Mission STS-7 was in orbit for 6 days (147 hours), then returned to earth to land on a lakebed runway at Edwards Air Force Base, California, on June 24, 1983.

Dr. Ride's second spaceflight was also aboard Challenger, on STS-41G (the thirteenth space shuttle flight), in October, 1984. This flight was also commanded by Captain Robert Crippen. During their eight-day mission, the crew deployed the Earth Radiation Budget satellite, conducted scientific observations of the Earth, and demonstrated the potential for satellite refueling by astronauts. The mission lasted 197 hours, and concluded with a landing at the Kennedy Space Center in Florida.

In June, 1985, Dr. Ride was assigned to a third space shuttle flight. Training for that flight was interrupted in January, 1986 by the space shuttle Challenger accident. For the next six months she served as a member of the Presidential Commission investigating the accident. Upon completion of the investigation, Dr. Ride was assigned to NASA headquarters in Washington, DC as assistant to the NASA Administrator for long-range planning. In this role she created NASA's Office of Exploration and produced a report on the future of the space program entitled "Leadership and America's Future in Space."

Dr. Ride has written a children's book, To Space and Back, describing her experiences in space, received the Jefferson Award for Public Service, and has twice been awarded the National Spaceflight Medal. Her latest books, Voyager: An Adventure to the Edge of the Solar System and The Third Planet: Exploring The Earth From Space are currently in bookstores.

Dr. Ride is a physicist and a member of the faculty at the University of California, San Diego, as a physics professor. She is the former Director of the California Space Institute, a research institute of the University of California.



File
Title IX

**THE PRESIDENT'S COUNCIL
ON PHYSICAL FITNESS AND SPORTS**

EXECUTIVE SUMMARY

Physical Activity & Sport in the Lives of Girls



**PHYSICAL & MENTAL HEALTH DIMENSIONS
FROM AN INTERDISCIPLINARY APPROACH**

**UNDER THE DIRECTION OF
THE CENTER FOR RESEARCH ON GIRLS & WOMEN IN SPORT
UNIVERSITY OF MINNESOTA**

SUPPORTED BY

**The Center for Mental Health Services / Substance Abuse and Mental Health Services Administration
U.S. Department of Health and Human Services**

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File
Title IX

JUDY MANN

Landmark Legislation for Women

Imagine a public high school where teachers had to leave when they became pregnant, where the only athletic program for girls was cheerleading, where boys were prohibited from taking home economics and girls were barred from auto mechanics.

Medieval? Wrong. A mere 25 years ago, these rules—and many others that discriminated against girls and women—were the norm in public schools. All of that changed on June 23, 1972, when Congress enacted Title IX of the Education Amendments, a landmark measure designed to open all the doors in education to girls and women so that eventually women would enjoy the same economic opportunities as men. Title IX shot down course restrictions and admissions quotas and opened up athletic opportunities and scholarships for girls.

Its impact on women's participation in sports has been its most visible trophy: Female athletes carried the day for the United States at the 1996 Olympics. In 1971, 300,000 girls participated in high school varsity athletics, and they made up 1 percent of all varsity athletes. By 1996, that figure had risen to 2.4 million girls, and they accounted for 40 percent of all varsity athletes.

Former senator Birch Bayh, a Democrat from Indiana, was the architect of Title IX's passage in the Senate. His most direct experience came through his father, who had been the director of physical education for the D.C. public school system. Bayh remembers him going to the Hill to ask Congress to appropriate money for women's physical education. "His idea was that little girls needed sound bodies to carry around sound minds in, just like little boys did," Bayh said.

But he had a broader experience that made him just as determined to improve women's lives. After Bayh's mother died, he was raised by his grandmother, who lived on a farm. Another wake-up call came to him when he realized that she was not recognized as a full co-owner of the farm under inheritance laws. It was another "gross injustice" that may have been unconscious, he says, but needed correcting.

While the accomplishments of female athletes are highly visible in areas such as women's basketball, Bayh says, very few university campuses "have done what should be done." Indeed, a "report card" on Title IX compiled by the National Coalition for Women and

Girls in Education found that girls still have substantially fewer opportunities to participate in sports than boys do. Very few schools provide women with athletic opportunities that approximate their enrollment.

The coalition's report card gives us what can best be described as a middling grade on how well we've done in achieving gender equity in everything from teachers' salaries to scholarships for female athletes. Our best mark was a B minus, which we got for equity in access to higher education. Women now earn the majority of undergraduate degrees, but they lag behind men in getting PhDs and first professional degrees. They continue to be clustered in areas such as psychology and English and are underrepresented in math and sciences.

Our grade on employment of women in academics is a mere C minus: Women are most numerous at two-year public colleges, where they are 37.9 percent of faculty members, but they are only 19.5 percent of the faculty at private four-year colleges and research universities. Before Title IX, they were only 10 percent.

Bayh believes we've made "some dramatic progress in areas that are less obvious [than sports] but as far as society is concerned will have a more profound impact. When we started this battle, the number of academic scholarships given to women were half the number given to young men. The value was half. We're talking about treating our daughters in a very discriminatory fashion compared to our sons. Young women had an almost impossible time getting into medical schools, law schools, veterinary medicine. . . . We were denying 51 percent full access to developing their gray matter."

Bayh remembers that one of the kickoff witnesses in testimony on Title IX was Rep. Shirley Chisholm (D-N.Y.). "She told us men on the subcommittee, 'You've heard about how I've been discriminated against because I'm black. But I've been discriminated to a greater extent because I am a woman.'"

Bayh can look back with pride on what Title IX has accomplished. He ranks it up there with the Voting Rights Act and the 1964 Civil Rights Act—landmarks in securing basic human rights for all of our citizens.

As the coalition pointed out, there is lots of room for improvement before we have secured complete equality for girls and women in education.

But what wonderful progress we have made.

The TV Column

By John Carmody
Washington Post Staff Writer

In another major shake-up at shaky ABC Entertainment, the network has chosen veteran ABC programmer Stu Bloomberg to be chairman of the division and the new boss of Jamie Tarses. Tarses was named president of ABC Entertainment a year ago and hasn't had a good night's rest since...

The announcement was made by Robert Iger, president of ABC Inc., to whom Bloomberg will report. Tarses will report to Bloomberg...

The ABC Entertainment chairman job was created for Ted Harbert, who had been Entertainment president until last summer, when Tarses was hired away from NBC (by former Disney executive Michael Ovitz) to be the new president...

Soon after Tarses' arrival, the chairman job was shelved when Harbert left to join DreamWorks SKG, where his most visible job has been as a co-executive producer of the failed "Arsenio" sitcom for ABC...

At NBC Entertainment, Tarses was credited with developing hits like "Frasier" and "Friends," but the continuing slippage in ABC audiences and rumors of owner Disney's unhappiness with the network's performance haven't given her much peace since...

Speculation about Tarses' future increased last month after another season of poor ratings for the network—with a schedule she wasn't responsible for—followed by a fairly lukewarm reception by advertisers when her first prime-time schedule for ABC was announced in New York for next fall...

The Hollywood trades reported yesterday that as late as Friday she had denied rumors of Bloomberg's pending appointment, saying ABC brass had assured her it wasn't happening. Sources told Variety that Iger flew to L.A. and broke the news on Monday...

Sources at ABC said yesterday that Bloomberg called Tarses from New York on Monday to discuss the situation. "We had a very good conversation," Bloomberg said, and sources close to Iger said, "Jamie isn't going anywhere. Stu and she will work out just fine"...

In a statement accompanying the announcement of Bloomberg's promotion, Tarses said: "Since my first years in television, I'd heard incredible things about Stu and his skills as a creative executive, so it's a privilege to finally get to collaborate with him. And selfishly, I'm also looking forward to having someone alongside me in the hot seat"...

An ABC source said the reinstallation of an Entertainment chairman wasn't all that newsworthy. "The job has just become too big; NBC recognized that a couple of years ago when Don Ohlmeyer was brought in to work with [Entertainment president] Warren Littlefield"...

Bloomberg wouldn't comment directly on Tarses' situation but said that the Entertainment presidency "is a hard job. Jamie is president of the division and will continue to be in charge of day-to-day operations. I'll work closely with her on the overall direction of the division. I'm there to free her up to do her best work. If I can come in and relieve some of the pressure on Jamie, be there with a point of view, maybe lead and help her be president, I'm going to do all I can"...

And he had praise for her fall schedule... "Frankly," he said, "I think it's quite a strong schedule and some of the new shows coming on this fall are smart, distinctive and unique and they're the beginning of building a foundation for future success"...

in selecting Bloomberg, Iger chose a longtime associate...

Iger was himself president of ABC Entertainment between 1989 and 1993 as he moved up the ladder at the network. From the start of his tenure, he, Bloomberg and Harbert worked closely as a successful programming development team...

"I've known Bob for a long time," Bloomberg said. "When he first moved in, Ted and I were his guys; we had a strong allegiance"...

Harbert succeeded Iger as ABC Entertainment president and, when the network first began to slip in the prime-time ratings, was bumped up to the position of Entertainment chairman...

Meanwhile, the highly regarded Bloomberg remained in charge of the creation, development and supervision of all prime-time comedy, dramatic and variety programming at the network...

Virtually unknown outside the business, Bloomberg's name "also pops up as a candidate for nearly every open post in Hollywood," Variety noted just this week in a survey of top network executives...

Eighteen months ago, Bloomberg decided he wanted to move to the East and as president, ABC creative services, has since worked closely with Geraldine Laybourne, president of Disney/ABC Cable Networks...

"I missed the creative process," he said yesterday. "I had a great year and a half working with Gerry and learning the cable business at Disney and Lifetime but I love developing shows"...

Citing his development of such programs as "My So-Called Life," "Roseanne" and "The Wonder Years," Bloomberg said, "If you're really lucky, you can say something meaningful about American culture"...

He is also considered the creator of the TGIF sitcom concept for ABC's successful Friday night lineup and credited with the development of highly regarded shows like "Home Improvement" and "The Drew Carey Show"—and even of such less-well-regarded triumphs as "Ellen"...

Insiders say Bloomberg is known as a "straight shooter" and is respected by writers and producers...

He is a magna cum laude graduate of Georgetown University...

In Other News

Sonya McNair has been promoted to manager of media relations for ABCNEWS.com, the network's online 24-hour news service...

A 10-year veteran of ABC News, she was most recently assistant manager of media relations in the Washington bureau. With the promotion, she moves to New York...

The June edition of "... Talking With David Frost," which airs Friday at 9 p.m. on Channel 26, will feature portions of Sir David's previously aired interviews with Norman Mailer and William F. Buckley Jr....

Derek McGinty, host of WETA's "Straight Talk" and a nationally syndicated show on WAMU-FM, will moderate a Smithsonian Associates program tonight called "Global Connections in the 21st Century"...

Featuring "an unprecedented assembly of U.S. and European leaders and pioneers in information technology," the program begins at 6 in the Baird Auditorium of the Natural History Building at 10th Street and Constitution Avenue NW...

The Sci-Fi Channel has picked up the paranormal series "Sliders," which was canceled by Fox after three seasons (and a 5.3 rating and 10 share after 36 outings, to finish in a tie for 118th among 166 series tried out on the six networks)...

The cable channel ordered 22 new episodes from Universal TV, besides buying the rights to all 48 of the previously produced hours of "Sliders"...

"Sliders" was not only a disappointment to Fox, it was an expensive disappointment, costing about \$1.4 million to \$1.5 million an episode. Sci-Fi Channel expects Universal to cut costs to about \$1 million per in the new order...

"ABC World News Tonight With Peter Jennings," with a 7.2/17 average, won last week's network news race, defeating "NBC Nightly News With Tom Brokaw," which averaged a 6.9/16 once again. That's about six of the past seven weeks for ABC. "CBS Evening News With Dan Rather" contributed a leisurely 6.3/15...

TV Ratingzzz

Following are the top 20 network prime-time shows last week, ranked according to the percentage of the nation's 97 million TV households that watched, as measured by Nielsen Media Research. A share represents the percentage of actual sets-in-use tuned to a particular program when it aired.

	Rating		Share	Network
1	14.0	Seinfeld	26	NBC
2	12.2	Dateline (Mon.)	22	NBC
3	12.1	ER	22	NBC
4	11.5	Dateline (Tues.)	20	NBC
5	11.3	20/20	23	ABC
	11.3	Suddenly Susan	20	NBC
7	10.6	PrimeTime Live	19	ABC
8	10.0	60 Minutes	21	CBS
9	9.9	Touched by an Angel	19	CBS
10	9.7	Friends	20	NBC
	9.7	Frasier	17	NBC
12	9.3	Men Behaving Badly	18	NBC
13	9.1	Dateline (Fri.)	19	NBC
14	9.0	Home Improvement	16	ABC
	9.0	Caroline in the City	15	NBC
16	8.9	Twisted Desire	16	NBC
17	8.7	Drew Carey Show	16	ABC
18	8.6	Spin City	14	ABC
19	8.5	Honeymoon in Vegas	15	NBC
20	8.2	Someone Else's Child	15	ABC

NBC won again last week with a mere 8.1 rating and a 15 share average, followed by CBS at a more mere 6.8/15, ABC at an even more mere 6.3/12 and Fox at the merest 4.6/9...

NBC won Monday, Tuesday and Thursday nights; CBS took Saturday and Sunday; and ABC took Wednesday and Friday...

In the absence of original comedy or drama programs—91 of the 115 programs ranked last week were repeats—the network newsmagazines enjoyed an unusual popularity, taking over five of the top 10 spots...

(That Saturday night ABC lineup we were so worried about yesterday averaged a 3.8/7 in the national figures for the week ending June 22. That's not really very good, is it?)...

The Washington Post

WEDNESDAY, JUNE 25, 1997



UNITED STATES DEPARTMENT OF EDUCATION
OFFICE OF THE SECRETARY

*file
Title 9*

August 2, 1996

MEMORANDUM TO VICKI RADD

FROM: *[Signature]* LESLIE T. THORNTON

SUBJECT: THE OLYMPIC ATHLETES & TITLE IX

This memorandum responds to your request for information regarding departmental efforts/initiatives and other issues related to Title IX. Recommendations and/or ideas on how to marry the momentum of the Olympics with a positive Title IX message begin on page 6.

I. INTRODUCTION AND BACKGROUND

As you know, Title IX of the Education Amendments of 1972, prohibits discrimination on the basis of sex in education programs and activities, including sports. Specifically, Title IX states that educational institutions must provide equal opportunities to girls and women in athletic programs. The Department of Education's Office for Civil Rights (OCR) is the executive branch agency charged with enforcement of Title IX.

The regulation implementing Title IX and the department's Intercollegiate Athletics Policy Interpretation published in 1979 specifically address intercollegiate athletics. In order to help educational institutions understand their responsibility to comply with Title IX, on January 16, 1996, our Assistant Secretary for OCR (Norma V. Cantu') distributed "Clarification of Intercollegiate Athletics Policy Guidance: The Three-Part Test." In addition, OCR works routinely in collaboration with school districts, colleges and universities through meetings, conferences, technical assistance presentations, and other outreach and partnership efforts to promote compliance with Title IX. Examples of positive results of OCR's efforts are outlined on pages 3-4. You should note, however, that OCR has been criticized by some womens groups for lack of sufficient enforcement activities and clear Title IX guidance.

II. HEALTHY GIRLS/HEALTHY WOMEN/HEALTHY AMERICANS

There are measurable benefits to athletic participation.¹ Girls and women who participate in sports are more likely to graduate from high school, less likely to have an

¹May 9, 1995, statement of Norma V. Cantu' before the Subcommittee on Postsecondary Education, Training and Lifelong Learning of the U.S. House of Representatives Committee on Economic and Educational Opportunities.

unwanted pregnancy, and less likely to use drugs.² Women athletes have higher self-esteem³ and lower rates of depression⁴ and other diseases including breast cancer, osteoporosis, and heart disease.⁵ There are economic benefits as well. Female athletes have access to college scholarships and have the opportunities to learn the values and benefits of teamwork and discipline that will serve them in the work place.

III. POSITIVE IMPACT OF TITLE IX

There have been significant increases in participation by girls and women in athletics in recent years. From 1992 to 1995, 125 colleges and universities from over 30 States added one or more women's team. This resulted in more that 2300 women being able to participate in intercollegiate athletics. According to information gathered by the National Collegiate Athletic Association, participation by women in intercollegiate athletics has grown by almost 20% since the 1990-91 school year. This growth has come on the heels of a period of seven years of virtually no growth in participation for women.

According to the National Federation of State High School Associations, in 1994-95, approximately 2,240,000 girls participated in high school athletics in the U.S.— a record high. Since the 1991-92 school year, an additional 300,000 girls are participating in interscholastic athletic programs. This four-year period of growth in participation is more than three times the growth in participation that occurred over the previous eleven-year period.

²Id., citing to a study by the Institute for Athletics and Education.

³May 9, 1995, statement of Wendy Hilliard, President of the Women's Sports Foundation, before the Subcommittee on Postsecondary Education, Training and Lifelong Learning of the U.S. House of Representatives Committee on Economic and Educational Opportunities, citing to Colton & Gore, Risk, Resiliency & Resistance: Current Research on Adolescent Girls, Ms. Foundation, 1991. The Melpomene Institute for Women's Health Research published a study in 1992 showing a relationship between girls participation in athletics and increased self-esteem. Melpomene Journal, Autumn, 1992, Vol. 11, No. 2.

⁴Id.

⁵Id., citing to the Journal of the National Cancer Institute, 1994, and the National Osteoporosis Foundation, 1992. In addition, Dr. Susan Love, Director of the UCLA Breast Center, recommends in her book, Dr. Susan Love's Breast Book, that public health funding go toward high school athletics for girls because studies are beginning to show a correlation between athletic participation and decreased rates of osteoporosis, heart disease, and probably, breast cancer.

IV. THE ROLE OF OCR IN ENFORCING TITLE IX

In its enforcement role, OCR initiates enforcement activities against identified institutions, investigates complaints, publishes policy guidance, and offers technical assistance to recipients obligated to adhere to the athletics provisions of Title IX.

From fiscal year 1993 forward, OCR has initiated 50 Title IX athletics compliance reviews, 23 in elementary and secondary institutions and 27 in postsecondary institutions. During the same time period, OCR responded to approximately 300 complaints alleging violations of the athletics provisions of Title IX. **As a result of OCR's enforcement activities, thousands of girls and women have gained access to interscholastic and intercollegiate athletic programs and have seen other improvements in the benefits and services they receive while participating in athletics. For example, OCR's involvement last year with the Chicago public school system led to the immediate development of a girls elementary athletic program where none existed previously. Now, over 6500 female students are able to participate in interscholastic athletics for the first time. In addition, the district has added hundreds of athletic opportunities for female students at the high school level by adding new sports and additional levels of competition.**

At the University of Minnesota, OCR obtained an agreement in which the University agreed to increase its number of athletic participation opportunities for women by 25% and to provide equivalence for male and female athletes in the areas of recruiting, coaching, publicity, medical and training facilities and services, and travel. This agreement will be monitored by OCR. If all the actions promised in the settlement agreement are implemented, opportunities will increase measurably for females students interested in athletics at this University which enrolls approximately 12,000 female undergraduate students.

OCR's enforcement activities have also led to opportunities for hundreds of athletically gifted women to receive athletic financial assistance to attend colleges and universities across the United States. The attached map shows colleges and universities, as well as elementary and secondary schools, where OCR has resolved allegations and conducted investigations since October 1, 1992.

In addition to its enforcement responsibilities, OCR issues policy guidance to help educational institutions understand their responsibility to comply with Title IX. Again, most recently, OCR issued through wide circulation a clarifying document to assist institutions in their efforts to comply with Title IX. This Clarification discusses the Title IX requirement that an institution effectively accommodate the athletic interests and abilities

of members of both sexes.⁶ Prior to issuing this guidance, OCR met on several occasions with interested parties to gain an understanding of the issues that needed clarification and widely disseminated a draft of the policy clarification for public comment. Despite attempts by some members of congress to use congressional authority over the budget process to force a change in those policies that would be detrimental to girls and women, OCR has successfully worked with other executive agencies, such as the Department of Justice, to support longstanding Title IX policies and to defend against challenges in the courts of the continued use of the three-part test.⁷

Beyond these formal actions to clarify OCR's Title IX athletic policies, OCR has met with state and local legislators, representatives from athletic conferences and individual institutions, executive directors of state athletic associations, and community and advocacy groups nationwide to answer questions and offer assistance. **In one region, OCR helped to develop a statewide Gender Equity Manual to assist Ohio schools with compliance issues. OCR also is working to help create a Sports Equity Commission in Illinois, to be composed of community advocates such as the Girl Scouts and the American Association of University Women, state legislators, and others. The Illinois Sports Equity Commission will work at the local level to study the correlation between academics, health, and athletic participation to ascertain the extent to which athletic interests of Illinois girls are served, and to promote increased opportunities for Illinois girls and women.**

In no small part because of OCR's enforcement role, many institutions, athletic associations and athletic conferences have now adopted "gender equity" rules and guidelines and have established "gender equity" task forces designed to promote voluntary action to ensure compliance with the law. As a result, opportunities for girls and women in interscholastic and intercollegiate athletics are again increasing.

V. IMPEDIMENTS TO TITLE IX ENFORCEMENT

Although there is evidence that we are moving forward in our effort to promote equal athletic opportunities, we continue to meet barriers that must be overcome. The

⁶Compliance with Title IX in the area of athletics is guided by what has been commonly been referred to as the "three-part test," a test that has been in place since 1979, enjoying bipartisan support of Congress. As the name suggests, this test consists of three, separate and distinct parts. All that is required under Title IX is that an institution be in compliance with one part of that test. The three-part test is one portion of the standards by which OCR measures compliance under the Title IX regulation.

⁷For example, the Department of Justice filed a brief as amicus curiae in Cohen v. Brown, #95-2205, January 26, 1996.

consistent and strong enforcement of the provisions of Title IX in interscholastic and intercollegiate athletics has occasionally been controversial. Certain individuals and groups, often comprised of male athletes, feel threatened by Title IX. To these people, increasing opportunities for female athletes has become synonymous with decreasing opportunities for male athletes. While many institutions have in fact increased opportunities for females without eliminating teams for males, many critics have nonetheless attempted to turn the issue of athletics into an unproductive "gender war" between males and females.

These critics have numerous allies in the current congress. Despite the volumes of data showing the positive health and social benefits of increasing athletic opportunities, some members of the majority in the House of Representatives have attempted to politicize the issue of athletics by focusing on the alleged reduction of opportunities for male athletes, instead of focusing on methods for increasing opportunities for female athletes. Through riders to appropriations bills, letters to OCR, hearings, and voluminous requests for information, these members of congress have attempted to force OCR to change the Title IX athletic policy without taking direct legislative action. Ignoring the evidence to the contrary, these legislators and their backers have asserted that the three-part test for measuring interests and abilities is a de facto quota.⁸ As a result, OCR and advocates of equal opportunities for female athletes have been required to divert resources from increasing opportunities for female athletes to defending longstanding policy.⁹

Finally, OCR has been hindered in its enforcement of Title IX and other civil rights regulations because its resources have been limited and stretched. The current Congress has reduced OCR's funding dramatically from the President's proposals, necessitating a reduction in the staff time spent enforcing Title IX and ensuring equal opportunities for the next generation of female athletes.

⁸As indicated above, the OCR Assistant Secretary has responded forcefully to these attacks, capturing the arguments and responses to the arguments against OCR's enforcement in the cover letter to her Clarification document.

⁹While OCR and all Federal appellate courts and other Federal courts with one exception have been consistent in applying the principles of Title IX, one recent court decision took a different position. Until a higher court or congressional action reconciles these differing interpretations, Title IX may be interpreted to require different actions in different parts of the country, leading to confusion among educational institutions.

VI. RECOMMENDATIONS

The department's OCR recommends the following:

1. OCR should continue to vigorously enforce Title IX in interscholastic and intercollegiate athletic programs across the country. Funding limits have hampered OCR's ability to enforce the law and to provide sufficient assistance to ensure compliance. **Fully funding OCR would be a significant step toward real equality in the area of athletics.**
2. **The President should consider enlisting female Olympic athletes to serve as Title IX ambassadors in their communities. The athletes could motivate young girls to become involved in athletics and could encourage local school districts to provide the maximum opportunity possible for all female students to participate in athletics and obtain the numerous benefits of that participation.**
3. **More information should be made available to the public on the health benefits of participation in athletics.** These benefits demonstrate the importance of encouraging young American females to participate in athletics and of encouraging elementary and secondary schools to increase the opportunities for females to do so.
4. More information should be made available to the public about OCR and its role in enforcing Title IX. In order for full equality to occur, citizens throughout the country need to be aware of the law, the educational institution's responsibility, and where they can turn to ensure that the institution complies with Title IX.
5. **School districts, colleges, and universities should be encouraged to share information about steps they have taken toward Title IX compliance.** Some institutions may be unaware of creative steps others have taken to comply with Title IX and to increase opportunities for all students to participate in athletics.

Other Ideas

6. A manual produced either separately or in conjunction with HHS, which outlines the health, economic, financial, and other benefits of female athletics, offers examples of successful efforts in schools and communities in supporting girls and women in sports, and explains the role of OCR, could be prepared and widely distributed.
7. In the event there is an interest in showing a direct link between an institution's commitment to Title IX issues and demonstrable success by the school's female athletes, we are working to find out if there are any examples of positive

steps/model programs in schools or institutions that our Olympic athletes attended or may be attending. **You might note that Sheryl Swoopes attended Texas Tech University and plays for the women's olympic basketball team, and Michael Johnson attended Baylor University and won gold medals in track and field. OCR has been involved in the investigation of intercollegiate athletic complaints at both Universities.**

8. **You might also note that Senator Wellstone, a former wrestler, has championed this issue for us against a fairly vocal constituency (collegiate wrestling) that has worked hard to impede enforcement of Title IX. His support was very helpful in decreasing the number of congressional members to speak out against enforcement efforts they believed required schools to decrease sports programs for male athletes in order to comply with Title IX.**

Please me know if there is anything else we can help you with. I can be reached at 202-401-3001, or by pager (1-800-Skygram (PIN 862-5545)).

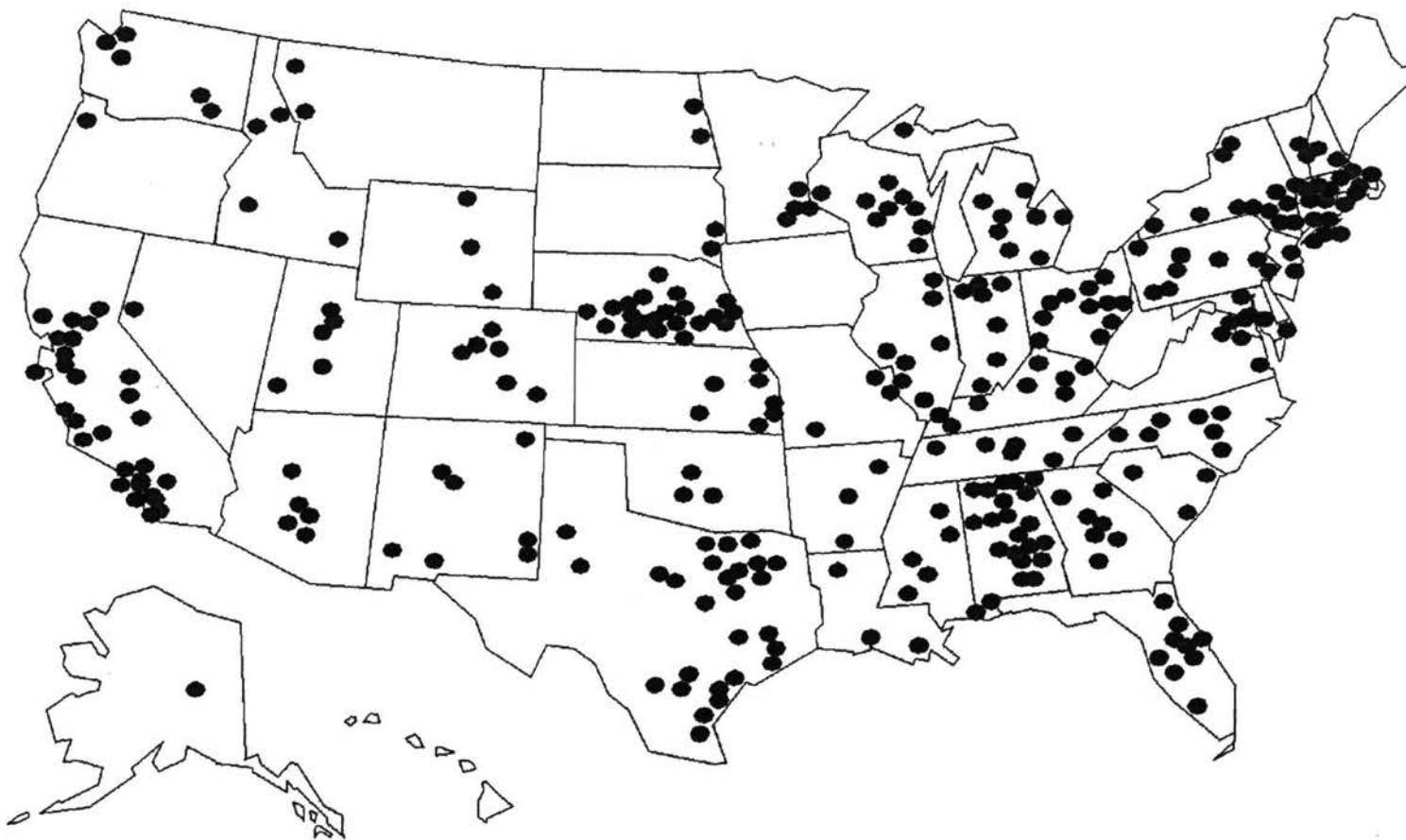
OCR Resolved PostSecondary Athletics Cases

October 1992 - May 1996



OCR Athletics Cases

October 1992 - May 1996



ED - OCR

• Interscholastic
• PostSecondary



JUL 29 1996

MEMORANDUM

TO: Don Baer

FROM: Donna E. Shalala

RE: Follow-up to our conversation about Title IX

I welcome the opportunity to share some beginning ideas for how the President can use the momentum generated by the Olympics to highlight this Administration's efforts to promote women's athletics. I suggest that you ask Secretary Riley to elaborate on the proposals with regard to Title IX of the Education Amendments of 1972, since those are within the jurisdiction of his Department. I am also enclosing some materials on Title IX that were prepared by the National Women's Law Center.

Before proceeding, I want to remind you that I still want to get a time later on this fall, in October, for the President to announce the "Girl Power" campaign that we have been working on for adolescent girls aged 9-14. I strongly believe "Girl Power" is an exciting and effective theme for messages on prevention that would reach girls (and their parents and teachers) at a very important age.

I recommend that the President:

-- explicitly affirm his support for Title IX. Our women athletes' success at the Olympics is in no small measure linked to Title IX. We have dramatically changed the landscape of opportunities available to our female athletes. Female high school sports participation increased 600% just in the 1970s, and the number of female college varsity athletes has more than tripled in 25 years.

-- draw attention to the Administration's current work, including:



- strong enforcement of Title IX (need details from Department of Education);

- the Equity in Athletics Disclosure Act (part of the Improving America's Schools Act of 1994), and the Department of Education's regulations to explain and enforce the Act, so that female athletes and the public at large have access to information about what opportunities are available to female athletes at each of our nation's colleges and universities. Under the Act, this information is to be released and made available to the public beginning in October of this year.

- the work of the President's Council on Physical Fitness and Sports in developing a report, which will be out in late September, compiling existing data on the benefits of physical activity, fitness, and sports participation for girls and young women, and including recommendations for promoting physical activity, fitness, and sports involvement by girls and young women. This work builds on the recent Surgeon General's Report on Physical Activity and Health which received such excellent public attention.

-- announce additional measures to move forward:

- direct Education and HHS, along with the President's Council on Physical Fitness and Sports, to publicize and promote model programs to schools and community organizations to encourage them to improve their efforts to involve girls and young women in athletics; and

- seek additional funding for the Office of Civil Rights in the Department of Education so it can enhance its efforts to assist schools and colleges in complying with Title IX and thereby ensure that female athletes have a fair chance to excel.



NATIONAL WOMEN'S LAW CENTER

The Battle For Gender Equity In Athletics In Elementary and Secondary Schools

I. Unequal Athletic Opportunities for Girls

A. Overview

Gender equity problems in athletics at the elementary and secondary level mirror those at the intercollegiate level. Female athletes receive slightly more than half as many participation opportunities as male athletes, lower expenditures for athletic teams, and inferior coaching, equipment, practice facilities and competitive opportunities. Although national data is not as readily available at the elementary/secondary level as it is in intercollegiate athletics (there is nothing comparable to the NCAA Gender Equity study or the Chronicle of Higher Education survey), the available statistics and anecdotal information indicate that discrimination against girls and young women in athletics is every bit as much of a problem in middle and high schools as it is in colleges and universities.

B. Court Cases

Although fewer lawsuits have been brought at this level, they seem to be increasing and involve similar problems of inadequate participation opportunities and inferior treatment.

One of the most prominent Title IX cases involving unequal athletic opportunities in high schools is Horner v. Kentucky, in which twelve female athletes who played interscholastic slow-pitch softball sued the Kentucky State Board of Education and the Kentucky High School Athletic Association for failing to accommodate the interests and abilities of girls in Kentucky to play high school sports.¹ Kentucky sanctions fewer sports for girls than for boys and refuses to sanction fast-pitch softball. Under KHSA rules, Kentucky will not "sanction" a sport -- that is, recognize and sponsor a state tournament in that sport -- unless at least 25% of member schools indicate a willingness to participate in that sport. The plaintiffs wanted to play fast-pitch rather than slow-pitch softball because only the former is sanctioned by the NCAA, and therefore only fast-pitch softball players can compete for college athletic scholarships. In a December 1994 opinion, the Sixth Circuit upheld the plaintiffs' claim that Kentucky high schools failed to equally accommodate the interests and abilities of female athletes, and reversed the district court's dismissal of the case.

A similar case was brought in 1992 against an Arizona school district and the Arizona Interscholastic Association for requiring girls in certain parts of the state to play Spring basketball, thereby causing them to miss out on college recruiting and scholarship opportunities.² The case was settled when the defendants agreed to change their policy.

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Karen Hodge Williams
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Washington, DC Network

In the mid-1980's, female high school students sued the Montana High School Association (the body that regulates interscholastic athletics in high schools) for sex discrimination in its athletic programs.³ At that time, Montana's high schools had serious disparities in athletic opportunities, expenditures, treatment and participation rates for boys and girls. A court-appointed facilitator found that opportunities for female high school athletes in Montana were "grossly restricted compared to those same opportunities for boys." In the parties' settlement agreement, the Association pledged to advance athletic opportunities for girls statewide by setting minimum requirements for programs and establishing compliance measures. The requirements included sanctioning the same number of sports for both sexes, providing athletic seasons that assured continuity and opportunity, scheduling tournaments at comparable locations, equalizing publicity, and assuring equal opportunity in the selection of coaches and officials.

A case was filed in 1994 against a Louisiana school district on behalf of a class of female athletes challenging unequal treatment and the inequitable distribution of resources.⁴ The plaintiffs, high school varsity athletes, brought suit alleging that the school district treated its male athletes better in nearly every respect, for example, by providing locker rooms for every single boy's team, but no locker rooms for the girls' teams. A recent settlement requires the school board to take steps to improve equity among its athletes. The agreement includes obligations to upgrade female athletic facilities, renovate a locker room to be used by the varsity athletes, and implement a plan to enhance female athletic participation within the school district.

In 1995, four cases were brought in Nebraska by female high school students against four separate school districts. The plaintiffs alleged unequal treatment of female athletes and the failure to provide sufficient opportunities for female students to participate. All four school districts refused to sponsor varsity interscholastic softball, despite the active involvement of significant numbers of girls on privately-funded club softball teams in their communities. Settlement agreements have been reached in each of the four cases. In these settlements, the school districts have agreed to sponsor varsity softball and provide equal treatment and benefits to female varsity athletes in all aspects of the athletic program, including scheduling, locker rooms, facilities and coaching.

C. Data

Female athletes currently make up almost 39% of high school athletes. In 1972, only 295,000 girls competed in high school sports, a mere 7.4%, compared to 3.67 million boys.⁵ By the 1994-95 school year, the number of girls had swelled to 2.24 million while the number of boys remained relatively constant at 3.54 million. Today, the rate of girls entering high

school sports is more than double that of boys: there were 110,146 new female high school athletes in 1994-95 versus 63,392 male athletes.⁶

A 1994 survey done by the National Federation of State High School Associations found that a typical high school offers eight girls' sports with 15 teams and ten boys' sports with 18 teams.⁷ The Federation does not have data on disparities in expenditures or treatment and believes that such national data does not exist. However, anecdotal evidence suggests that substantial disparities persist.

In 1992, a special task force convened to study gender equity in athletics in the Montgomery County public schools found that the schools discriminated against young women in both funding and facilities.⁸ (See attached article).⁹ Montgomery county's proactive review of its programs was unusual, but the problems that it found are believed to be common throughout the country.

Unfortunately, opportunities for women coaches at the high school level have declined since the passage of Title IX. In 1992, a study showed that only 36% of girls' sports teams are coached by women.¹⁰ A 1993 Washington Post survey of 116 high schools in the D.C. area showed that women coach almost 40% of girls' varsity teams, but are only 22% of all varsity coaches. Because of the significant impact of a female role model on young athletes, and because coaches are often the strongest advocates for equal treatment, opportunities for women coaches are an important feature of gender equity in elementary and secondary sports programs.

D. Anecdotal Evidence

We receive many calls by disgruntled parents, athletes, and coaches complaining of gender inequality in their school athletics program. Some of the more common problems raised are the failure to offer enough girls' sports; the scheduling of girls' sports in the "off-season," causing the girls to miss out on scholarship and recruiting opportunities; the authorization of paid coaching positions for boys' teams and volunteer coaching positions for girls teams; and the provision of generally inferior equipment and facilities.

II. Progress at the State and Local Level

A. Florida

NATIONAL WOMEN'S LAW CENTER, WASHINGTON, DC MAY 1996

In 1993, the state of Florida took a leadership role in Title IX compliance by establishing a Task Force on Equity in Athletics.¹¹ The task force is the first to look at gender inequity at all levels of the state's education system and is evaluating programs at more than 1,000 institutions.¹² In 1994, Florida adopted a gender equity law conditioning state money on compliance with Title IX that applies to all public middle and high schools.¹³ Soon after this law was enacted, the Florida Department of Education published a manual entitled *Equity in Athletics: A self review manual for compliance with the Florida Educational Equity Act and Title IX of the Education Amendment*. This manual is currently being used as a guidance device for schools throughout the state to implement corrective action plans in an effort to comply with Title IX.

B. Illinois

In Illinois, the state High School Association (ISHA) holds more state tournaments for girls than any other state -- 12 each year.¹⁴ ISHA and its member schools have made a commitment to improving equal athletic opportunity for girls, and are supported in that commitment by the state Superintendent and the Board of Education. Not surprisingly, this commitment to girls' sports has led to a growth of 322% in the participation of girls in interscholastic athletics over the last 20 years.¹⁵ In the 1994-95 school year, more than 100,000 high school girls played competitive sports in Illinois.¹⁶

C. Montgomery County, Maryland

Montgomery County, Maryland is another example of a school system that has taken proactive measures and is making significant progress toward Title IX compliance. The system has increased girls' participation opportunities and decreased disparities in funding without cutting back on boys' opportunities, primarily by organizing booster clubs that raise money for all sports at a school rather than one specific sport. This approach offers an alternative to the traditional approach of raising revenues to benefit only one (usually boys') sport and allows the school to direct money toward creating equal opportunities for both sexes.

III. Importance of Equal Sport Opportunities for Adolescent Girls

Increased sports participation for adolescent girls is a necessary step towards achieving gender equity. Studies show that sports participation has a positive influence on the physical and psychological health of females.

The health benefits of the regular and rigorous physical exercise that sports provide are extensive. Sports participation decreases a young woman's chance of developing heart disease, osteoporosis, and other health related problems.¹⁷ A recent study shows that women who participate in sports significantly reduce their risk of developing breast cancer.¹⁸ Competitive athletics also help young women develop a long list of personal skills. Young women who play sports are more likely to graduate from high school.¹⁹ Female athletes also have higher grades²⁰ and score higher on standardized tests than non-athletes.²¹ High school athletes are more likely to describe themselves as 'highly' popular²² and half of girls who participate in some kind of sports exercise experience higher levels of self-esteem and are less likely to suffer from depression.²³

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NATIONAL WOMEN'S LAW CENTER

TITLE IX AND WOMEN'S ATHLETIC OPPORTUNITY: A NATION'S PROMISE YET TO BE FULFILLED

Title IX of the Education Amendments of 1972 is the primary federal law barring sex discrimination in education, including sex discrimination in sports programs. Title IX requires that members of both sexes have equal opportunity to participate in sports and receive the benefits of competitive athletics. It also requires that athletic scholarships be allocated equitably and that men and women be treated fairly in all aspects of sports programming.

Since its passage nearly a quarter of a century ago, Title IX has led to greater opportunities for girls and women to play sports, receive scholarships, and obtain other important benefits that flow from sports participation. While Title IX's goal of equal opportunity in sports has yet to be realized, Title IX has played a vital role in opening up competitive athletics to American women and girls.

Title IX Has Partially Opened Doors for Women

Because of Title IX, women have gone from being almost totally excluded from intercollegiate athletics to having a disproportionately small but important share of athletic opportunities. However, female athletes still have a long way to go before Title IX's mandate of equality becomes reality in our nation's sports programs.

- ◆ When Congress passed Title IX in 1972, fewer than 32,000 women competed in intercollegiate athletics.¹ Women received only 2 percent of schools' athletics budgets² and athletic scholarships for women were nonexistent.
- ◆ Title IX has made a huge difference in female athletic participation at the intercollegiate level. The number of college women participating in competitive athletics has gone from 32,000 before Title IX to a record number of 110,540 participating in 1994-95 with women representing 37% of college athletes nationwide.³
- ◆ Title IX has had a tremendous impact on female athletic opportunities at the high school level as well. Before Title IX, fewer than 300,000 high school girls played competitive sports. By 1995, the number had climbed to 2.13 million, with over 110,000 new female athletes entering sports programs in 1994 alone.⁴

**Despite Important Advances Made Under Title IX,
Women Have Not Yet Achieved Equity In Athletics**

- ◆ Although women are over half of the undergraduates in our colleges and universities, and opportunities for female athletes to participate in intercollegiate varsity sports increased 4.7% in 1995, female athletes are still just 37% of college varsity athletes nationwide.⁵
- ◆ Women in Division I colleges, while representing over half of the student body, receive less than one-third of athletic scholarship dollars, one-sixth of recruiting dollars, and one-fifth of overall athletic budgets.⁶
- ◆ There is no shortage of interest by women and girls in improving these numbers. Between 1971 and 1978 when Title IX first opened opportunities for female athletes, female participation in high school athletics skyrocketed by 600%,⁷ disproving claims made by opponents of Title IX that women participate at lower levels in varsity sports because they are not interested in athletics.

Sports Are Important for Girls & Women

It is clear that women can make a tremendous contribution to sports: largely as a result of the doors opened to female athletes by Title IX, women won nine of the eleven American medals at the 1990 Winter Olympic Games and nine of the thirteen American medals at the 1994 Winter Olympic Games. In addition, competitive sports have much to offer to the athletes who participate in them:

- ◆ The availability of athletic scholarships dramatically increases young women's ability to pursue a college education and to choose from a wider range of schools. Currently, women receive only slightly over one-third of available athletic scholarship dollars, with male athletes receiving the access and opportunities that athletic scholarships provide nearly twice as often as female athletes. The difference amounts to \$179 million dollars more per year in athletic scholarships for male athletes than female athletes.⁸
- ◆ Athletes and coaches cite a long list of personal skills developed through competitive athletics, including an ability to work with a team, to perform under pressure, to set goals and to take criticism. In addition, playing sports helps young women develop self-confidence, perseverance, dedication and "the competitive edge." Young women who play sports are also more likely to graduate from high school.⁹

- ◆ The health benefits of the regular and rigorous physical exercise that sports provide are extensive. Sports participation decreases a young woman's chance of developing heart disease, osteoporosis, and other health related problems.¹⁰ A recent study shows that women who participate in sports significantly reduce their risk of developing breast cancer.¹¹ There are psychological benefits too: young women who play sports have a higher level of self-esteem, a lower incidence of depression¹² and a more positive body image.¹³
- ◆ Title IX's mandate of equality in sports is especially important for minority women and girls. Minority female athletes experience higher levels of self-esteem, are more likely to be involved in extracurricular activities, and are more likely to become leaders in their communities than minority women who don't play sports.¹⁴ Minority female athletes also get better grades than their nonathlete peers.¹⁵ In particular, black female athletes are 17% more likely to graduate from college.¹⁶ Minority girls are more likely to participate in sports through their schools than through private organizations.¹⁷ For minority women and girls to experience the benefits of sports participation, they need equal access to school sponsored athletics.

Title IX Has Consistently Been Supported By Congress and the Courts

- ◆ Congress has repeatedly rejected attempts to limit Title IX's application. In 1974, Congress rejected the Tower Amendment, which would have exempted revenue-producing sports from Title IX coverage. Instead, Congress adopted the Javits Amendment, which affirmed the coverage of all sports and required Title IX regulations to take into account the nature of particular sports. The regulations followed this directive and, for example, recognize that football uniforms cost more than swimsuits and do not require the same amount of money to be spent on each.
- ◆ Subsequently, in 1975, Congress formally reviewed the regulations as then required under law. Resolutions were introduced in both Houses of Congress disapproving the regulations, but none passed. Congress thus accepted the regulations as fully consistent with the Javits Amendment.
- ◆ In 1988, Congress had another opportunity to examine the application of Title IX to athletic programs during consideration and passage of the Civil Rights Restoration Act. During this debate, many members of Congress cited Title IX's coverage of athletics with approval.
- ◆ The federal courts have strongly stood behind Title IX's regulations and the Department of Education interpretations in cases brought against colleges which have failed to

provide equal opportunity to their female athletes. For example, female softball players obtained a court order in 1993 forcing Colorado State University, which provided male students with twice as many opportunities to play varsity sports, to reinstate women's varsity softball after it dropped the team.¹⁸ That same year, Auburn University agreed to create a varsity women's soccer team in response to a Title IX suit challenging its failure to equally accommodate the sports interests of its female students,¹⁹ and the University of Texas elevated two women's sports to varsity status as part of its Title IX settlement with female athletes.²⁰ Similarly, women at Brown University recently won a ruling in federal court requiring the university to restore the women's volleyball and gymnastics teams to fully-funded varsity status, and to upgrade certain women's club sports to varsity status where the court found sufficient interest and ability on the part of female students at Brown to sustain viable varsity teams.²¹ With Title IX behind them, female athletes like these are batting a thousand in legal challenges to unequal athletic opportunities.

Achieving Equity: Success Stories

Many sports programs have made substantial steps toward athletic equity. While many of our nation's colleges and universities are not yet in compliance with Title IX, it is well with their reach.

- ◆ Stetson University has worked hard to meet Title IX's goal of gender equity. In 1990-91, just 37% of the school's varsity athletic slots were available to women; today women are 53% of the school's athletes. Scholarship dollars granted to women have also soared from 35.5% to almost 48%, so that female athletes now receive almost \$475,000 each year. Says Stetson's athletics director, "It's not an accident our numbers are better... we're not talking just about meeting Title IX; we're talking about making things equitable."²²
- ◆ The University of Utah has also taken proactive steps toward achieving equity in its sports program: Administrators plan to increase women's athletic participation by 7%, and have added women's soccer to the university's roster of 10 women's sports. It has also upgraded women's sports facilities, added to coaching staffs and hired more women coaches. The University's women's gymnastics program is proof of what financial support can bring: the team is a nine-time national champion and averages more than 100,000 fans at its meets.²³
- ◆ The University of Michigan has also successfully undertaken efforts to work toward equal opportunity in its sports program. The University, an institution with a rich and proud football tradition, has added two women's sports to its varsity roster without eliminating any men's teams. By adding Women's soccer

NATIONAL WOMEN'S LAW CENTER, Washington, D.C., May 1996

and crew, the university has increased women's athletic opportunities without hurting men's opportunities. The President of the University has stated the University will be in full compliance with Title IX by 1997.²⁴

MYTHS ABOUT TITLE IX AND ATHLETICS

Myth: So-called "revenue-producing" sports like football pay for other men's and women's teams.

Fact: A 1993 study shows that in 62% of Division I-A and I-AA football programs, the revenue produced doesn't even pay for the football team itself much less for any other sports. These programs reported annual deficits of \$1 million in Division I-A and \$664,000 in Division I-AA programs.²⁵

Myth: Women's sports programs are not money-makers for their schools.

Fact: A 1993 study shows that 16 women's teams in Division I-A of the NCAA bring in \$900,000 or more each year in revenue and 9 bring in \$400,000 or more.²⁶ What's more, these teams have become successful without large recruiting budgets or years of publicity and tradition standing behind them.

Myth: Compliance with Title IX will mean the decline of men's athletics.

Fact: A 1995 study shows that at the same time that women's participation in intercollegiate athletics increased by 5.7% in 1993-94, men's participation had its highest increase since 1987. In 1994, a total of 189,642 men participated in NCAA sports, a 1.4% increase from the previous year.²⁷ In fact, despite Title IX, women's sports have never even had the chance to catch up with men's sports, much less taken more than their fair share of resources. Since Title IX was enacted, for every new dollar spent on women's sports, two new dollars have been spent on men's sports.²⁸

Myth: Men's minor sports, in particular, have suffered because of Title IX.

Fact: Women athletes and Title IX have been unfairly scapegoated for cuts in some men's minor sports programs (i.e., sports other than football and basketball). Some schools have decided, based on their own budget constraints, to cut teams in men's minor sports. Title IX does not require such cuts, and the Department of Education's Office for Civil Rights (OCR) has never forced a school to cut a men's sports program to come into compliance. The schools that have made these cuts could just as easily trim bloated budgets for football and basketball, which consume 73% of the average school's total operating budgets.²⁹ Moreover, men's minor sports such as gymnastics and wrestling were declining throughout the 1980's when Title IX was not being enforced in the area of athletics because of the 1984 Supreme Court Grove City decision, demonstrating that Title IX is not the cause of the decline in these sports.³⁰

Myth: Title IX imposes a "quota" of female athletic opportunities.

Fact: Title IX does no such thing. It prohibits sex discrimination by educational institutions that receive federal funds, including in the way they allocate athletic opportunities to male and female students. Title IX does not even require numerical parity between the athletic opportunities available to male and female students. Under OCR policy interpretations, schools are considered in compliance with Title IX if they meet any one of the parts of a three-part test: (1) if they offer intercollegiate athletic opportunities for male and female students in substantial proportion to their respective enrollments ("proportionality test"); or (2) if they can show history and continuing practice of expanding athletic opportunities for the underrepresented sex; or (3) if the interests and abilities of the underrepresented sex have been fully and effectively accommodated.³¹

Thus, the law gives schools flexibility and leaves ample room for Title IX compliance even where a school does not offer athletic opportunities to women in substantial proportion to their enrollment. In fact, in January 1996, OCR issued a new clarification of the three-part test, emphasizing that the first part, the "proportionality" test, merely affords a "safe harbor" of compliance for those schools that can satisfy it, and that schools are in compliance with Title IX if they meet any one of the three parts of the test.³² Moreover, even if "substantial proportionality" were the only test for compliance, it still would not be a quota because athletic opportunities, unlike jobs or other educational opportunities, are offered separately on the basis of sex. Substantial proportionality simply measures whether these sex-segregated opportunities are allocated fairly between men and women.

The National Women's Law Center is a non-profit organization that has been working since 1972 to advance and protect women's legal rights. The Center focuses on major policy areas of importance to women and their families including education, employment, child support, reproductive rights and health, child and adult dependent care, public assistance, tax reform and Social Security — with special attention given to the concerns of low-income women.

tixwomen.fax - June 24, 1996

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July 15, 1996 Monday, THIRD

SECTION: SPORTS; Pg. D1

LENGTH: 742 words

HEADLINE: GUNTER HELPED BLAZE TRAIL FOR TODAY'S WOMEN

BYLINE: By TED LEWIS Staff writer

BODY:

Denied the opportunity to be an Olympian and denied the opportunity to be an Olympic head coach, LSU women's basketball coach Sue Gunter says she will nonetheless watch the Games without feeling envy or regret.

"Sometimes you have to be one of the ones who pays the price," Gunter said. "I look at the opportunities women have today, and I know that nearly all of them developed within the framework of my career.

"It's a very exciting time, especially when you feel like you've played a part in the movement."

This year's Olympics are being touted as the "Year of the American Women." They are expected to earn more medals than the U.S. men. NBC's TV coverage is likely to give women's events as much air time as men's. Sports Illustrated put the U.S. women's basketball team on the cover of the Olympic preview issue.

The high expectations in women's basketball are due to a program that kept the country's best players together as a team for the past year rather than for just a few weeks, as had been the case in the past.

That includes 1980, when Gunter was coach of the U.S. team that was did not participate in the Moscow Olympics because of a boycott called by President Carter to protest the Soviet Union's invasion of Afghanistan.

At least basketball was an Olympic sport by then. It wasn't in 1960, when Gunter was considered one of the best players in the country.

The AAU controlled post-high school basketball for women in those days. Gunter played for the powerhouse Nashville Business College team while pursuing her undergraduate degree at Peabody College in Nashville, Tenn.

"We got to play the Soviet team in some exhibitions, but that was about it," Gunter said. "There weren't many people around questioning why women's basketball wasn't in the Olympics or why most colleges didn't have women's sports at all.

"But that's about the time it began. People like (UCLA women's basketball coach) Billie Moore starting pushing for things. It was never easy. It was a

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good thing so many of us had competitive natures. It helped us channel our anger over our frustrations instead of just getting mad and quitting."

Until 1972, when Title IX, mandating equality for women's school athletics became law, progress was excruciatingly slow. Before Title IX, only one female teen-ager in 27 participated in school sports. Today, the proportion is one in three.

"Title IX meant everything," Gunter said. "It's a sad commentary that there had to be a law to make it happen, but it did, and we've seen the benefits from it."

Four years after the passage of Title IX, women's basketball was added to the Olympics. Gunter was an assistant coach of the U.S. team that finished second to the then-invincible Soviets.

The Americans' caliber of play didn't match the Soviets' in 1980, but with players like Anne Donovan, Denise Curry, Lynette Woodard and Carol Blazejowski, a silver was anticipated. Gunter was to be the coach.

Then Carter pulled the plug. Holding out hope against hope for a change of heart, the Americans played in, and won, a qualifying tournament in Bulgaria.

But Carter wouldn't relent, and Gunter, her team and the rest of the American Olympians stayed home.

"It was a lot harder on the kids than it was for me," Gunter said. "I'd had my Olympic experience. For most of the kids, it was going to be their only chance, because we knew the way things were going with the colleges getting stronger, there were going to be a lot of younger, better players in '84.

"Carol Blazejowski had missed making the team in '76 and gave four years of her life to play in '80. They had us playing some exhibitions, but there wasn't a lot of enthusiasm. But I'll always remember how Carol came to my room one night said 'Gun, good, bad or indifferent, I'm with you for the duration.' That's dedication."

The end of the Cold War brought the end of Olympic boycotts. What were once strictly amateur pursuits have become careers. Already, two American pro women's basketball leagues, one sponsored by the NBA, have announced their intentions to begin play next year.

"That's the next step," Gunter said. "I think there's an audience for a pro league out there, especially if it gets the kind of marketing and TV deals they're talking about.

"It would have been nice to have had all this back when I was playing. But sometimes things have to be nurtured, even as long as 30 years."

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June 23, 1996, Sunday

SECTION: Big Peach Pg.9

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HEADLINE: Lobo: Athlete and role model
She's thankful for opportunities

BYLINE: Bill Reynolds

SOURCE: Providence Journal-Bulletin

BODY:

By BILL REYNOLDS
Providence Journal-Bulletin

COMMENTARY

The best thing that's happened in sports in the past 25 years or so, the absolute best, has been the rise of women's sports.

You can see it everywhere.

From the scores of girls who now play in youth leagues the way boys always did to the confident faces that stare out of the sports page from the various all-state teams, the evidence is all around us.

You want to know how different it all is?

Take a look at a new book called "The Home Team," the subtitle of which is "Of Mothers, Daughters, and American Champions." It's written by Rebecca Lobo and her mother Ruth Ann, and when I first picked it up I figured it was going to be little more than a rehash of the University of Connecticut women's team's run to the national title in 1995.

It's not.

It's much more than that.

It's a story of a mother and a daughter and the opportunities that were available to each. A story of how a family copes with a serious illness. And, of course, a story of how a family deals with a celebrity that comes out of nowhere.

For that's the thing to remember about Rebecca Lobo, this young woman who already has jogged with President Clinton, done the Letterman show, has her own Reebok commercial, is treated in Connecticut as if she were Elvis and just made the U.S. women's team that will compete in the Olympics.

The Des Moines Register, June 23, 1996

Rebecca Lobo was just a kid from Southwick, Mass., a kid who loved to go out in her driveway and shoot baskets by herself. A kid who found in basketball a sort of sanctuary, some magic place where she could dream and escape the realities of her life, a place where she could go "to forget myself."

Basketball was also her way of coping with her life, whether it was adolescent angst or being taller than most of the boys in her class or any of the other travails of being 15 years old.

She also was fortunate that she grew up in a time when attitudes about girls were changing. Unlike when her mother had grown up in the late '50s and early '60s, when "role models of the day were gleaned not from the academic or athletic arenas but from movie and fashion magazines."

Rebecca Lobo was different. She grew up believing that she could be anything she wanted to be, a belief nurtured both by her parents and the legacy of Title IX. She's also prescient enough to realize she came of age in the right time.

"If I had played 10 or even five years earlier, the same place on the same team, with the exact same record, my story would be very different," she writes.

The first time she saw a women's game at Connecticut, there were 2,000 people there and all the bleachers weren't even pulled out. By her senior year, every game was sold out, the team won the national championship and she was seemingly a role model to every 12-year-old girl in Connecticut.

A movie script, right?

Ah, if real life were that simple.

In December of 1993 Ruth Ann Lobo discovered she had breast cancer. But her message to Rebecca was that the best thing she could do was to continue doing what she was doing. And Ruth Ann began to revolve her life around the twin spires of her treatments and her daughter's basketball games.

"Rebecca's basketball games took on new meaning to me," Ruth Ann writes. "Not only were they benchmarks around which I scheduled my treatment, they were something to look forward to."

Basketball as solace; basketball as balm.

Yet Ruth Ann's cancer was the thread that ran through Rebecca's last year and a half at Connecticut. For Rebecca, it was the painful realization that life is more complicated than a basketball game and comes with no guarantees. For Ruth Ann, it was like going one-on-one with her own mortality.

In the beginning, she wanted to keep her illness private. She didn't want Rebecca to always have to deal with it publicly. Rebecca changed that. At an awards ceremony to receive her Big East Conference player of the year award, Rebecca said, "This is for my mother. She has been the real competitor this year, and this is for her."

The Des Moines Register, June 23, 1996

That changed everything.

The following year Ruth Ann's struggle became part of the story line of the magical Connecticut season. The star player playing for her mother who was battling cancer.

Sometimes you can't make this up.

But if Ruth Ann is much of the book, along with her views of family and coming to grips with the fact that her three children are now becoming adults, Rebecca is the story. Rebecca and the incredible odyssey she's been on the last three years, one that's been both at the center of the women's basketball explosion and a trip into the middle of the American Fame Machine.

One such stop last fall brought her to Washington, D.C., where she met a succession of women leaders, one of who co-authored Title IX.

"I felt I was in the presence of the most powerful women in the United states," Rebecca Lobo writes. "As a result of their work, especially Title IX, I had opportunities on the basketball court my mother never had. . . . As a result of their and many other women's convictions, I am able to climb the ladder of success and get closer to the glass ceiling."

So keep climbing, Rebecca.

Photos: Lobo
Co-author

LANGUAGE: English

LOAD-DATE: June 29, 1996



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July 18, 1996, Thursday, Final Edition

SECTION: A SECTION; Pg. A01

LENGTH: 1131 words

HEADLINE: At Olympics, Women Show New Strength; Female Athletes Grow in Size, Stature

BYLINE: Christine Brennan, Washington Post Staff Writer

DATELINE: ATLANTA, July 17

BODY:

The Olympic Games have been creating and nurturing female stars for decades, from sprinter Wilma Rudolph and swimmer Donna De Varona to gymnasts Olga Korbut, Nadia Comaneci and Mary Lou Retton. U.S. women overshadowed their male counterparts at the past two Winter Games, winning nine of 11 American medals in Albertville, France, in 1992 and nine of 13 medals two years ago in Lillehammer, Norway. Across the past three Winter Games, there has been no brighter star, male or female, than speedskater Bonnie Blair, whose gold medals total five.

What these women have in common is that they became stars while competing as individuals, rather than for a team. Many, especially the gymnasts, are petite women who conform to the long-accepted role female athletes played in American society: unthreatening, acrobatic and strong, but never to the point of an obvious display of power.

But the Atlanta Olympics, which begin Friday, likely will foster a new breed of female athlete. "It's the year of the mature, female, athletic body," said Donna Lopiano, executive director of the Women's Sports Foundation.

Lisa Leslie, who plays center for the U.S. women's basketball team, and several teammates grace the cover of Sports Illustrated's Olympic preview issue. (Their male counterparts on the Dream Team were nowhere in sight.) The U.S. women's softball and soccer teams, both participating in new Olympic medal sports, are favored to win gold medals.

Overall, women make up 42.4 percent of the U.S. Olympic team, the highest percentage ever. On Madison Avenue, there was enough interest to foster the Air Swoopes sneaker, named for basketball star Sheryl Swoopes, as well as the Dot Richardson glove, named for the U.S. softball shortstop who, at 34, has a day job -- as an orthopedic surgeon.

Even the U.S. gymnasts, the traditional pixies of the Games, are getting bigger and more athletic.

"There's no more of this 4-foot-6, 75-pound stuff," said U.S. assistant women's gymnastics coach Mary Lee Tracy. "We probably have one or two gymnasts

The Washington Post, July 18, 1996

over 100 pounds. And we have a couple over five feet. . . . That would have been unheard of in the past. Women's sports is shifting, but look at the whole country. Women have a different place in society than they used to."

This change in women's roles in sports began with Title IX, the 1972 law that prohibits discrimination based on sex at universities that receive federal funds and has led to overwhelming increases in the number of women playing college sports. Another turning point, many experts say, is the night in 1973 when tennis star Billie Jean King beat Bobby Riggs at the Astrodome in Houston.

"We are at a point where we have reached critical mass," Lopiano said. "Everyone knew the output of Title IX would not happen overnight. We've got 40- to 45-year-old women and younger, millions of them, who finally have had a chance to play. These people are in position to make a dramatic economic impact."

One company already has recognized the value of associating itself with women. Nike's marketing and advertising executives are plotting their post-Olympic advertising strategy.

"This is not just the year of the woman. This is the future of sports," said Liz Dolan, Nike vice president for marketing, whose company already has used Swoopes, Leslie, soccer star Mia Hamm of Burke and track and field legend Jackie Joyner-Kersey in its ads. "This is not like the year of the woman in politics, which lasted one year. This is a view of the future, not a one-time thing."

"This is bigger than life," said Richardson. "We're making history."

But with the visibility comes pressure. The U.S. women's basketball team, brought together for a year after the 1992 Olympic team lost the gold medal to the post-Soviet Unified Team, had a \$ 3 million budget. Eight major corporations, including Nike, State Farm and Sears, were brought in by the NBA, the marketing agent for USA Basketball since 1990, to help foot the bill.

"If you don't win, then it's a novelty act," Dolan said. "If you do win, you get taken more seriously in America."

"Acceptance might be difficult unless you win," Lopiano said. "People who doubt [women's sports] will find themselves cheering for our softball and soccer teams to win the gold medal for the United States."

When foreign athletes such as 800-meter runner Maria Mutola of Mozambique or 1992 gold medalist Hassiba Boulmerka of Algeria (1,500 meters) win, they, too, are creating change in countries that have been loath to allow women to compete.

"It's almost like the Billie Jean King days internationally," Lopiano said. "It's the single break-through athlete, the first women's gold medalist for a country, the first great international athlete."

Many of this year's U.S. female Olympians are in their late twenties and thirties, daughters of Title IX and the women's movement that swirled as they grew up. In 1972, the year Title IX was passed, women comprised just 9 percent of the NCAA's student-athlete population. In 1992, that number was up to 34 percent.

"Thank heavens for Title IX," said U.S. distance running star Lynn Jennings. "I think that not only has it had an effect on probably all of us who started to run in high school when it commenced, it also brought the realization that women are able athletes and can do the same thing men can do, and in many cases, faster. When I talk to high school kids, I always say some men can run faster than some women. But I can run faster than most men."

Another girl began running long distances in her native Maine for one simple reason in the early 1970s: There was nothing else for her to do.

"My brothers went off to play baseball," said Joan Benoit Samuelson, who won the first women's Olympic marathon, at the 1984 Games, "but there were no teams for me."

That has changed as well. For years, U.S. women's basketball players were forced to go overseas to play professionally if they wanted to continue their athletic careers after college -- unlike their male counterparts. Now, two professional women's basketball leagues are planned for the United States -- one plans to begin play in the fall -- and most of the U.S. Olympic team's players have committed to play here rather than return to Europe.

Overall, female athletes are drawing more attention, more money and more interest than ever. Even 12 years ago, at the boycotted Los Angeles Games, it wasn't like this for women.

Nowhere is this more clear than in the crush of media attention on Michael Johnson's attempt to win gold medals in the 200 and 400 meters. It has been billed as an unprecedented feat, but in fact, another athlete won both races at the '84 Games.

She was Valerie Brisco-Hooks, long since forgotten.

GRAPHIC: Photo, ap/file; Photo, afp, Teresa Edwards, a three-time Olympian, has helped increase popularity of women's basketball. Olympian Meredith Rainey is part of the generation benefiting from Title IX. (Photo ran in an earlier edition)

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LOAD-DATE: July 18, 1996

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The Palm Beach Post

July 14, 1996, Sunday, FINAL EDITION

SECTION: SPECIAL, Pg. 12

LENGTH: 1361 words

HEADLINE: ...THE OLYMPIAD OF THE WOMAN

BYLINE: STORY BY DAN MOFFETT

DATELINE: ATLANTA

BODY:

For weeks now, before the flame has even arrived here, speculation has risen over how these 100th anniversary Summer Olympics will mark its place in history.

Some say these will be remembered as the Games of the New South, the event that completes the renaissance of Dixie.

Others believe this Olympics will be given its identity by events on the new stadium track - Michael Johnson, Jackie Joyner-Kersey, Gwen Torrence, Carl Lewis, Gail Devers and Sergei Bubka pursuing achievements of truly historic magnitude.

More cynical observers maintain these Games will be memorable for their obsession with dollar signs. The most commercially marketed sports venture ever, the Olympic rings have found their way onto airplanes, french fries, computers, beer cans and even Zippo lighters.

But a growing flow of evidence is quietly pointing elsewhere. It could be that the centennial meeting in Atlanta will stand as a watershed event for American women.

Not that U.S. female athletes have failed to claim their place in other years - Flo Jo Joyner, Mary Lou Retton, Janet Evans, and in the winter Bonnie Blair and Dorothy Hamill, have become household names for their Olympic heroism. They did so, however, as individuals.

Pitching the future

What will separate the upcoming Games from their predecessors is the new opportunity for women in team sports, and in these, the United States is extremely talented. The U.S. women's team handball squad, coming off a victory at the last Pan American Games, even is in the running for an Olympic medal. You know something extraordinary is happening when Americans can make the case for winning at team handball.

"I think a whole new generation of U.S. women athletes will emerge in Atlanta," said Dot Richardson. "I think people will look back at these Games

The Palm Beach Post, July 14, 1996

years from now and see that they brought all kinds of new opportunities to women athletes and inspired many more young women to compete."

Richardson is herself a harbinger of what may be a new wave of American dominance.

She is the starting shortstop on the U.S. fastpitch softball team; the sport finally making its Olympic debut after 25 years of appealing to the International Olympic Committee. The United States is the unquestioned world superpower, having built a 106-game win streak in international play until losing to China 1-0 last year. The U.S. women are on track again, boasting a 60-1 record after a 23-city tour of women's major, college and high school all-star teams across the country. During that tour the U.S. national team outscored opponents 447-3.

Richardson, 34, a former UCLA All-American, has combined her amateur career with a professional one as an orthopedic surgeon. "Doctor Dot" has played her way to the Olympics through the high school, college and U.S. national ranks, and her arrival in Atlanta can be interpreted as proof that the Title IX parity requirements for women's athletics is paying off, two decades after the rule's inception.

"Title IX certainly has made it possible for me and many other women to fulfill our dreams," Richardson said. "I hope this is the first wave of many other athletes who will follow - not only in softball but in other sports."

Also making a debut as a medal sport in Atlanta will be women's soccer, and the United States figures to contend with Norway for the gold. New at the Games, too, is beach volleyball, and American women are expected to contend with Cuba and Brazil for medals. The U.S. women's field hockey team, which has medaled in every Olympics since the sport's introduction in 1980, is expected to do so again.

And, of course, U.S. women's basketball will field a Dream Team of its own, with a lineup of professional stars that is intent on improving on a disappointing third-place finish at Barcelona in '92 after consecutive golds in the two previous Olympics.

"A lot of this is about feeding and nurturing little dreams," said Teresa Edwards, the first U.S. basketball player - male or female - to compete in four Olympics. "When little girls see me out there, they start to believe there is a place for them, too. It's important to me that young players who are coming up the ladder see in me the opportunity that's out there for them."

Edwards, 32, a leading candidate to carry the flag for the U.S. delegation during the opening ceremonies, can for the first time look toward a domestic future for herself after years of playing professionally in Europe. Two women's pro leagues are being formed to begin play during the next year, one of them sponsored by the NBA.

"This is a very exciting time for women basketball players," she said, "a time that a lot of us thought we'd never see come. I think the Olympics can be a springboard to get pro ball started."

Edwards, who grew up near Atlanta in the small town (pop. 8,800) of Cairo,



The Palm Beach Post, July 14, 1996

thinks these Games will have an effect that is long-term and far-reaching.

"There's nothing like an Olympics on American soil," she said. "I think the Games in Los Angeles were a breakthrough in showing people women's basketball. I think these Games in Atlanta can give even more exposure than L.A., and especially for women's sports that have not been seen as much in this country at the level they will be played. I hope you'll see a whole lot of young people dribbling basketballs after watching us on TV."

Barb Marois, 33, of Auburn, Mass., is the captain and four-time most valuable player of the U.S. field hockey team who played and coached the sport at the University of New Hampshire. She believes investments in women's programs made years ago are bringing in returns now.

Title IX, patience paid off

"Things like Title IX have had an impact gradually," Marois said. "They didn't change the world right away, but over time, they have made a difference. I think you're able to see results now that you couldn't see 10 years ago. Like everything else, it takes time."

Mia Hamm is one of the names that figures to become familiar to millions by the Games' closing ceremonies. The wife of a Marine fighter pilot and the 24-year-old daughter of an Air Force colonel and ballerina, Hamm is the highly skilled midfielder on the U.S. soccer team. At 5-foot-5 and 125 pounds, she is one of the most intimidating scorers in the world.

Before becoming an All-American as a member of the four-time NCAA champion North Carolina Tar Heels, Hamm got her introduction to competitive sports in the seventh grade. She joined the boys' football team.

"I was a wide receiver," she said. "I never thought anything about playing with the boys. These were just the kids I played with all the time."

Hamm made the switch from one game of football to the other in junior high and earned a scholarship to Carolina. She believes the Games in Atlanta will bring legions of new fans and players to her sport.

True dream teamers

"This is such a great chance to show off soccer, to show people the women's game," she said. "I think everyone on our team feels a little extra responsibility to give everything we have and play the best that we're capable. Anything we might imagine about this Olympics, it will probably be 100 times greater than that. People use the word dream a lot - but this is really a dream come true for me."

For Richardson, the shortstop who has amassed a debt of \$ 150,000 working and playing her way through medical school, the moment evades description.

"It's magical," she said. "Truly awesome. I really feel this is a beginning. I think the rest of the world will come to love a sport that we've loved all our lives."

"I think everyone on the team can be an example - not just about playing



The Palm Beach Post, July 14, 1996

softball, but about dreaming bigger."

Even before the opening ceremonies, the symbolic statement for the rise of the American women perhaps has been made.

Mary Slaney, 37 years old, and eight years and a dozen operations removed from her last Olympic appearance, stunned the running world by qualifying for the Atlanta Games in the 5,000 meters.

Consider this the appropriate signal that U.S. female athletes are intent on claiming the 100th Olympiad as their own.

NOTES:

THE SUMMER GAMES

GRAPHIC: PHOTO (2 C), 1. Teresa Edwards (mug), 2. Donna De Varona (mug)

LOAD-DATE: July 16, 1996

6TH STORY of Level 1 printed in FULL format.

Copyright 1996 The San Diego Union-Tribune
The San Diego Union-Tribune

July 17, 1996, Wednesday

SECTION: SPORTS; Ed. 1,2,3,4,5,6,7,8; Pg. D-2

LENGTH: 734 words

HEADLINE: Title IX comes home to roost at the Games

SERIES: SUMMER OLYMPICS ATLANTA 1996 * GUEST COLUMN

BYLINE: Mark Whicker
ORANGE COUNTY REGISTER

BODY:

Title IX has become a mantra, an epithet, a bugle, a scapegoat. Mostly, it is a bell. Ring it once and stand back. Men's college coaches hear it and turn rabid. Women's college coaches kneel toward Washington twice a day and offer thanks.

In these Olympics, Title IX has become the equalizer. Gail Devers, Gwen Torrence, Jackie Joyner-Kersey and Kim Batten all could win gold medals. All were Title IX babies.

There is a growling machine of a women's basketball team, a world championship women's soccer team, a constellation of a women's softball team, and a competitive volleyball team, all thanks to Title IX.

"If there were no Title IX," said Donna Lopiano, executive director of the Women's Sports Foundation, "Gwen Torrence probably wouldn't have had any financial aid (she went to Georgia). She wouldn't have had the opportunities in high school, or the coaching. She wouldn't have taken all that into international competition. There is no question she wouldn't have run the times she's running.

"Before Title IX, there had to be a special circumstance, a special coach, like they had with the Tigerbelles at Tennessee State."

The Tigerbelles went 1-2-3-4 in the 1960 Olympic Trials 100 meters. Wilma Rudolph won Olympic golds in the 100, 200 and 4x100 relay. She was far from the norm. In the London Olympics of 1948, none of the U.S. women made it through the first heat of the 100 meters.

Basketball? dream team

"When I was going to school at Texas, the basketball players sewed their own uniforms," she said. "I'm serious. They'd play junior colleges or club teams. There was no expertise in the coaching. There was basically nothing."

Title IX is big government at its finest.

The San Diego Union-Tribune, July 17, 1996

Its real name is Title IX of the Education Amendments of 1972, a Congressional creation that stipulates that "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 educational program or activity receiving Federal financial assistance."

This meant sports, among other things. If there was a men's soccer team, there had to be a women's soccer team, or its equivalent. Participation, not just scholarship aid, became the issue.

Because of Title IX, men's baseball, wrestling and hockey, among others, took a beating. But women's track, soccer and basketball have gone forth and multiplied.

So life is good for women athletes. Basketball star Teresa Edwards is the popular choice to carry the Stars and Stripes into Centennial Olympic Stadium July 19. Vicki Huber, the 1,500-meter runner, used her opportunity at Villanova to make the Olympic team in '88 -- and to remember how to do it again in '96, even though injury, divorce and childbirth had intervened.

But there is a perceptible gap between the veterans and the collegians. PattiSue Plumer, a '92 Olympian who didn't make this year's team, said there was a strange Title IX backlash that no one could have anticipated.

Don't look back

"Suddenly you had girls that were satisfied just to make the team," Plumer said. "Times weren't going down. It was like, Wow, I'm on the team; this is great." Or, "We won the dual meet." They had to learn that there were records and championships out there. With the younger ones today, you're seeing less satisfaction and better performance."

Athletes (except for wide receivers) are trained against looking backward. A crusader like Lopiano is conditioned against counting her winnings, too. She says more can be done.

"To this day, 80 to 90 percent of the schools are not in compliance (with Title IX)," Lopiano said. "Football is still the major issue."

There is no women's equivalent to football, so the 85 football scholarships (in Division I) create an imbalance that winds up hurting other men's sports. Football coaches turn into the Freeman when more cuts are suggested. They dig in.

"Today's parents are baby boomers who remember when this got started," Lopiano said. "They're accustomed to seeing their daughters get a chance to play soccer, all the way through the system. They are not as willing to tolerate the excesses of football, the violence of it, the behavioral problems associated with some of the players. I think you'll see a change throughout."

In Atlanta, the change will be as bright as the flame.



Chicago
Tribune
Sunday,
August 4



Title IX comes of age

Atlanta Games a tribute to 24-year-old equality law

By Gene Wojciechowski
and Andrew Gottesman
OLYMPIC BUREAU

■ Complete coverage of the
Olympics, in **Sports**.

ATLANTA—Revelations and goose bumps come in the strangest places. Christine Grant, director of women's athletics at Iowa, experienced both on a steamy summer night last Sunday in little Athens, Ga.

It happened while watching the U.S. beat Norway in the women's soccer semifinals at Georgia's Sanford Stadium. More than 64,000 fans were there that evening, almost as many as Iowa drew for its 1995 football home opener. That's when Grant knew she had witnessed something remarkable. That's when she realized Title IX had grown up.

ical moment for women's athletics," Grant said.

"That's what I detected [at the Olympics], and I haven't seen that before."

By accident, really, the Atlanta Games have become a 16-day tribute to a much-debated, much-maligned 24-year-old law that mandates equal athletic opportunities for men and women at universities and high schools. As the number of U.S. medals grows, so does Title IX's presence.

A Title IX Olympic checklist:
■ A gold for the U.S. women's soccer team, its roster chock

"I think this may be a histor-

SEE WOMEN, PAGE 16

Olympic Bureau photo by Eliot J. Schechter



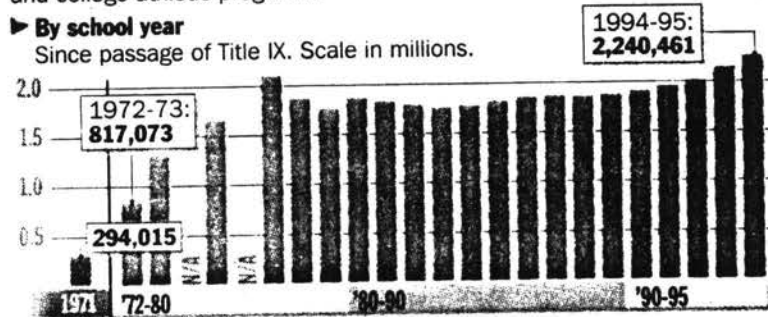
J. Schechter
S.
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soccer



Olympic Bureau photo by Nuccio DiNuzzo

Participation by girls in high school sports

Participation by women in sports surged after the 1972 passage of Title IX, which mandated equal opportunity for girls and women in high school and college athletic programs.



► By selected sports

Basketball		Soccer		Softball	
1972-73:	132,299	1972-73:	700	1972-73:	9,813
1994-95:	412,576	1994-95:	166,173	1994-95:	298,236
% change:	+212	% change:	+23,639	% change:	+2,939

Source: National Federation of State High School Associations

Chicago Tribune

eed ruin



Promise, problems

Women

CONTINUED FROM PAGE 1

full of college players.

■ A gold for the U.S. women's softball team, its lineup a who's who of college stars, past and present.

■ An expected gold for the U.S. women's basketball team, its players taken from the best college programs in the nation.

■ Golds for U.S. women swimmers, their careers formed on the high school and college levels.

■ Golds for U.S. women track and field athletes, their successes no secret to those who saw them on assorted campuses.

"There's no question it's a direct product of Title IX," said Donna Lopiano, executive director of the Women's Sports Foundation. "This is the first group that's had 20 years in the weight room. You go to a women's basketball game and see real definition on their bodies. Twenty years ago, they couldn't have gotten past the football team to get to the weight room. This is the first batch of kids that did not live with those barriers."

Title IX is sort of the Emancipation Proclamation of women's athletics, and one of the main reasons—if not *the* reason—why participation figures are off the charts:

Before: Only 96 women athletes in the 1972 U.S. Olympic delegation.

After: 280 on the 1996 U.S. roster.

Before: In 1972, the year Title IX was enacted, just 700 female athletes played organized high school soccer.

After: In 1995, the number had grown to 166,173.

Before: In 1982, a total of 80,040 women participated in NCAA-sponsored sports.

After: In 1995, it was 110,524.

Without Title IX, said Grant, those same aspiring athletes "would be cheerleaders or sitting in the stands. Instead, they're winning medals."



Olympic Bureau photo

The United States isn't the only country with a law requiring equal athletic opportunities. Australia and Canada have similar legislation in place, Lopiano said, but the trickle-down effect has yet to match U.S. successes.

"There is no going back with Title IX," said Lopiano. "The reason is because dad has embraced women's sports. It's his daughter."

Dad would be proud of the rising medal counts, but Title IX's most obvious Olympic impact was when NBC announced its Olympic coverage schedule. Big on women's gymnastics, light on boxing. Big on women's swimming, light on wrestling. Even the Dream Team found itself being pre-empted by the more compelling stories of women's soccer and softball.

Women viewers, one of the network's most prized demographic groups, wanted to watch women athletes. And as it turned out, so did men. Given a choice between

another Dream Team blowout, or a taut, dramatic softball game featuring the effervescent Dot Richardson, guess who wins the battle of the remote control?

"It's not a fluke when 65,000 people come to a women's athletic event," said Tony DiCicco, coach of the U.S. women's soccer team. "It's real, and it's growing."

NBC helped. "Television gives it a stamp of credibility," Lopiano said.

And because television captured the many accomplishments of the women at the Atlanta Games, there will be plenty of role models for the next generation.

"I feel like we represent three groups: all of the incredible athletes of the past, today's ballplayers and the future—all of the young girls who look at us when we play," said Michele Smith of the gold-medal-winning softball team. "We're glad we can give these girls something to dream for," she said.

And that they have. Todd Gardiner, Illinois Gymnastic Addison, said the vault by Kerri Strug United States' gold performance not of America, but it quantum leap in but

Gardiner already extra staff, and he the number of girls past the current number week. It is just like days, when Roman Comaneci energized 1976, or when the Lou Retton did it during the 1984 Games. Now come: Ique Dawes, Shani the rest of the U.S.

"Our phone is hooked now, so people Gardiner said. "It's want to be like one

The interest isn't club level. Larry P

Plate

CONTINUED FROM PAGE 1

down in a legal, financial and ethical quagmire.

The story of the historic plate turned into a modern parable about the perils of trying to do a good deed, with an ending befitting a Mark Twain tale.

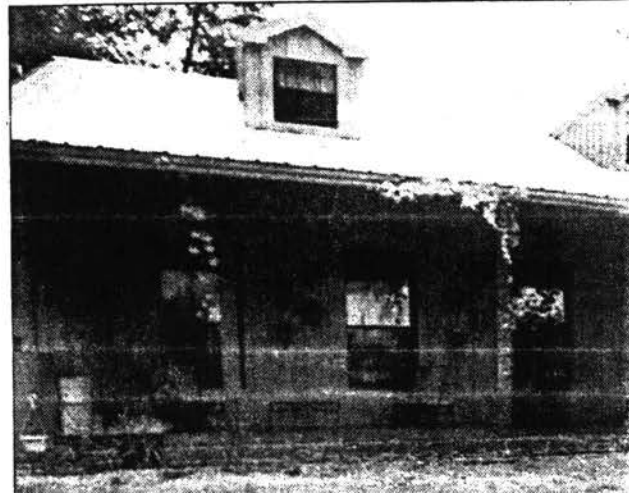
His photocopy mailings struck pay dirt: Tom Kilian, president of the South Dakota State Historical Society, contacted Rittgers, who took the plate to Kilian's home in Sioux Falls.

After examining the plate, Kilian said it had been placed on the

Rittgers, who later returned to his Chiefland, Fla., home and buried the plate for safekeeping, says he asked tribes in the area what he should do with it, but got no response.

But he did hear from the French government, which claimed the plate as a part of its history, and from competing museums in South Dakota and elsewhere. When Rittgers asked what they would do with it, he learned that museums might have to sell the artifact if times got tough. So he wrote them off as well.

Doug Burger, district manager of the Bureau of Land Management in Dickinson, N.D., who read





Olympic Bureau photo by Jim Prisching

team blowout, or softball game featuring Dot Richmond wins the battle of control?

When 65,000 women's athletes gathered at the DiCicco, coach of the women's soccer team, growing."

television gives it visibility," Lopiano

television captured the triumphs of the Atlanta Games, the role models of the

represent three incredible athletes—today's ballplayers—all of the look at us when Michele Smith of winning softball and we can give something to dream

And that they have.

Todd Gardiner, owner of the Illinois Gymnastics Institute in Addison, said the courageous vault by Kerri Strug to climax the United States' gold-medal-winning performance not only captivated America, but it also meant a quantum leap in business.

Gardiner already has hired extra staff, and he expects to see the number of gymnasts climb past the current mark of 700 per week. It is just like the good old days, when Romania's Nadia Comaneci energized the sport in 1976, or when the USA's Mary Lou Retton did the same thing during the 1984 Los Angeles Games. Now comes Strug, Dominique Dawes, Shannon Miller and the rest of the U.S. team.

"Our phone is ringing off the hook now, so people are into it," Gardiner said. "It's the typical, 'I want to be like one of them.'"

The interest isn't limited to the club level. Larry Petrillo, gymnastics

In 1972, there were only 96 women on the U.S. Olympic team. That year, Title IX became law. In Atlanta, there are 280 women on the U.S. team, many of them products of Title IX-mandated sports programs. Perhaps without the equal-opportunity law, athletes such as field hockey player Jill Reeve (photo, far left), marathoner Jenny Spangler (No. 3874 in pack, center) and gold-medalist sprinter Gail Devers (above) might not have achieved the Olympic experience.

coach at Fremd High School in Palatine, said he expects to see an increase in the number of gymnasts at local park district programs—which, eventually, will yield more cream at the top. Slowly, he said, a women's athletic farm system is taking shape.

The reasons are simple enough. Title IX forced athletic directors on all levels to re-evaluate their commitment to women's sports. As the commitment grew, so did the participation numbers. As the numbers improved, so did the results.

"Little kids, little girls, at junior high and high schools, are really beginning to identify with these women [athletes]," Grant said. "And if you don't think the parents aren't thinking about the opportunity to get an athletic scholarship, you're kidding yourself."

The process works both ways. Cary Groth, the athletic director at Northern Illinois, chose 1996-97

as the school year when she wanted her campus to be the site of a gymnastics meet featuring the state's intercollegiate teams. It wasn't an accident.

"That's one of the reasons we wanted to do it, because the Olympics would still be fresh," she said. "It's our responsibility to keep that going."

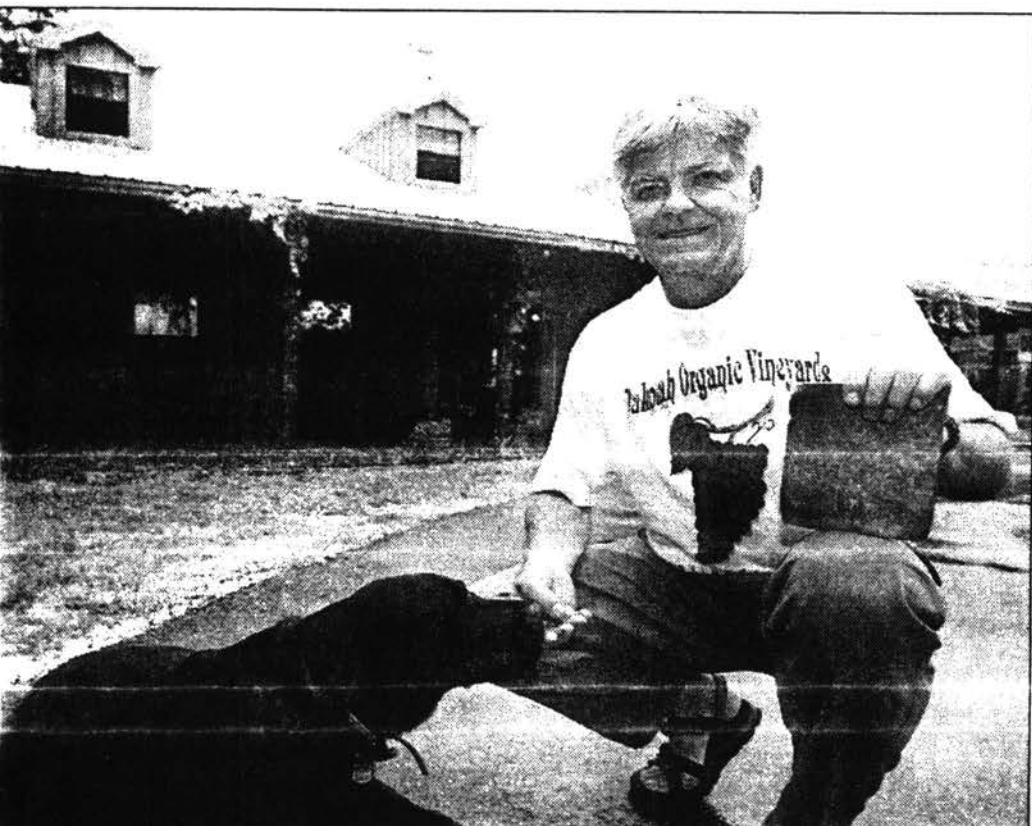
And at Iowa, Grant said she anticipates a "big bounce" in attendance at this season's women's basketball games. It happens after every Olympics, but this year could mark an even bigger increase because of the medal romp of the U.S. women's team.

The Olympic aftereffects don't stop there. Lopiano predicted the advent of a women's professional soccer league within the next year, and possibly a women's professional softball league. And for the first time in her memory, TV networks are beginning to examine the viability of broadcasting women's team sports, rather than concentrating on its historical favorite: women gymnasts.

"There isn't a stigma attached to women's athletics in America, and people are showing this by attending the games," said DiCicco. "It's a trend that's started, and it's going to have a snowball effect."

Providing the push was the always-controversial Title IX and the always-popular Olympics. They were glad to help.

"All you have to do is to talk to these [women] student-athletes and talk to their mothers," said Grant. "The mothers say, 'I wish I had that opportunity.'"



wrote Rittgers.

He's aware today that many people can't understand why he didn't cash in on his find, or why he did what he did.

Months later, back home in the vineyards, he reflected, "When you have lost a child, something changes in you. Suddenly material things don't matter that much. There was just an appraisal of what was really valuable in life, what can be bought and what can't."

He also adds that "it was a non-violent way to resist the federal government, if that's what your conviction is; it was a different approach to the contemporary blood-and-guts one."

McAllister says that despite Rittgers' fears, Rittgers would never have been successfully prosecuted.

"In order to prosecute Rittgers, we'd have to prove he was on federal land," McAllister says. "Even when there is malicious intent, it is very difficult to prosecute an artifact thief, unless you actually see him in the act of removing that item."

To some, Rittgers is a hero.