

# ATHLETIC EQUALITY INDEX

2019

A comprehensive ranking and review of LGBTQ  
inclusion practices and policies in The NCAA  
Power 5 Conferences

SEC

BIG 12

ACC

BIG 10

PAC 12



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**“THE AEI BRINGS OUR MOVEMENT INTO A NEW ERA OF ADVOCACY, TRANSPARENCY AND ACCOUNTABILITY. INSTITUTIONS WILL NO LONGER BE ABLE TO CITE A LACK OF DATA AND REPORTING AS A RATIONALE FOR INACTION, AND WILL OFFER AN INDUSTRY-WIDE BENCHMARK FOR THE PROGRESS NEEDED TO ACHIEVE THE FULL DIGNITY AND INCLUSION OF THE LGBTQ COMMUNITY IN SPORT.”**



**HUDSON TAYLOR**



## FOREWORD

When we initially launched the Athletic Equality Index in 2017, our goal was to provide a benchmark for measuring and institutionalizing LGBTQ inclusion across the colleges and universities within the NCAA Power 5 conferences. For the first time, colleges had access to data and resources on exactly where and how to improve their inclusive policies and practices, from developing Fan Codes of Conduct so that LGBTQ fans are protected in the stands, to acknowledging out or allied coaches so that athletes know where to go for support.

The impact of this work has been undeniable. We worked with a number of these schools to raise their scores, and as a result, the number of schools with transgender-inclusive policies quadrupled, and more than 25 schools adopted non-discrimination policies.

As our policy and campus work has evolved and expanded, it's become clear to us that beyond looking at whether or not policies and practices exist and are accessible, we also need to be looking at sustainability. Did a school hold a Pride Game in 2017, but none since? If so, that's an indication of potential, but not progress. That's why we updated our 2019 methodology to look at LGBTQ events hosted within the past year, not just if an event had ever occurred. We also looked at whether collaborations between athletic departments and campus LGBTQ groups actually occurred, and not just if there were opportunities for these collaborations.

Because we raised the bar on LGBTQ inclusion, some school scores went down. And yet, three times as many schools got perfect scores, and more than 15 schools saw a 20 point increase. Two-thirds of schools have Fan Codes of Conduct prohibiting homophobia and transphobia, and 95% of schools have comprehensive non-discrimination policies.

We are truly seeing a groundswell of support for LGBTQ student-athletes, and we need this support now more than ever. According to a 2019 Center for American Progress report, Department of Education complaints related to sexual orientation or gender identity are nine times less likely to be addressed under the current Administration. That means that colleges have a unique opportunity to step up and provide that safe space LGBTQ athletes need to thrive.

From the University of Michigan's Pride Games to Ohio State University's proud out faculty, I am tremendously inspired by the schools profiled in the AEI, and the work we're doing together to champion inclusion. Thanks to these institutions' commitment to continued growth and the benchmarks like the AEI that help us navigate a road to success, we're on our way to building the kind of global sport community all LGBTQ athletes deserve.

**By Hudson Taylor**  
EXECUTIVE DIRECTOR AND FOUNDER OF ATHLETE ALLY



# THE STATE OF LGBTQ RIGHTS

As of 2019, nearly seven in ten (69%) Americans – across political parties, demographics, and geography – favor laws which protect lesbian, gay, bisexual, transgender, and queer (LGBTQ) people from discrimination (Greenberg, Beyer, Najle, Bola, & Jones, 2019). Yet, as of 2019, people within the LGBTQ community remain a federally un-protected class of citizens; Indeed, only 19 states prohibit discrimination based on sexual orientation and gender identity (Human Rights Campaign, 2019) and only 15 states address discrimination against students based on sexual orientation and gender identity (Human Rights Campaign, 2019).

Perhaps more disturbing, in a 2019 study, Mirza and Bewkes found “the enforcement of civil rights for LGBTQ students has been drastically scaled back under the leadership” of United States Secretary of Education, Betsy DeVos since February of 2017; “Complaints related to sexual orientation or gender identity were nine times less likely to result in corrective action to address alleged discrimination under the Trump Administration than under the Obama Administration” (para. 7).

In 2018, DeVos officially confirmed that the Department of Education was no longer investigating complaints from transgender students regarding access to bathrooms and locker rooms, as well as a range of other complaints of anti-transgender discrimination.

This is particularly concerning given data from GLSEN’s 2017 National School Climate Survey showing that more than 40 percent of transgender and gender-nonconforming students report being required to use the bathroom facilities corresponding to their legal sex, and about 40 percent of LGBTQ students avoid gender-segregated spaces in school altogether due to safety concerns. (para. 3)

LGBTQ students are legally protected against harassment under Title IX (as many state courts are accepting that discrimination and harassment based on sexual orientation or gender identity are inherently forms of sex discrimination), though the Department of Education is failing to enforce such protections.

Thus, while LGBTQ people are, arguably, culturally more accepted than ever, there is a serious need for comprehensive and systemic non-discrimination protections.

Colleges and Universities across the United States are not immune to such issues – in fact, many institutions, in spite of the seemingly accepting climates of colleges and Universities, are rampant with heterosexism (Woodford, Kulick, Garvey, Sinco, & Hong, 2018). Universities and colleges have become increasingly diverse and are often portrayed as spaces in which young adults are open and accepting of sexual minorities. Nevertheless, inhospitality and prejudice towards sexual minorities remains pervasive on college campuses (Hong, Woodford, Long, & Renn, 2016, p. 119).

This prejudice often manifests as heterosexism, harassment, intimidation, and violence. The inhospitable climate of Universities toward LGBTQ+ students is particularly significant, as research suggests young people are most likely to come out soon after graduating from high school (Savin-Williams & Diamond, 2000) — the period in which most young people are most likely to form their personal identities, establish goals, and develop behavior patterns which have lasting mental and physical effects (Arnett, 2000; Hong, Woodford, Long, & Renn, 2016). Recent studies have elucidated the many ways institutions are structurally and culturally heterosexist (Woodford, Kulick, Garvey, Sinco, and Hong, 2018; Hong, Woodford, Long, & Renn, 2016).

However, a 2016 study by Russell and Bohan introduced the hopeful concept of institutional allyship – a pro-LGBT culture amongst members of an institution (rather than individual allies) which leads to collective action on social inequality. Academic institutions have a unique opportunity to model what it means to move beyond “tolerating” the LGBTQ+ community to truly embracing them, and to provide LGBTQ+ students a safe space in which to thrive. In this iteration of the Athletic Equality Index, we pose the question: in spite of these disturbing national trends, which institutional allies have demonstrated their commitment to the LGBTQ+ community within collegiate athletics across the United States?

AT LEAST  
**80%**  
OF LGBT  
STUDENT-ATHLETES  
ARE NOT OUT TO  
THEIR COACHES  
ABOUT THEIR SEXUAL  
ORIENTATION OR  
GENDER IDENTITY  
(HUMAN RIGHTS  
CAMPAIGN, 2018)



## FROM 2017 TO 2019

### INSTITUTION

### 2017 SCORE

### 2019 SCORE

### SCORE DIFFERENTIAL

Arizona State University	55.5	53.0	-2.5
Auburn University	45.0	55.0	+10.0
Baylor University	-45.0	0	+45.0
Boston College	34.0	66.5	+32.5
Clemson University	44.0	83.0	+39.0
Duke University	80.0	100.0	+20.0
Florida State University	85.0	95.0	+10.0
Georgia Institute of Technology	50.5	68.0	+17.5
Indiana University	58.0	100.0	+42.0
Iowa State University	58.0	85.0	+27.0
Kansas State University	73.0	65.5	-7.5
Louisiana State University	60.0	80.0	+20.0
Michigan State University	57.5	67.5	+10.0
Mississippi State University	48.0	73.0	+25.0
North Carolina State University	83.0	85.0	+2.0
Northwestern University	85.0	95.0	+10.0
Oklahoma State University–Stillwater	36.5	60.0	+23.5
Oregon State University	80.0	90.0	+10.0
Pennsylvania State University	58.0	53.0	-5.0
Purdue University	67.5	95.0	+27.5
Rutgers University	72.5	90.0	+17.5
Stanford University	100.0	90.0	-10.0
Syracuse University	65.0	85.0	+20.0
Texas A&M University	60.5	73.0	+12.5
Texas Christian University	85.0	90.0	+5.0
Texas Tech University	68.0	90.0	+22.0
The Ohio State University	100	100.0	0
University of Alabama	65.0	60.0	-5.0
University of Arizona	55.5	53.0	-2.5
University of Arkansas	48.0	70.0	+22.0
University of California, Berkeley	92.5	100.0	+7.5
University of California, Los Angeles	82.5	85.0	+2.5
University of Colorado Boulder	85.0	95.0	+10.0
University of Florida	65.0	62.5	-2.5
University of Georgia	48.0	48.0	0
University of Illinois at Urbana–Champaign	78.0	100.0	+22.0
University of Iowa	55.5	95.0	+39.5
University of Kansas	77.5	65.0	-12.5
University of Kentucky	60.0	60.0	0
University of Louisville	72.5	60.0	-12.5
University of Maryland, College Park	67.5	72.5	+5.0
University of Miami	72.5	100.0	+27.5
University of Michigan	62.5	80.0	+17.5
University of Minnesota	65.0	85.0	+20.0
University of Mississippi	45.0	55.0	+10.0
University of Missouri	65.0	75.0	+10.0
University of Nebraska–Lincoln	65.5	65.5	0
University of North Carolina at Chapel Hill	80.0	70.0	-10.0
University of Notre Dame	40.0	30.0	-10.0
University of Oklahoma	70.0	55.0	-15.0
University of Oregon	95.0	95.0	0
University of Pittsburgh	48.0	95.0	+47.0
University of South Carolina	46.5	63.0	+16.5
University of Southern California	100.0	100.0	0
University of Tennessee	53.0	58.0	+5.0
University of Texas at Austin	90.0	100.0	+10.0
University of Utah	75.0	65.0	-10.0
University of Virginia	63.0	78.0	+15.0
University of Washington	92.5	90.0	-2.5
University of Wisconsin–Madison	77.5	67.5	-10.0
Vanderbilt University	85.0	85.0	0
Virginia Tech	85.0	90.0	+5.0
Wake Forest University	62.5	85.0	+22.5
Washington State University	75.0	85.0	+10.0
West Virginia University	70.0	87.5	+17.5

# ABOUT THE ATHLETIC EQUALITY INDEX

The second iteration of the Athletic Equality Index was conducted in 2019 to measure LGBTQ+ inclusion policies in collegiate athletics. This report provides a comprehensive look at how member institutions of the NCAA Power 5 conferences (Atlantic Coast Conference, Big Ten Conference, Big 12 Conference, Pac-12 Conference, and Southeastern Conference) are utilizing policies to support their LGBTQ+ student-athletes, coaches, administrators, staff, and fans.

To do so, a scale was developed to score the accessibility of an NCAA Division-I school athletic department’s commitment to providing and publicizing:

1. Comprehensive Nondiscrimination Policies
2. LGBTQ+ Resources and Educational Materials
3. An Inclusive Fan Code of Conduct
4. Policies for Transgender Student-Athlete Inclusion
5. Student-Athlete Initiatives Relative to LGBTQ+ Inclusion
6. Out or Ally-Trained Athletics Staff Members
7. A Co-Hosted Event supporting LGBTQ+ Inclusion
8. A Recurring LGBTQ+ Inclusive Initiative or Campaign



Data for this study was collected between July 1, 2019 and November 1, 2019. As was the case in 2017, our team of researchers performed a comprehensive audit of institutions’ handbooks, policy manuals, and websites to identify the policies of every NCAA Division-I (D-I) institution within the Power Five. The Power Five is an unsanctioned group of athletic conferences competing within the Football Bowl Subdivision. The dataset included information from 65 institutions within the ACC (Atlantic Coast Conference), the Big Ten, the Big 12, the Pac-12 (Pacific-12 Conference), and the SEC (Southeastern Conference) (see Table 1).

During a 4-week feedback period from October 1 and November 1, 2019, our researchers took information regarding out or allied staff members from each individual institution. At minimum, three individuals from each institution (including, but not exclusive to, the Athletic Director, Senior Woman Administrator, and highest-level Athletic staff member for Compliance) were contacted via email three times, and via phone twice. Best efforts were made to contact each institution to verify the scores in the 8 categories above for each institution.

Consistent with Carmines and Zeller (1979), scoring for each institution was conducted by three independent scholars and checked for inter-rater reliability. Scores for each institution were then sent to the Athletic Director, senior-most Athletics Compliance Administrator, and Senior Woman Administrator / Title IX Coordinator, to begin a dialogue with schools about their assigned score. School representatives were asked to make the research team aware of any policies or efforts that were not previously identified. From that outreach, we were able to connect with 84.6% (n = 55) of the institutions in our sample to confirm the accuracy of their scores.

Scoring for the 2019 AEI, consistent with the report conducted in 2017, consisted of the following eight research questions, aimed at determining the best policies being implemented, updated, and utilized by Athletic Departments across the country in order to be more inclusive.

## **DOES THE SCHOOL HAVE NONDISCRIMINATION POLICIES WHICH EXPLICITLY PROTECT THE SEXUAL ORIENTATION, GENDER IDENTITY, AND GENDER EXPRESSION OF LGBTQ+ FACULTY/STAFF, STUDENTS, AND VARSITY STUDENT-ATHLETES?**

### **35 POINTS**

Research suggests nondiscrimination policies which explicitly protect the LGBTQ+ community can provide the protections students lack and foster climates which reduce heterosexism (Woodford, Joslin, & Renn, 2016; Garvey, Sanders, & Flint, 2017). Woodford, Kulick, Garvey, Sinco, and Hong (2018) found a statistically significant correlation between more comprehensive non-discrimination policies and decreased LGBQ interpersonal and environmental microaggressions, decreased perceived anxiety and stress among LGBQ students, increased self-esteem among LGBQ students, and increased LGBTQ pride on campuses. As Hatzenbuehler and Keyes (2013) noted, policies related to gender identity and heterosexism underscore the “symbolic value” of these types of protections, which may exert protective effects on the mental health of the LGBTQ community in particular. Still, the experiences of those in the LGBTQ+ and ally communities are not monolithic; a 2014 study by Woodford, Kulick, Sinco, and Hong found cisgender LGBQ+ students whose gender identity and gender expression matched their sex at birth felt more protected against heterosexist discrimination than individuals who did not identify as cisgender (Woodford, Kulick, Sinco, & Hong, 2014).

In this sense, more research is necessary regarding the ways people with varying gender identities and sexualities experience heterosexism in collegiate spaces, and in collegiate sport in particular. As Payne and Smith (2012) aptly noted, policies may or may not reflect how inclusive a school climate is as policies are “limited in their capacity to change school climate” (p. 191). Thus, to design effective strategies for changing cultures and developing more inclusive spaces, we must also examine how nondiscrimination policies intersect with experiences.

**SCORING:** Institutions with a nondiscrimination policy that did not mention sexual orientation, gender / gender identity, or gender expression (these policies only protected sex - the anatomical differences between males and females at birth) were awarded 0 points. Institutions that protected sexual orientation, one’s sexual identity / the gender to which they are attracted, were awarded 14 points. Policies that protected sexual orientation and gender identity (the gender with which an individual identifies which does not necessarily match their sex at birth) were awarded 28 points. Institutions that protected sexual orientation, gender identity, and gender expression (the way in which one expresses their gender) were awarded a full 35 points.

## **DO SCHOOLS HAVE LGBTQ SPECIFIC RESOURCES THAT STUDENT-ATHLETES CAN ACCESS?**

### **20 POINTS**

Another way to reduce heterosexism on campuses, according to Woodford, Kulick, Garvey, Sinco, and Hong (2018), is to offer educational resources around LGBQ issues, which may decrease microaggressions against LGBQ students while improving their self esteem. A study by Hong, Woodford, Long, and Renn (2016) found that the ways students perceive the support of LGBQ people at their Universities and colleges acts as a buffer against three forms of ambient heterosexism: interpersonal microaggressions, avoidance behaviors, and verbal threats. We suggest offering LGBTQ+ educational resources at an institution may not reduce prejudice directly, but may, in the least, influence the ways others interact with LGBTQ+ student-athletes and perceive the support of LGBQ people, buffering against certain types of heterosexism and microaggressions.

**SCORING:** Schools were awarded 0 points for lacking any LGBTQ resources, 10 points for a lack of publicly accessible LGBTQ resources, and 20 points for having LGBTQ resources which were accessible and available to student-athletes. Notably, the quantity, quality, and typology of those resources are not considered within the scoring process currently.

**“IT MAKES A WORLD OF DIFFERENCE FOR LGBTQ STUDENT-ATHLETES TO KNOW THEY’RE VALUED AND PROTECTED FROM DISCRIMINATION ON AND OFF THE PLAYING FIELD. DURING MY TIME AT DUKE, I LEARNED WHAT IT TRULY MEANS TO BE AN ALLY, AND HOW AN INCLUSIVE ENVIRONMENT CAN BRING PEOPLE TOGETHER AND MAKE OUR COMMUNITY STRONGER. AS AN ALLY AND A DUKE ALUM, I’M SO PROUD TO SEE MY ALMA MATER STANDING UP FOR THE LGBTQ COMMUNITY THROUGH COMPREHENSIVE NON-DISCRIMINATION POLICIES, ON-CAMPUS RESOURCES, AND AN OVERALL COMMITMENT TO INCLUSION.”**

**IMANI DORSEY**  
PROFESSIONAL SOCCER PLAYER, SKY BLUE FC



**DO SCHOOLS HAVE A FAN CODE OF CONDUCT THAT EXPLICITLY PROTECTS LGBTQ+ COACHES, ATHLETICS STAFF, REFEREES, VARSITY STUDENT-ATHLETES, AND SPECTATORS?**

**10 POINTS**

A 2015 study by Denison and Kitchen found that only 1% of over 9,000 sport fans think that LGBTQ people are completely accepted in athletics. Moreover, participants in the study believed spectator stands were the most dangerous and unwelcoming of all places for LGBTQ people in sport, including the locker room. A 2012 study on semi-professional soccer fandom, however, found, “contrary to assumptions of homophobia, there is evidence of rapidly decreasing homophobia within the culture of... fandom” (Cashmore & Cleland, p. 370). In fact, 93% of fans surveyed (of all ages and genders) stated there was “no place for homophobia within football” (p. 370); The connections between aggressive fan behavior and socially discriminatory fan behavior (such as, yelling anti-LGBTQ+ epithets) have yet to be examined in the literature.

In an effort to shift fans toward a series of behaviors and language which more closely aligns with their views on LGBTQ athletes, we examine whether policies around homophobic fan behavior exist at different institutions. Many schools offer fan codes of conduct but do not explicitly outline which behaviors are appropriate and expected during a competition, and which are not. Further, because research has yet to examine whether policies impact fan behaviors, it remains unclear whether fan codes of conduct mitigate homophobic language or gestures. Many institutions have fan codes of conduct for a limited number of competitions (namely, only football contests in the stadium). Overall, collegiate athletics fandom remains wholly unexplored.

**SCORING:** Athletic departments without a fan code of conduct of any kind were awarded 0 points. Athletic departments that had a fan code of conduct that addressed discrimination and harassment, but didn’t explicitly address homophobic or transphobic language / actions, were awarded 5 points. Athletic departments with a publicly accessible fan code of conduct that explicitly addressed homophobic or transphobic language were awarded a full 10 points. In 2017, the NCAA (2017) curated sample language for LGBTQ inclusive fan codes of conduct.

**“ WITH THE NEW FAN CODE OF CONDUCT, THERE NOW EXISTS WRITTEN PROOF THAT THE UNIVERSITY OF MICHIGAN WILL NOT PERMIT HOMOPHOBIC OR TRANSPHOBIC LANGUAGE, GESTURES, OR CONTENT. THIS MEANS THAT THERE IS A COLLECTIVE AND PUBLIC AGREEMENT THAT HOMOPHOBIC AND TRANSPHOBIC ACTIONS WILL NOT BE TOLERATED. BEYOND THAT, SHOULD ANY ATHLETE, COACH, OR FAN BE THE TARGET OF SUCH CONTENT, THERE ARE NOW MORE GROUNDS AND A BETTER PROCESS FOR REPORTING AND RESOLVING SUCH ISSUES. ”**

**G RYAN (THEY/THEM/THEIRS)**  
**UNIVERSITY OF MICHIGAN ALUMNI AND FORMER SWIMMER**

**"IT'S HARD FOR TRANS ATHLETES TO KNOW IN ADVANCE EXACTLY WHAT KIND OF EXPERIENCE THEY'LL HAVE AT THEIR SCHOOL, WHICH CAN MAKE THE COLLEGE SELECTION PROCESS EVEN MORE STRESSFUL. THROUGH THE AEI, STUDENTS CAN SEE IF THE SCHOOLS THEY'RE CONSIDERING HAVE THE POLICIES AND RESOURCES IN PLACE TO MAKE THEM FEEL WELCOMED FOR WHO THEY ARE."**

**JUNE EASTWOOD, UNIVERSITY OF MONTANA**

**HAVE SCHOOLS ADOPTED AND MADE ACCESSIBLE A WRITTEN POLICY FOR TRANSGENDER VARSITY STUDENT-ATHLETES?**

**10 POINTS**

While there is a burgeoning body of research on transgender students’ experiences in U.S. colleges (Beemyn, 2003; Efrig, Bieschke, & Locke, 2011; Beemyn, Curtis, Davis, & Tubbs, 2005), little research exists on the experiences of transgender varsity, collegiate student-athletes exists (Lucas-Carr & Krane, 2011). Within the discipline of sport psychology, in a 2010 review of the history of research on lesbian, gay, bisexual, and transgender issues, Krane, Waldron, Kauer, and Semerjian (2010) found no articles focused on transgender athletes. The limited research on trans students, however, suggests young trans people consistently and collectively perceive campus climates differently than their LGB and cis-gender peers (Dugan, Kusel, & Simounet, 2012; McKinney, 2005; Rankin, 2005). As Dugan, Kusel, and Simounet (2012) articulated: Empirical research examining transgender students’ perceptions of campus climate generally suggests increased harassment and experiences with discrimination (McKinney, 2005; Rankin & Beemyn, 2011; Rankin, 2003). A multi-institutional study by Rankin and Beemyn (2011) found students fear for their safety due to their gender identity while transgender students “frequently experienced institutional discrimination through campus policies. Furthermore, respondents commonly expressed that faculty and staff were not adequately educated... and therefore not prepared to support transgender students” (p. 721).

Positing the same may be true within athletics departments — with student-athletes feeling unsafe, experiencing institutional discrimination through policies and feeling faculty and staff are not appropriately educated — it is imperative to examine how policies impact access to sport participation for transgender varsity-athletes.

**SCORING:** Athletic departments without a transgender inclusion policy specific to varsity athletes, or a mention of trans varsity athletes of any kind (including, but not exclusive to: their general Athletics website, compliance page, digital student-athlete handbook, or sports medicine page), were awarded zero points. Notably, many schools utilized the NCAA’s curated sample language for a trans-inclusive varsity student-athlete policy (National Collegiate Athletic Association, 2011). Athletic departments with an accessible and specific trans inclusion policy for varsity student-athletes were awarded 10 points.



**DO SCHOOLS HAVE LGBTQ-FOCUSED STUDENT GROUPS THAT INTERSECTS WITH ATHLETICS?**

**10 POINTS**

Recent research from Woodford, Kulick, Garvey, Sinco, and Hong (2018) suggests LGBTQ students who attend institutions with a higher ratio of LGBTQ student organizations report lower levels of distress and higher levels of self-acceptance. A higher ratio of LGBTQ student organizations to the student population was negatively correlated with victimization, interpersonal microaggressions, environmental microaggressions, and perceived stress; “affirmative policies and resources [were positively] associated with lower experiential heterosexism and with greater psychological well-being” (p. 7). Moreover, a 2013 study by Wernick, Kulick, and Inglehart found that when students were educated around LGBTQ inclusion and intervened when they saw discriminatory behaviors from peers, it empowered other students to stand up when they saw discrimination against members of the LGBTQ community. Having educational groups that empower students to stand up for their beliefs created more effective allies across the board.

**SCORING:** Institutions with no LGBTQ-focused student group that intersected with athletics were awarded 0 points. Institutions with a student-athlete group or initiative that engages in work around diversity, inclusion, or respect but are not explicitly LGBTQ focused, were awarded 5 points. Institutions with an LGBTQ-focused student group that intersected with athletics / sport or had at least one varsity student-athlete member were awarded 10 points.

**DO SCHOOLS HAVE LGBTQ OR ALLIED COACHES/ATHLETIC ADMINISTRATORS WHO ARE PUBLICLY OUT, OPEN, AND/OR VOCAL?**

**5 POINTS**

While the relationship between LGBTQ+ collegiate student athletes and coaches / athletic administrators has yet to be examined, some research has found that out, or allied, faculty members positively influence college students’ experiences. In 2016, Linley, Nguyen, Brazelton, Becker, Renn, and Woodford found LGBTQ students felt mostly supported by faculty “through informal interactions, such as visibility on campus and participation in on-campus events in support of students. These activities fall outside the purview of formal faculty work but play an important role in furthering the connection with the broader campus community” (p. 5). Similarly, a 2015 study by Woodford and Kulik found faculty and staff relations were positively associated with sexual minority college students’ academic and social integration on campus (Woodford & Kulick, 2015). While LGBTQ+ students experience more discrimination on campus than their cisgender and heterosexual peers (Rankin, Weber, Blumenfeld, & Frazer, 2010; Woodford, Han, Craig, Lim, & Matney, 2014), Garvey and Kurotsuchi Inkelas (2012) found that LGB students reported significantly higher satisfaction with faculty than their straight peers.

As Linley et al. (2016) further found, while faculty and people in positions of power at institutions can offer significant support to LGBTQ college students in hostile climates, few institutions reward such behaviors; “at many institutions, there are no stated expectations related to supporting LGBTQ students, and there is little incentive to develop or demonstrate this competence (Diggs et al., 2009). Similar to including faculty training in this area, institutions should consider the extent to which faculty rewards systems include the work of supporting diverse students” (p.7 ). Offering opportunities for education and incentives to administrators and coaches who actively support marginalized athletes might significantly alter the experiences of those athletes and their satisfaction with their institution / athletic experience.

Role modeling may also influence whether athletes feel comfortable coming out to peers. Research suggests that when athletes perceive a space to be accepting — especially if they have teammates who are out — they are more likely to come out (Fink, Burton, Farrell, & Parker, 2012). According to Krane (2016) and Gough (2007) having just one supportive person (whether it is a coach, administrator, or teammate), significantly increases an athletes’ likelihood of coming out.

**SCORING:** During a 4-week feedback period, our researchers requested information regarding out or allied staff members from each institution. If a staff member identified as openly LGBTQ, or ally trained, to our research team (even if they could not be found through an online search), the institution was awarded full points. While we feel accessibility of information is paramount in LGBTQ-safe spaces, we felt this standard could be inappropriately applied in this category. In an effort to protect any individuals who did not want to be publicly outed, we accepted responses at face value.

**HAVE SCHOOLS PARTICIPATED IN A PRIDE NIGHT OR OTHER NON-RECURRING LGBTQ CAMPAIGN/EVENT?**

**5 POINTS**

Little research on collaborations between LGBTQ+ campus groups / events hosted to celebrate the LGBTQ+ community and the experiences of LGBTQ+ students exists. Still, when LGBTQ+ students feel supported, possibly through specific events and initiatives, they are protected from experiencing higher rates of ambient heterosexism, both subtle and blatant (Hong, Woodford, Long, & Renn, 2016, p. 127). This is true for LGBTQ students who interact with faculty and staff “through informal interactions, such as visibility on campus and participation in on-campus events in support of students. These activities fall outside the purview of formal faculty work but play an important role in furthering the connection with the broader campus community” (Linley et al., 2016, p. 5). Hosting less formal events in which students, varsity student-athletes, faculty, staff, coaches, and administrators might interact, could foster more inclusive climates.

**SCORING:** Athletic departments who had not participated in a LGBTQ+ event within the past year were awarded 0 points. Institutions who utilized athletic department resources to host an event around diversity, inclusion, or respect, but not the LGBTQ community explicitly, were awarded 2.5 points. Institutions who utilized athletic department resources to collaborate around a one-time LGBTQ-focused event (for instance, a Pride Night), even if it was not department-wide, were awarded 5 points.

**CHANGES IN SCORING FROM 2017:** In 2017, if our researchers found accessible places to submit requests for partnership on either the athletic department or campus identity center’s websites, institutions were awarded points. In 2019, we felt it necessary for Athletic Departments to have had actually hosted an event in collaboration with another campus group.

**“AN OFFICIAL LGBTQ STUDENT GROUP LETS LGBTQ STUDENTS KNOW THEY’RE NOT ALONE AND THAT THE UNIVERSITY IS WILLING TO STAND BY THEM. IT ALSO PROVIDES A NEW SUPPORT SYSTEM THAT WASN’T THERE BEFORE. NOT HAVING THIS CAN MAKE A STUDENT FEEL INCREDIBLY ISOLATED, EVEN WITHIN OTHER GROUPS THEY ARE A PART OF. ”**

**ANNA CONNER**  
BAYLOR UNIVERSITY STUDENT AND VP OF UNOFFICIAL LGBTQ STUDENT GROUP GAMMA ALPHA UPSILON



**DO SCHOOLS HAVE A FRAMEWORK FOR, OR HISTORY OF, PARTNERING WITH OTHER LGBTQ CAMPUS GROUPS FOR RECURRING EVENTS?**

**5 POINTS**

Extending the understanding that LGBTQ+ students might feel supported through specific events and initiatives (Hong, Woodford, Long, & Renn, 2016), we posit that institutions hosting less formal events in which students, varsity student-athletes, faculty, staff, coaches, and administrators might interact, likely foster more inclusive climates. This is particularly true of institutions which show a sustained commitment to such events and LGBTQ+ inclusion. While more research needs to be conducted on the ways recurring initiatives support LGBTQ+ student-athletes, we suggest a continued commitment to inclusive events or campaigns over time demonstrates an institutional climate in which LGBTQ+ inclusion is valued.

**SCORING:** Athletic departments that offered no LGBTQ-focused recurring events or campaigns over the past two years were awarded 0 points. Institutions with a group or initiative within Athletics (such as a task force) that engages in work around diversity or inclusion, but not explicitly LGBTQ issues, were awarded 2.5 points. Institutions who had participated in a recurring LGBTQ+ event or campaign for at least the past two years were awarded 5 points.

**CHANGES IN SCORING FROM 2017:** In 2017, if our researchers found any action initiated by the Athletics Department regarding LGBTQ issues, no matter when the event occurred, they were awarded full points. In 2019, we felt it necessary for Athletic Departments to have hosted an event within the timeframe of the previous report (since the 2017). If the institution had not hosted an event in the last two years, they were awarded zero points.

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"LGBTQ STUDENT ATHLETES AT MY SCHOOL MIGHT FEEL MORE COMFORTABLE COMING OUT IF WE HAD LGBTQ RESOURCES OR INCLUSIVE POLICIES. IT'S HARD BEING THE ONLY OUT ATHLETE, AND I THINK THIS WILL ONLY CHANGE IF BYU PRIORITIZES MAKING LGBTQ STUDENTS FEEL SAFE AND WELCOMED."

EMMA GEE, BRIGHAM YOUNG UNIVERSITY

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# EXECUTIVE SUMMARY

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**ON AVERAGE, SCORES FOR ALL 65 SCHOOLS INCREASED BY 10.3 POINTS. THERE WERE MAJOR UPTICKS IN SCORES IN THE BIG12 (AN AVERAGE INCREASE OF 11.0 POINTS) AND THE SEC (AN AVERAGE OF 8.7 POINTS).**

---

**8 SCHOOLS EARNED A 100 ON THIS YEAR'S AEI: FROM THE ACC - DUKE UNIVERSITY AND THE UNIVERSITY OF MIAMI; FROM THE BIG10 - THE OHIO STATE UNIVERSITY, THE UNIVERSITY OF INDIANA, AND THE UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN; FROM THE BIG12 - THE UNIVERSITY OF TEXAS AT AUSTIN; FROM THE PAC12 - THE UNIVERSITY OF CALIFORNIA, BERKELEY AND THE UNIVERSITY OF SOUTHERN CALIFORNIA.**

---

**OF THOSE, 3 SCHOOLS - THE OHIO STATE UNIVERSITY, THE UNIVERSITY OF CALIFORNIA, BERKELEY, AND THE UNIVERSITY OF SOUTHERN CALIFORNIA - MAINTAINED A 100 ON THE AEI, WHICH THEY ALSO EARNED IN 2017.**

---

**53 SCHOOLS (OVER 81%) HAVE AN OUT OR ALLY-TRAINED STAFF MEMBER IN THEIR ATHLETICS DEPARTMENT.**

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**AS OF 2019, 12 SCHOOLS (UP FROM 5) HAVE A FULL FAN CODE OF CONDUCT THAT PROTECTS AGAINST HOMOPHOBIC AND TRANSPHOBIC LANGUAGE, WHILE 52 SCHOOLS (NEARLY 80%) HAVE A FAN CODE OF CONDUCT THAT PROTECTS AGAINST HARMFUL OR DISRUPTIVE BEHAVIORS.**

---

**48 INSTITUTIONS' ATHLETIC DEPARTMENTS (NEARLY 75%) HAVE HOSTED OR COLLABORATED ON A ONE-TIME EVENT, A RECURRING INITIATIVE, OR SOME SORT OF CAMPAIGN IN SUPPORT OF THE LGBTQ+ COMMUNITY.**

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**OVER HALF OF THE SCHOOLS - A 378% INCREASE FROM 2017 - NOW FOLLOW THE NCAA'S POLICY FOR TRANSGENDER VARSITY STUDENT-ATHLETE INCLUSION.**

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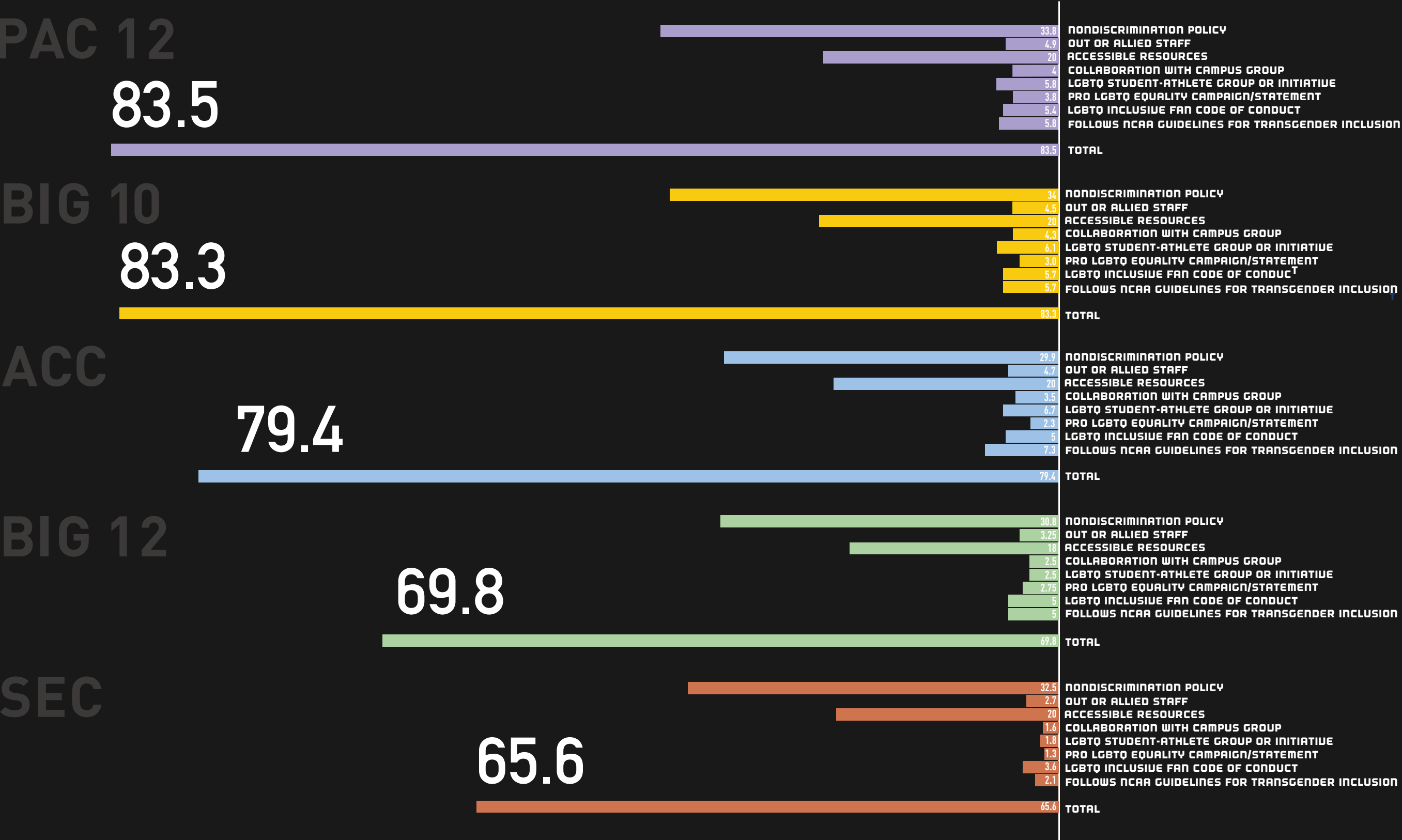
**OUR MOST IMPROVED SCORE CAME FROM THE UNIVERSITY OF PITTSBURGH, WHO WENT FROM A SCORE OF 48 IN 2017 TO A 95 IN 2019 (AN INCREASE OF 47 POINTS).**







# OVERALL AVERAGE: 76.3





# SEC

## SCORE: 65.6

DIVISION: Division I FBS

SPORTS FIELDDED: 21 (men's: 9; women's: 12)

COMMISSIONER: Greg Sankey

MEMBERS: 14

NONDISCRIMINATION POLICY: 32.5

OUT OR ALLIED STAFF: 2.9

ACCESSIBLE RESOURCES: 20

COLLABORATION WITH CAMPUS GROUP: 1.6

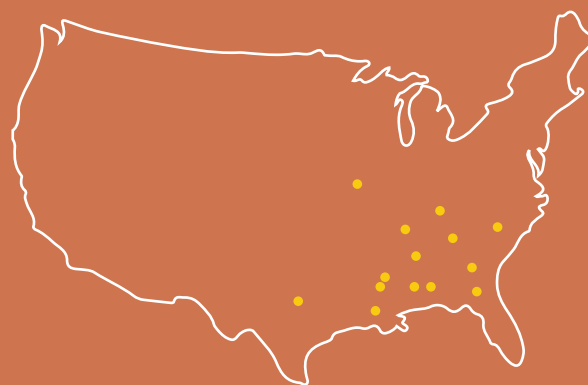
LGBTQ STUDENT-ATHLETE GROUP OR INITIATIVE: 1.8

PRO LGBTQ EQUALITY CAMPAIGN/STATEMENT: 1.3

LGBTQ INCLUSIVE FAN CODE OF CONDUCT: 3.6

FOLLOWS NCAA GUIDELINES FOR  
TRANSGENDER INCLUSION: 2.1

TOTAL: 65.6



# UNIVERSITY OF ALABAMA

SEC



NONDISCRIMINATION POLICY

35/35



ACCESSIBLE RESOURCE

20/20



LGBTQ-INCLUSIVE FAN CODE OF CONDUCT

5/10



FOLLOWS NCAA POLICY FOR TRANSGENDER INCLUSION

0/10



LGBTQ STUDENT-ATHLETE GROUP OR INITIATIVE

0/10



OUTSPOKEN OR ALLIED STAFF

0/5



COLLABORATION WITH CAMPUS GROUP

0/5



PRO-LGBTQ CAMPAIGN OR STATEMENT

0/5



ATHLETE ALLY

FINAL SCORE: 60/100



# UNIVERSITY OF FLORIDA

SEC



ATHLETIC EQUALITY INDEX 2019

NONDISCRIMINATION POLICY 35/35



ACCESSIBLE RESOURCE 20/20



LGBTQ-INCLUSIVE FAN CODE OF CONDUCT 5/10



FOLLOWS NCAA POLICY FOR TRANSGENDER INCLUSION 0/10



LGBTQ STUDENT-ATHLETE GROUP OR INITIATIVE 0/10



OUTSPOKEN OR ALLIED STAFF 2.5/5



COLLABORATION WITH CAMPUS GROUP 0/5



PRO-LGBTQ CAMPAIGN OR STATEMENT 0/5



ATHLETE ALLY

FINAL SCORE: 62.5/100

# UNIVERSITY OF MISSOURI

SEC



ATHLETIC EQUALITY INDEX 2019

NONDISCRIMINATION POLICY 35/35



ACCESSIBLE RESOURCE 20/20



LGBTQ-INCLUSIVE FAN CODE OF CONDUCT 0/10



FOLLOWS NCAA POLICY FOR TRANSGENDER INCLUSION 0/10



LGBTQ STUDENT-ATHLETE GROUP OR INITIATIVE 10/10



OUTSPOKEN OR ALLIED STAFF 5/5



COLLABORATION WITH CAMPUS GROUP 0/5



PRO-LGBTQ CAMPAIGN OR STATEMENT 5/5



ATHLETE ALLY

FINAL SCORE: 75/100



# VANDERBILT UNIVERSITY

SEC



ATHLETIC EQUALITY INDEX 2019

NONDISCRIMINATION POLICY 35/35



ACCESSIBLE RESOURCE 20/20



LGBTQ-INCLUSIVE FAN CODE OF CONDUCT 5/10



FOLLOWS NCAA POLICY FOR TRANSGENDER INCLUSION 0/10



LGBTQ STUDENT-ATHLETE GROUP OR INITIATIVE 10/10



OUTSPOKEN OR ALLIED STAFF 5/5



COLLABORATION WITH CAMPUS GROUP 5/5



PRO-LGBTQ CAMPAIGN OR STATEMENT 5/5



ATHLETE ALLY

FINAL SCORE: 85/100

# TEXAS A&M UNIVERSITY

SEC



ATHLETIC EQUALITY INDEX 2019

NONDISCRIMINATION POLICY 28/35



ACCESSIBLE RESOURCE 20/20



LGBTQ-INCLUSIVE FAN CODE OF CONDUCT 5/10



FOLLOWS NCAA POLICY FOR TRANSGENDER INCLUSION 0/10



LGBTQ STUDENT-ATHLETE GROUP OR INITIATIVE 5/10



OUTSPOKEN OR ALLIED STAFF 5/5



COLLABORATION WITH CAMPUS GROUP 5/5



PRO-LGBTQ CAMPAIGN OR STATEMENT 5/5



ATHLETE ALLY

FINAL SCORE: 73/100



# LOUISIANA STATE UNIVERSITY

SEC



ATHLETIC EQUALITY INDEX 2019

NONDISCRIMINATION POLICY 35/35

ACCESSIBLE RESOURCE 20/20

LGBTQ-INCLUSIVE FAN CODE OF CONDUCT 5/10

FOLLOWS NCAA POLICY FOR TRANSGENDER INCLUSION 10/10

LGBTQ STUDENT-ATHLETE GROUP OR INITIATIVE 0/10

OUTSPOKEN OR ALLIED STAFF 5/5

COLLABORATION WITH CAMPUS GROUP 2.5/5

PRO-LGBTQ CAMPAIGN OR STATEMENT 2.5/5

ATHLETE ALLY

FINAL SCORE: 80/100

# UNIVERSITY OF KENTUCKY

SEC



ATHLETIC EQUALITY INDEX 2019

NONDISCRIMINATION POLICY 35/35

ACCESSIBLE RESOURCE 20/20

LGBTQ-INCLUSIVE FAN CODE OF CONDUCT 5/10

FOLLOWS NCAA POLICY FOR TRANSGENDER INCLUSION 0/10

LGBTQ STUDENT-ATHLETE GROUP OR INITIATIVE 0/10

OUTSPOKEN OR ALLIED STAFF 0/5

COLLABORATION WITH CAMPUS GROUP 0/5

PRO-LGBTQ CAMPAIGN OR STATEMENT 0/5

ATHLETE ALLY

FINAL SCORE: 60/100



## MISSISSIPPI STATE UNIVERSITY | SEC

SEC



**NONDISCRIMINATION POLICY** 28/35



**ACCESSIBLE RESOURCE** 20/20



LGBTQ-INCLUSIVE FAN CODE OF CONDUCT 5/10



**FOLLOWS NCAA POLICY FOR TRANSGENDER INCLUSION** 10/10



LGBTQ STUDENT-ATHLETE GROUP OR INITIATIVE



OUTSPOKEN OR ALLIED STAFF 5/5



COLLABORATION WITH CAMPUS GROUP 5/5



PRO-LGBTQ CAMPAIGN OR STATEMENT 0/5



## ATHLETE ALLY

FINAL SCORE: 73/100

UNIVERSITY OF TENNESSEE SEC

SEC



**NONDISCRIMINATION POLICY** 28/35



**ACCESSIBLE RESOURCE** 20/20



LGBTQ-INCLUSIVE FAN CODE OF CONDUCT 5/10



**FOLLOWS NCAA POLICY FOR TRANSGENDER INCLUSION** 0/10



**LGBTQ STUDENT-ATHLETE GROUP OR INITIATIVE**



**OUTSPOKEN OR ALLIED STAFF** 5/5



## COLLABORATION WITH CAMPUS GROUP 0/5



PRO-LGBTQ CAMPAIGN OR STATEMENT 0/5



## ATHLETE ALLY

**FINAL SCORE: 58/100**



# UNIVERSITY OF ARKANSAS

SEC



ATHLETIC EQUALITY INDEX 2019

NONDISCRIMINATION POLICY 35/35



ACCESSIBLE RESOURCE 20/20



LGBTQ-INCLUSIVE FAN CODE OF CONDUCT 5/10



FOLLOWS NCAA POLICY FOR TRANSGENDER INCLUSION 10/10



LGBTQ STUDENT-ATHLETE GROUP OR INITIATIVE 0/10



OUTSPOKEN OR ALLIED STAFF 0/5



COLLABORATION WITH CAMPUS GROUP 0/5



PRO-LGBTQ CAMPAIGN OR STATEMENT 0/5



ATHLETE ALLY

FINAL SCORE: 70/100

# UNIVERSITY OF GEORGIA

SEC



ATHLETIC EQUALITY INDEX 2019

NONDISCRIMINATION POLICY 28/35



ACCESSIBLE RESOURCE 20/20



LGBTQ-INCLUSIVE FAN CODE OF CONDUCT 0/10



FOLLOWS NCAA POLICY FOR TRANSGENDER INCLUSION 0/10



LGBTQ STUDENT-ATHLETE GROUP OR INITIATIVE 0/10



OUTSPOKEN OR ALLIED STAFF 0/5



COLLABORATION WITH CAMPUS GROUP 0/5



PRO-LGBTQ CAMPAIGN OR STATEMENT 0/5



ATHLETE ALLY

FINAL SCORE: 48/100







# UNIVERSITY OF MISSISSIPPI

SEC



ATHLETIC EQUALITY INDEX 2019

NONDISCRIMINATION POLICY 35/35

ACCESSIBLE RESOURCE 20/20

LGBTQ-INCLUSIVE FAN CODE OF CONDUCT 0/10

FOLLOWS NCAA POLICY FOR TRANSGENDER INCLUSION 0/10

LGBTQ STUDENT-ATHLETE GROUP OR INITIATIVE 0/10

OUTSPOKEN OR ALLIED STAFF 0/5

COLLABORATION WITH CAMPUS GROUP 0/5

PRO-LGBTQ CAMPAIGN OR STATEMENT 0/5

ATHLETE ALLY

FINAL SCORE: 55/100





# BIG 12

**SCORE:** 69.8

**DIVISION:** Division I FBS

**SPORTS FIELDDED:** 23 (men's: 10; women's: 13)

**COMMISSIONER:** Bob Bowlsby

**MEMBERS:** 10

**NONDISCRIMINATION POLICY:** 30.8

**OUT OR ALLIED STAFF:** 3.25

**ACCESSIBLE RESOURCES:** 18

**COLLABORATION WITH CAMPUS GROUP:** 2.5

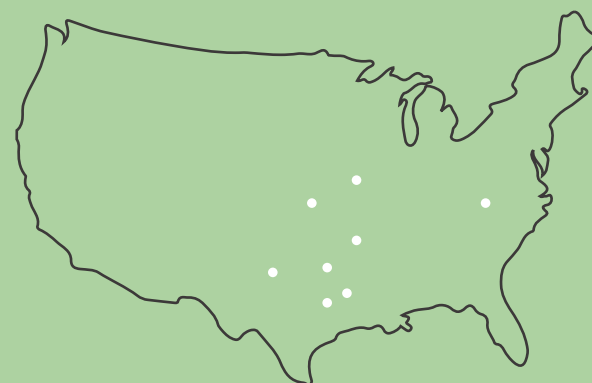
**LGBTQ STUDENT-ATHLETE GROUP OR INITIATIVE:** 2.5

**PRO LGBTQ EQUALITY CAMPAIGN/STATEMENT:** 2.75

**LGBTQ INCLUSIVE FAN CODE OF CONDUCT:** 5

**FOLLOWS NCAA GUIDELINES FOR  
TRANSGENDER INCLUSION:** 5

**TOTAL:** 69.8



UNIVERSITY OF KANSAS | BIG 12



ATHLETIC EQUALITY INDEX 2019

NONDISCRIMINATION POLICY

35/35



ACCESSIBLE RESOURCE

20/20



LGBTQ-INCLUSIVE FAN CODE OF CONDUCT

5/10



FOLLOWS NCAA POLICY FOR TRANSGENDER INCLUSION

0/10



LGBTQ STUDENT-ATHLETE GROUP OR INITIATIVE

0/10



OUTSPOKEN OR ALLIED STAFF

2.5/5



COLLABORATION WITH CAMPUS GROUP

0/5



PRO-LGBTQ CAMPAIGN OR STATEMENT

2.5/5



ATHLETE ALLY

FINAL SCORE: 65/100



# IOWA STATE UNIVERSITY

BIG 12



ATHLETIC EQUALITY INDEX 2019

NONDISCRIMINATION POLICY 35/35



ACCESSIBLE RESOURCE 20/20



LGBTQ-INCLUSIVE FAN CODE OF CONDUCT 5/10



FOLLOWS NCAA POLICY FOR TRANSGENDER INCLUSION 10/10



LGBTQ STUDENT-ATHLETE GROUP OR INITIATIVE 5/10



OUTSPOKEN OR ALLIED STAFF 5/5



COLLABORATION WITH CAMPUS GROUP 0/5



PRO-LGBTQ CAMPAIGN OR STATEMENT 5/5



ATHLETE ALLY

FINAL SCORE: 85/100

# KANSAS STATE UNIVERSITY

BIG 12



ATHLETIC EQUALITY INDEX 2019

NONDISCRIMINATION POLICY 28/35



ACCESSIBLE RESOURCE 20/20



LGBTQ-INCLUSIVE FAN CODE OF CONDUCT 5/10



FOLLOWS NCAA POLICY FOR TRANSGENDER INCLUSION 0/10



LGBTQ STUDENT-ATHLETE GROUP OR INITIATIVE 0/10



OUTSPOKEN OR ALLIED STAFF 5/5



COLLABORATION WITH CAMPUS GROUP 5/5



PRO-LGBTQ CAMPAIGN OR STATEMENT 2.5/5



ATHLETE ALLY

FINAL SCORE: 65.5/100



**BAYLOR UNIVERSITY** | BIG 12



ATHLETIC EQUALITY INDEX 2019

NONDISCRIMINATION POLICY 0/35

ACCESSIBLE RESOURCE 0/20



LGBTQ-INCLUSIVE FAN CODE OF CONDUCT 0/10



FOLLOWS NCAA POLICY FOR TRANSGENDER INCLUSION 0/10



LGBTQ STUDENT-ATHLETE GROUP OR INITIATIVE



OUTSPOKEN OR ALLIED STAFF 0/5



COLLABORATION WITH CAMPUS GROUP 0/5



PRO-LGBTQ CAMPAIGN OR STATEMENT 0/5



**ATHLETE ALLY**

FINAL SCORE: 0/100

**OKLAHOMA STATE UNIVERSITY** | BIG 12



ATHLETIC EQUILITY INDEX 2010

**NONDISCRIMINATION POLICY** 35/35



**ACCESSIBLE RESOURCE** 20/20



LGBTQ-INCLUSIVE FAN CODE OF CONDUCT 5/10



**FOLLOWS NCAA POLICY FOR TRANSGENDER INCLUSION** 0/10



LGBTQ STUDENT-ATHLETE GROUP OR INITIATIVE



OUTSPOKEN OR ALLIED STAFF 0/5



COLLABORATION WITH CAMPUS GROUP 0/5



PRO-LGBTQ CAMPAIGN OR STATEMENT 0/5



## ATHLETE ALLY

**FINAL SCORE: 60/100**



# TEXAS CHRISTIAN UNIVERSITY

BIG 12



ATHLETIC EQUALITY INDEX 2019

NONDISCRIMINATION POLICY 35/35



ACCESSIBLE RESOURCE 20/20



LGBTQ-INCLUSIVE FAN CODE OF CONDUCT 10/10



FOLLOWS NCAA POLICY FOR TRANSGENDER INCLUSION 10/10



LGBTQ STUDENT-ATHLETE GROUP OR INITIATIVE 0/10



OUTSPOKEN OR ALLIED STAFF 5/5



COLLABORATION WITH CAMPUS GROUP 5/5



PRO-LGBTQ CAMPAIGN OR STATEMENT 5/5



FINAL SCORE: 90/100

# UNIVERSITY OF OKLAHOMA

BIG 12



ATHLETIC EQUALITY INDEX 2019

NONDISCRIMINATION POLICY 35/35



ACCESSIBLE RESOURCE 20/20



LGBTQ-INCLUSIVE FAN CODE OF CONDUCT 0/10



FOLLOWS NCAA POLICY FOR TRANSGENDER INCLUSION 0/10



LGBTQ STUDENT-ATHLETE GROUP OR INITIATIVE 0/10



OUTSPOKEN OR ALLIED STAFF 0/5



COLLABORATION WITH CAMPUS GROUP 0/5



PRO-LGBTQ CAMPAIGN OR STATEMENT 0/5



FINAL SCORE: 55/100



UNIVERSITY OF TEXAS AT AUSTIN | BIG 12

## BIG 12



**NONDISCRIMINATION POLICY** 35/35



**ACCESSIBLE RESOURCE** 20/20



**LGBTQ-INCLUSIVE FAN CODE OF CONDUCT** 10/10



<b>FOLLOWS NCAA POLICY FOR TRANSGENDER INCLUSION</b>	<b>10/10</b>
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LGBTQ STUDENT-ATHLETE GROUP OR INITIATIVE	
10/10	



OUTSPOKEN OR ALLIED STAFF



COLLABORATION WITH CAMPUS GROUP 5/5



PRO-LGBTQ CAMPAIGN OR STATEMENT 5/5



## ATHLETE ALLY

FINAL SCORE: 100/100

ATHLETIC EQUALITY INDEX 2019

**TEXAS TECH UNIVERSITY** | BIG 12

## BIG 12



**NONDISCRIMINATION POLICY** 35/35



**ACCESSIBLE RESOURCE** 20/20



LGBTQ-INCLUSIVE FAN CODE OF CONDUCT 5/10



**FOLLOWS NCAA POLICY FOR TRANSGENDER INCLUSION** 10/10



LGBTQ STUDENT-ATHLETE GROUP OR INITIATIVE	5/10
<p> <a href="#">LGBTQ Student-Athlete Group or Initiative</a> </p>	<p> <a href="#">LGBTQ Student-Athlete Group or Initiative</a> </p>



**OUTSPOKEN OR ALLIED STAFF** 5/5



COLLABORATION WITH CAMPUS GROUP 5/5



PRO-LGBTQ CAMPAIGN OR STATEMENT 5/5



## ATHLETE ALLY

**FINAL SCORE: 90/100**

ATHLETIC EQUALITY INDEX 2019



# WEST VIRGINIA UNIVERSITY

BIG 12



NONDISCRIMINATION POLICY 35/35



ACCESSIBLE RESOURCE 20/20



LGBTQ-INCLUSIVE FAN CODE OF CONDUCT 5/10



FOLLOWS NCAA POLICY FOR TRANSGENDER INCLUSION 10/10



LGBTQ STUDENT-ATHLETE GROUP OR INITIATIVE 5/10



OUTSPOKEN OR ALLIED STAFF 5/5



COLLABORATION WITH CAMPUS GROUP 5/5



PRO-LGBTQ CAMPAIGN OR STATEMENT 2.5/5



ATHLETE ALLY

FINAL SCORE: 87.5/100

ATHLETIC EQUALITY INDEX 2019





# ACC

## SCORE: 79.4

DIVISION: Division I FBS

SPORTS FIELDLED: 27 (men's: 13; women's: 14)

COMMISSIONER: John Swofford

MEMBERS: 15

NONDISCRIMINATION POLICY: 29.9

OUT OR ALLIED STAFF: 4.7

ACCESSIBLE RESOURCES: 20

COLLABORATION WITH CAMPUS GROUP: 3.5

LGBTQ STUDENT-ATHLETE GROUP OR INITIATIVE: 6.7

PRO LGBTQ EQUALITY CAMPAIGN/STATEMENT: 2.3

LGBTQ INCLUSIVE FAN CODE OF CONDUCT: 5

FOLLOWS NCAA GUIDELINES FOR  
TRANSGENDER INCLUSION: 7.3

TOTAL: 79.4



## UNIVERSITY OF NOTRE DAME | ACC



NONDISCRIMINATION POLICY

0/35



ACCESSIBLE RESOURCE

20/20



LGBTQ-INCLUSIVE FAN CODE OF CONDUCT

0/10



FOLLOWS NCAA POLICY FOR TRANSGENDER INCLUSION

0/10



LGBTQ STUDENT-ATHLETE GROUP OR INITIATIVE

0/10



OUTSPOKEN OR ALLIED STAFF

5/5



COLLABORATION WITH CAMPUS GROUP

5/5



PRO-LGBTQ CAMPAIGN OR STATEMENT

0/5



ATHLETE ALLY

FINAL SCORE: 30/100



# BOSTON COLLEGE

ACC



ATHLETIC EQUALITY INDEX 2019

NONDISCRIMINATION POLICY 14/35



ACCESSIBLE RESOURCE 20/20



LGBTQ-INCLUSIVE FAN CODE OF CONDUCT 5/10



FOLLOWS NCAA POLICY FOR TRANSGENDER INCLUSION 10/10



LGBTQ STUDENT-ATHLETE GROUP OR INITIATIVE 10/10



OUTSPOKEN OR ALLIED STAFF 5/5




COLLABORATION WITH CAMPUS GROUP 2.5/5



PRO-LGBTQ CAMPAIGN OR STATEMENT 0/5



ATHLETE ALLY

FINAL SCORE: 66.5/100

# CLEMSON UNIVERSITY

ACC



ATHLETIC EQUALITY INDEX 2019

NONDISCRIMINATION POLICY 28/35



ACCESSIBLE RESOURCE 20/20



LGBTQ-INCLUSIVE FAN CODE OF CONDUCT 0/10



FOLLOWS NCAA POLICY FOR TRANSGENDER INCLUSION 10/10



LGBTQ STUDENT-ATHLETE GROUP OR INITIATIVE 10/10



OUTSPOKEN OR ALLIED STAFF 5/5



COLLABORATION WITH CAMPUS GROUP 5/5



PRO-LGBTQ CAMPAIGN OR STATEMENT 5/5



ATHLETE ALLY

FINAL SCORE: 83/100



VIRGINIA TECH | ACC



ATHLETIC EQUALITY INDEX 2019

NONDISCRIMINATION POLICY 35/35



ACCESSIBLE RESOURCE 20/20



LGBTQ-INCLUSIVE FAN CODE OF CONDUCT 5/10



FOLLOWS NCAA POLICY FOR TRANSGENDER INCLUSION 10/10



LGBTQ STUDENT-ATHLETE GROUP OR INITIATIVE 10/10



OUTSPOKEN OR ALLIED STAFF 5/5




COLLABORATION WITH CAMPUS GROUP 5/5



PRO-LGBTQ CAMPAIGN OR STATEMENT 0/5



ATHLETE ALLY

FINAL SCORE: 90/100

UNIVERSITY OF PITTSBURGH | ACC



ATHLETIC EQUALITY INDEX 2019

NONDISCRIMINATION POLICY 35/35



ACCESSIBLE RESOURCE 20/20



LGBTQ-INCLUSIVE FAN CODE OF CONDUCT 5/10



FOLLOWS NCAA POLICY FOR TRANSGENDER INCLUSION 10/10



LGBTQ STUDENT-ATHLETE GROUP OR INITIATIVE 10/10



OUTSPOKEN OR ALLIED STAFF 5/5




COLLABORATION WITH CAMPUS GROUP 5/5



PRO-LGBTQ CAMPAIGN OR STATEMENT 5/5



ATHLETE ALLY

FINAL SCORE: 95/100



# GEORGIA INSTITUTE OF TECHNOLOGY

# ACC



ATHLETIC EQUALITY INDEX 2019

**NONDISCRIMINATION POLICY** 28/35



**ACCESSIBLE RESOURCE** 20/20



**LGBTQ-INCLUSIVE FAN CODE OF CONDUCT** 5/10



**FOLLOWS NCAA POLICY FOR TRANSGENDER INCLUSION**



LGBTQ STUDENT-ATHLETE GROUP OR INITIATIVE



**OUTSPOKEN OR ALLIED STAFF** 5/5



COLLABORATION WITH CAMPUS GROUP	2.5/5
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PRO-LGBTQ CAMPAIGN OR STATEMENT 2.5/5



## ATHLETE ALLY

FINAL SCORE: 68/100

# NORTH CAROLINA STATE UNIVERSITY

# ACC



ATHLETIC EQUILITY INDEX 2019

**NONDISCRIMINATION POLICY** 35/35



**ACCESSIBLE RESOURCE** 20/20



**LGBTQ-INCLUSIVE FAN CODE OF CONDUCT** 5/10



**FOLLOWS NCAA POLICY FOR TRANSGENDER INCLUSION** 10/10



<b>LGBTQ STUDENT-ATHLETE GROUP OR INITIATIVE</b>	<b>10/10</b>
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**OUTSPOKEN OR ALLIED STAFF** 5/5



COLLABORATION WITH CAMPUS GROUP 0/5



PRO-LGBTQ CAMPAIGN OR STATEMENT 0/5



## ATHLETE ALLY

FINAL SCORE: 85/100



# FLORIDA STATE UNIVERSITY

ACC



ATHLETIC EQUALITY INDEX 2019

NONDISCRIMINATION POLICY 35/35



ACCESSIBLE RESOURCE 20/20



LGBTQ-INCLUSIVE FAN CODE OF CONDUCT 5/10



FOLLOWS NCAA POLICY FOR TRANSGENDER INCLUSION 10/10



LGBTQ STUDENT-ATHLETE GROUP OR INITIATIVE 10/10



OUTSPOKEN OR ALLIED STAFF 5/5




COLLABORATION WITH CAMPUS GROUP 5/5



PRO-LGBTQ CAMPAIGN OR STATEMENT 5/5



ATHLETE ALLY

FINAL SCORE: 95/100

# WAKE FOREST UNIVERSITY

ACC



ATHLETIC EQUALITY INDEX 2019

NONDISCRIMINATION POLICY 35/35



ACCESSIBLE RESOURCE 20/20



LGBTQ-INCLUSIVE FAN CODE OF CONDUCT 5/10



FOLLOWS NCAA POLICY FOR TRANSGENDER INCLUSION 10/10



LGBTQ STUDENT-ATHLETE GROUP OR INITIATIVE 5/10



OUTSPOKEN OR ALLIED STAFF 5/5




COLLABORATION WITH CAMPUS GROUP 2.5/5



PRO-LGBTQ CAMPAIGN OR STATEMENT 2.5/5



ATHLETE ALLY

FINAL SCORE: 85/100



# UNIVERSITY OF VIRGINIA

ACC



ATHLETIC EQUALITY INDEX 2019

NONDISCRIMINATION POLICY 28/35



ACCESSIBLE RESOURCE 20/20



LGBTQ-INCLUSIVE FAN CODE OF CONDUCT 5/10



FOLLOWS NCAA POLICY FOR TRANSGENDER INCLUSION 10/10



LGBTQ STUDENT-ATHLETE GROUP OR INITIATIVE 10/10



OUTSPOKEN OR ALLIED STAFF 5/5




COLLABORATION WITH CAMPUS GROUP 0/5



PRO-LGBTQ CAMPAIGN OR STATEMENT 0/5



ATHLETE ALLY

FINAL SCORE: 78/100

# SYRACUSE UNIVERSITY

ACC



ATHLETIC EQUALITY INDEX 2019

NONDISCRIMINATION POLICY 35/35



ACCESSIBLE RESOURCE 20/20



LGBTQ-INCLUSIVE FAN CODE OF CONDUCT 5/10



FOLLOWS NCAA POLICY FOR TRANSGENDER INCLUSION 10/10



LGBTQ STUDENT-ATHLETE GROUP OR INITIATIVE 0/10



OUTSPOKEN OR ALLIED STAFF 5/5




COLLABORATION WITH CAMPUS GROUP 5/5



PRO-LGBTQ CAMPAIGN OR STATEMENT 5/5

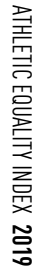


ATHLETE ALLY

FINAL SCORE: 85/100



ACC



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FINAL SCORE: 60/100

## ALC



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FINAL SCORE: 100/100



DUKE UNIVERSITY | ACC



ATHLETIC EQUALITY INDEX 2019

NONDISCRIMINATION POLICY 35/35



ACCESSIBLE RESOURCE 20/20



LGBTQ-INCLUSIVE FAN CODE OF CONDUCT 10/10



FOLLOWS NCAA POLICY FOR TRANSGENDER INCLUSION 10/10



LGBTQ STUDENT-ATHLETE GROUP OR INITIATIVE 10/10



OUTSPOKEN OR ALLIED STAFF 5/5




COLLABORATION WITH CAMPUS GROUP 5/5



PRO-LGBTQ CAMPAIGN OR STATEMENT 5/5



ATHLETE ALLY

FINAL SCORE: 100/100

UNIVERSITY OF NORTH CAROLINA | ACC



ATHLETIC EQUALITY INDEX 2019

NONDISCRIMINATION POLICY 35/35



ACCESSIBLE RESOURCE 20/20



LGBTQ-INCLUSIVE FAN CODE OF CONDUCT 5/10



FOLLOWS NCAA POLICY FOR TRANSGENDER INCLUSION 0/10



LGBTQ STUDENT-ATHLETE GROUP OR INITIATIVE 0/10



OUTSPOKEN OR ALLIED STAFF 5/5




COLLABORATION WITH CAMPUS GROUP 5/5



PRO-LGBTQ CAMPAIGN OR STATEMENT 0/5



ATHLETE ALLY

FINAL SCORE: 70/100



# BIG 10

**SCORE:** 83.3

**DIVISION:** Division I FBS

**SPORTS FIELDDED:** 28 (men's: 14; women's: 14)

**COMMISSIONER:** Jim Delany

**MEMBERS:** 14

**NONDISCRIMINATION POLICY:** 34

**OUT OR ALLIED STAFF:** 4.5

**ACCESSIBLE RESOURCES:** 20

**COLLABORATION WITH CAMPUS GROUP:** 4.3

**LGBTQ STUDENT-ATHLETE GROUP OR INITIATIVE:** 6.1

**PRO LGBTQ EQUALITY CAMPAIGN/STATEMENT:** 3.0

**LGBTQ INCLUSIVE FAN CODE OF CONDUCT:** 5.7

**FOLLOWS NCAA GUIDELINES FOR  
TRANSGENDER INCLUSION:** 5.7

**TOTAL:** 83.3



## PENNSYLVANIA STATE UNIVERSITY | BIG 10



ATHLETIC EQUALITY INDEX 2019

**NONDISCRIMINATION POLICY** 28/35



**ACCESSIBLE RESOURCE** 20/20



**LGBTQ-INCLUSIVE FAN CODE OF CONDUCT** 0/10



**FOLLOWS NCAA POLICY FOR TRANSGENDER INCLUSION** 0/10



**LGBTQ STUDENT-ATHLETE GROUP OR INITIATIVE** 0/10



**OUTSPOKEN OR ALLIED STAFF** 2.5/5



**COLLABORATION WITH CAMPUS GROUP** 2.5/5



**PRO-LGBTQ CAMPAIGN OR STATEMENT** 0/5



ATHLETE ALLY

**FINAL SCORE:** 53/100



INDIANA UNIVERSITY AT BLOOMINGTON

BIG 10

Ψ

NONDISCRIMINATION POLICY

35/35

ACCESSIBLE RESOURCE

20/20

LGBTQ-INCLUSIVE FAN CODE OF CONDUCT

10/10

FOLLOWS NCAA POLICY FOR TRANSGENDER INCLUSION

10/10

LGBTQ STUDENT-ATHLETE GROUP OR INITIATIVE

10/10

OUTSPOKEN OR ALLIED STAFF

5/5

COLLABORATION WITH CAMPUS GROUP

5/5

PRO-LGBTQ CAMPAIGN OR STATEMENT

5/5

ATHLETIC EQUALITY INDEX 2019

UNIVERSITY OF ILLINOIS

BIG 10

I

NONDISCRIMINATION POLICY

35/35

ACCESSIBLE RESOURCE

20/20

LGBTQ-INCLUSIVE FAN CODE OF CONDUCT

10/10

FOLLOWS NCAA POLICY FOR TRANSGENDER INCLUSION

10/10

LGBTQ STUDENT-ATHLETE GROUP OR INITIATIVE

10/10

OUTSPOKEN OR ALLIED STAFF

5/5

COLLABORATION WITH CAMPUS GROUP

5/5

PRO-LGBTQ CAMPAIGN OR STATEMENT

5/5

ATHLETIC EQUALITY INDEX 2019



UNIVERSITY OF IOWA | BIG 10



ATHLETIC EQUALITY INDEX 2019

NONDISCRIMINATION POLICY 35/35



ACCESSIBLE RESOURCE 20/20



LGBTQ-INCLUSIVE FAN CODE OF CONDUCT 10/10



FOLLOWS NCAA POLICY FOR TRANSGENDER INCLUSION 10/10



LGBTQ STUDENT-ATHLETE GROUP OR INITIATIVE 10/10



OUTSPOKEN OR ALLIED STAFF 5/5



COLLABORATION WITH CAMPUS GROUP 5/5



PRO-LGBTQ CAMPAIGN OR STATEMENT 0/5



ATHLETE ALLY

FINAL SCORE: 95/100

MICHIGAN STATE UNIVERSITY | BIG 10



ATHLETIC EQUALITY INDEX 2019

NONDISCRIMINATION POLICY 35/35



ACCESSIBLE RESOURCE 20/20



LGBTQ-INCLUSIVE FAN CODE OF CONDUCT 0/10



FOLLOWS NCAA POLICY FOR TRANSGENDER INCLUSION 10/10



LGBTQ STUDENT-ATHLETE GROUP OR INITIATIVE 0/10



OUTSPOKEN OR ALLIED STAFF 0/5



COLLABORATION WITH CAMPUS GROUP 2.5/5



PRO-LGBTQ CAMPAIGN OR STATEMENT 0/5



ATHLETE ALLY

FINAL SCORE: 67.5/100



# UNIVERSITY OF MICHIGAN

BIG 10



ATHLETIC EQUALITY INDEX 2019

NONDISCRIMINATION POLICY 35/35



ACCESSIBLE RESOURCE 20/20



LGBTQ-INCLUSIVE FAN CODE OF CONDUCT 10/10



FOLLOWS NCAA POLICY FOR TRANSGENDER INCLUSION 0/10



LGBTQ STUDENT-ATHLETE GROUP OR INITIATIVE 0/10



OUTSPOKEN OR ALLIED STAFF 5/5



COLLABORATION WITH CAMPUS GROUP 5/5



PRO-LGBTQ CAMPAIGN OR STATEMENT 5/5



ATHLETE ALLY

FINAL SCORE: 80/100

# OHIO STATE UNIVERSITY

BIG 10



ATHLETIC EQUALITY INDEX 2019

NONDISCRIMINATION POLICY 35/35



ACCESSIBLE RESOURCE 20/20



LGBTQ-INCLUSIVE FAN CODE OF CONDUCT 10/10



FOLLOWS NCAA POLICY FOR TRANSGENDER INCLUSION 10/10



LGBTQ STUDENT-ATHLETE GROUP OR INITIATIVE 10/10



OUTSPOKEN OR ALLIED STAFF 5/5



COLLABORATION WITH CAMPUS GROUP 5/5



PRO-LGBTQ CAMPAIGN OR STATEMENT 5/5



ATHLETE ALLY

FINAL SCORE: 100/100



UNIVERSITY OF MINNESOTA | BIG 10



ATHLETIC EQUALITY INDEX 2019

NONDISCRIMINATION POLICY 35/35

Progress bar: 35/35 (all filled)

ACCESSIBLE RESOURCE 20/20

Progress bar: 20/20 (all filled)

LGBTQ-INCLUSIVE FAN CODE OF CONDUCT 5/10

Progress bar: 5/10 (5 filled, 5 empty)

FOLLOWS NCAA POLICY FOR TRANSGENDER INCLUSION 0/10

Progress bar: 0/10 (all empty)

LGBTQ STUDENT-ATHLETE GROUP OR INITIATIVE 10/10

Progress bar: 10/10 (all filled)

OUTSPOKEN OR ALLIED STAFF 5/5

Progress bar: 5/5 (all filled)

COLLABORATION WITH CAMPUS GROUP 5/5

Progress bar: 5/5 (all filled)

PRO-LGBTQ CAMPAIGN OR STATEMENT 5/5

Progress bar: 5/5 (all filled)

UNIVERSITY OF NEBRASKA | BIG 10



ATHLETIC EQUALITY INDEX 2019

NONDISCRIMINATION POLICY 28/35

Progress bar: 28/35 (28 filled, 7 empty)

ACCESSIBLE RESOURCE 20/20

Progress bar: 20/20 (all filled)

LGBTQ-INCLUSIVE FAN CODE OF CONDUCT 0/10

Progress bar: 0/10 (all empty)

FOLLOWS NCAA POLICY FOR TRANSGENDER INCLUSION 0/10

Progress bar: 0/10 (all empty)

LGBTQ STUDENT-ATHLETE GROUP OR INITIATIVE 5/10

Progress bar: 5/10 (5 filled, 5 empty)

OUTSPOKEN OR ALLIED STAFF 5/5

Progress bar: 5/5 (all filled)

COLLABORATION WITH CAMPUS GROUP 5/5

Progress bar: 5/5 (all filled)

PRO-LGBTQ CAMPAIGN OR STATEMENT 2.5/5

Progress bar: 2.5/5 (2.5 filled, 2.5 empty)



UNIVERSITY OF MARYLAND | BIG 10



ATHLETIC EQUALITY INDEX 2019

NONDISCRIMINATION POLICY 35/35



ACCESSIBLE RESOURCE 20/20



LGBTQ-INCLUSIVE FAN CODE OF CONDUCT 5/10



FOLLOWS NCAA POLICY FOR TRANSGENDER INCLUSION 0/10



LGBTQ STUDENT-ATHLETE GROUP OR INITIATIVE 0/10



OUTSPOKEN OR ALLIED STAFF 5/5



COLLABORATION WITH CAMPUS GROUP 5/5



PRO-LGBTQ CAMPAIGN OR STATEMENT 2.5/5



ATHLETE ALLY

FINAL SCORE: 72.5/100

RUTGERS UNIVERSITY | BIG 10



ATHLETIC EQUALITY INDEX 2019

NONDISCRIMINATION POLICY 35/35



ACCESSIBLE RESOURCE 20/20



LGBTQ-INCLUSIVE FAN CODE OF CONDUCT 5/10



FOLLOWS NCAA POLICY FOR TRANSGENDER INCLUSION 10/10



LGBTQ STUDENT-ATHLETE GROUP OR INITIATIVE 10/10



OUTSPOKEN OR ALLIED STAFF 5/5



COLLABORATION WITH CAMPUS GROUP 5/5



PRO-LGBTQ CAMPAIGN OR STATEMENT 0/5



ATHLETE ALLY

FINAL SCORE: 90/100



PURDUE UNIVERSITY | BIG 10



ATHLETIC EQUALITY INDEX 2019

NONDISCRIMINATION POLICY 35/35



ACCESSIBLE RESOURCE 20/20



LGBTQ-INCLUSIVE FAN CODE OF CONDUCT 5/10



FOLLOWS NCAA POLICY FOR TRANSGENDER INCLUSION 10/10



LGBTQ STUDENT-ATHLETE GROUP OR INITIATIVE 10/10



OUTSPOKEN OR ALLIED STAFF 5/5



COLLABORATION WITH CAMPUS GROUP 5/5



PRO-LGBTQ CAMPAIGN OR STATEMENT 5/5



ATHLETE ALLY

FINAL SCORE: 95/100

UNIVERSITY OF WISCONSIN | BIG 10



ATHLETIC EQUALITY INDEX 2019

NONDISCRIMINATION POLICY 35/35



ACCESSIBLE RESOURCE 20/20



LGBTQ-INCLUSIVE FAN CODE OF CONDUCT 5/10



FOLLOWS NCAA POLICY FOR TRANSGENDER INCLUSION 0/10



LGBTQ STUDENT-ATHLETE GROUP OR INITIATIVE 0/10



OUTSPOKEN OR ALLIED STAFF 5/5



COLLABORATION WITH CAMPUS GROUP 0/5



PRO-LGBTQ CAMPAIGN OR STATEMENT 2.5/5



ATHLETE ALLY

FINAL SCORE: 67.5/100



# NORTHWESTERN UNIVERSITY

BIG 10



ATHLETIC EQUALITY INDEX 2019

NONDISCRIMINATION POLICY 35/35



ACCESSIBLE RESOURCE 20/20



LGBTQ-INCLUSIVE FAN CODE OF CONDUCT 5/10



FOLLOWS NCAA POLICY FOR TRANSGENDER INCLUSION 10/10



LGBTQ STUDENT-ATHLETE GROUP OR INITIATIVE 10/10



OUTSPOKEN OR ALLIED STAFF 5/5



COLLABORATION WITH CAMPUS GROUP 5/5



PRO-LGBTQ CAMPAIGN OR STATEMENT 5/5



ATHLETE ALLY

FINAL SCORE: 95/100





# PAC 12

**SCORE:** 83.5

**DIVISION:** Division I FBS

**SPORTS FIELDLED:** 23 (men's: 11; women's: 12)

**COMMISSIONER:** Larry Scott

**MEMBERS:** 12

**NONDISCRIMINATION POLICY:** 33.8

**OUT OR ALLIED STAFF:** 4.6

**ACCESSIBLE RESOURCES:** 20

**COLLABORATION WITH CAMPUS GROUP:** 3.5

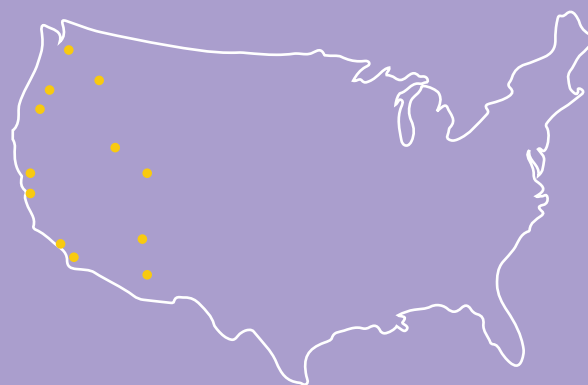
**LGBTQ STUDENT-ATHLETE GROUP OR INITIATIVE:** 6.7

**PRO LGBTQ EQUALITY CAMPAIGN/STATEMENT:** 3.5

**LGBTQ INCLUSIVE FAN CODE OF CONDUCT:** 5.4

**FOLLOWS NCAA GUIDELINES FOR  
TRANSGENDER INCLUSION:** 5.8

**TOTAL:** 83.5



## UNIVERSITY OF ARIZONA PAC 12



ATHLETIC EQUALITY INDEX 2019

**NONDISCRIMINATION POLICY** 28/35



**ACCESSIBLE RESOURCE** 20/20



**LGBTQ-INCLUSIVE FAN CODE OF CONDUCT** 0/10



**FOLLOWS NCAA POLICY FOR TRANSGENDER INCLUSION** 0/10



**LGBTQ STUDENT-ATHLETE GROUP OR INITIATIVE** 0/10



**OUTSPOKEN OR ALLIED STAFF** 5/5



**COLLABORATION WITH CAMPUS GROUP** 0/5



**PRO-LGBTQ CAMPAIGN OR STATEMENT** 0/5



**FINAL SCORE:** 53/100



ARIZONA STATE UNIVERSITY PAC 12



ATHLETIC EQUALITY INDEX 2019

**NONDISCRIMINATION POLICY** 28/35



**ACCESSIBLE RESOURCE** 20/20



LGBTQ-INCLUSIVE FAN CODE OF CONDUCT 5/10



FOLLOWS NCAA POLICY FOR TRANSGENDER INCLUSION



**LGBTQ STUDENT-ATHLETE GROUP OR INITIATIVE** 0/10



OUTSPOKEN OR ALLIED STAFF 0/5



COLLABORATION WITH CAMPUS GROUP 0/5



PRO-LGBTQ CAMPAIGN OR STATEMENT 0/5



## ATHLETE ALLY

FINAL SCORE: 53/100

## UNIVERSITY OF OREGON PAC 12



ATHLETIC EQUILITY INDEX 2010

**NONDISCRIMINATION POLICY** 35/35



**ACCESSIBLE RESOURCE** 20/20



LGBTQ-INCLUSIVE FAN CODE OF CONDUCT 5/10



<b>FOLLOWS NCAA POLICY FOR TRANSGENDER INCLUSION</b>	<b>10/10</b>
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[illegible]

**OUTSPOKEN OR ALLIED STAFF** 5/5



COLLABORATION WITH CAMPUS GROUP 5/5



PRO-LGBTQ CAMPAIGN OR STATEMENT



## ATHLETE ALLY

FINAL SCORE: 95/100



# OREGON STATE UNIVERSITY

PAC 12



ATHLETIC EQUALITY INDEX 2019

NONDISCRIMINATION POLICY 35/35



ACCESSIBLE RESOURCE 20/20



LGBTQ-INCLUSIVE FAN CODE OF CONDUCT 0/10



FOLLOWS NCAA POLICY FOR TRANSGENDER INCLUSION 10/10



LGBTQ STUDENT-ATHLETE GROUP OR INITIATIVE 10/10



OUTSPOKEN OR ALLIED STAFF 5/5



COLLABORATION WITH CAMPUS GROUP 5/5



PRO-LGBTQ CAMPAIGN OR STATEMENT 5/5



ATHLETE ALLY

FINAL SCORE: 90/100

# UNIVERSITY OF UTAH

PAC 12



ATHLETIC EQUALITY INDEX 2019

NONDISCRIMINATION POLICY 35/35



ACCESSIBLE RESOURCE 20/20



LGBTQ-INCLUSIVE FAN CODE OF CONDUCT 5/10



FOLLOWS NCAA POLICY FOR TRANSGENDER INCLUSION 0/10



LGBTQ STUDENT-ATHLETE GROUP OR INITIATIVE 0/10



OUTSPOKEN OR ALLIED STAFF 5/5



COLLABORATION WITH CAMPUS GROUP 0/5



PRO-LGBTQ CAMPAIGN OR STATEMENT 0/5



ATHLETE ALLY

FINAL SCORE: 65/100



NONDISCRIMINATION POLICY

35/35

ACCESSIBLE RESOURCE

20/20

LGBTQ-INCLUSIVE FAN CODE OF CONDUCT

5/10

FOLLOWS NCAA POLICY FOR TRANSGENDER INCLUSION

0/10

LGBTQ STUDENT-ATHLETE GROUP OR INITIATIVE

10/10

OUTSPOKEN OR ALLIED STAFF

5/5

COLLABORATION WITH CAMPUS GROUP

5/5

PRO-LGBTQ CAMPAIGN OR STATEMENT

5/5

NONDISCRIMINATION POLICY

35/35

ACCESSIBLE RESOURCE

20/20

LGBTQ-INCLUSIVE FAN CODE OF CONDUCT

5/10

FOLLOWS NCAA POLICY FOR TRANSGENDER INCLUSION

10/10

LGBTQ STUDENT-ATHLETE GROUP OR INITIATIVE

10/10

OUTSPOKEN OR ALLIED STAFF

5/5

COLLABORATION WITH CAMPUS GROUP

2.5/5

PRO-LGBTQ CAMPAIGN OR STATEMENT

2.5/5



## UNIVERSITY OF CALIFORNIA AT LA PAC 12



ATHLETIC EQUALITY INDEX 2019

**NONDISCRIMINATION POLICY** 35/35



**ACCESSIBLE RESOURCE** 20/20



LGBTQ-INCLUSIVE FAN CODE OF CONDUCT 5/10



FOLLOWS NCAA POLICY FOR TRANSGENDER INCLUSION



LGBTQ STUDENT-ATHLETE GROUP OR INITIATIVE	10/10



OUTSPOKEN OR ALLIED STAFF 5/5



COLLABORATION WITH CAMPUS GROUP 5/5



PRO-LGBTQ CAMPAIGN OR STATEMENT 5/5



## ATHLETE ALLY

**FINAL SCORE: 85/100**

UNIVERSITY OF COLORADO **AT BOULDER** PAC 12



ATHLETIC EQUILITY INDEX 2010

**NONDISCRIMINATION POLICY** 35/35



**ACCESSIBLE RESOURCE** 20/20



LGBTQ-INCLUSIVE FAN CODE OF CONDUCT 5/10



**FOLLOWS NCAA POLICY FOR TRANSGENDER INCLUSION** 10/10



LGBTQ STUDENT-ATHLETE GROUP OR INITIATIVE	10/10
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OUTSPOKEN OR ALLIED STAFF 5/5



COLLABORATION WITH CAMPUS GROUP 5/5



PRO-LGBTQ CAMPAIGN OR STATEMENT 5/5



## ATHLETE ALLY

FINAL SCORE: 95/100



STANFORD UNIVERSITY | PAC 12



ATHLETIC EQUALITY INDEX 2019

**NONDISCRIMINATION POLICY** 35/35



**ACCESSIBLE RESOURCE** 20/20



**LGBTQ-INCLUSIVE FAN CODE OF CONDUCT** 10/10



<b>FOLLOWS NCAA POLICY FOR TRANSGENDER INCLUSION</b>	<b>10/10</b>
--	--------------



LGBTQ STUDENT-ATHLETE GROUP OR INITIATIVE



OUTSPOKEN OR ALLIED STAFF 5/5



COLLABORATION WITH CAMPUS GROUP 5/5



PRO-LGBTQ CAMPAIGN OR STATEMENT 5/5



## ATHLETE ALLY

**FINAL SCORE: 90/100**

## UNIVERSITY OF SOUTHERN CALIFORNIA PAC 12



ATHLETIC EQUILITY INDEX 2010

**NONDISCRIMINATION POLICY** 35/35



**ACCESSIBLE RESOURCE** 20/20



**LGBTQ-INCLUSIVE FAN CODE OF CONDUCT** 10/10



<b>FOLLOWS NCAA POLICY FOR TRANSGENDER INCLUSION</b>	<b>10/10</b>
--	--------------



LGBTQ STUDENT-ATHLETE GROUP OR INITIATIVE	10/10
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OUTSPOKEN OR ALLIED STAFF 5/5



COLLABORATION WITH CAMPUS GROUP 5/5



PRO-LGBTQ CAMPAIGN OR STATEMENT 5/5



## ATHLETE ALLY

FINAL SCORE: 100/100



NONDISCRIMINATION POLICY

35/35

ACCESSIBLE RESOURCE

20/20

LGBTQ-INCLUSIVE FAN CODE OF CONDUCT

10/10

FOLLOWS NCAA POLICY FOR TRANSGENDER INCLUSION

10/10

LGBTQ STUDENT-ATHLETE GROUP OR INITIATIVE

10/10

OUTSPOKEN OR ALLIED STAFF

5/5

COLLABORATION WITH CAMPUS GROUP

5/5

PRO-LGBTQ CAMPAIGN OR STATEMENT

5/5





WHILE SCHOLARS AND ADVOCATES ALIKE HAVE MADE CALLS TO TAKE LGBTQ+ INCLUSION MORE SERIOUSLY IN COLLEGE AND UNIVERSITY SETTINGS, THERE ARE STILL MAJOR DISCREPANCIES IN THE RESEARCH BEING CONDUCTED ON THE EXPERIENCES OF THE LGBTQ+ (AND CIS-GENDER, HETEROSEXUAL) COMMUNITIES EXPERIENCES IN SPORT SETTINGS.

Our aim is to continue to utilize the AEI to further these research endeavors, while also providing feedback to institutions on how their policies compare to others, to offer resources to institutions hoping to implement or update their inclusion policies, and to give clear examples of model policies from institutions across the nation. Still, much like the ways the LGBTQ+ community and cause have evolved over the past few decades, we aim to evolve the AEI to best suit the needs of Athletic Departments in years to come.

One of the ways we aim to do so, in our next iteration of the AEI, are to consider whether athletic departments have public accommodations (gender-neutral bathrooms and private locker room spaces) for LGBTQ staff, students, community members, spectators, and varsity student-athletes.

We are heartened by the initiatives many schools are undertaking to make athletics more inclusive to all people who enter those spaces, not just LGBTQ+ student-athletes, and look forward to sharing some of those initiatives in our forthcoming 2018-19 AEI White Paper and 2019 AEI Best Practices and Policies for LGBTQ+ Inclusion in NCAA Division-I Athletic Departments.

POWER 5 CONFERENCES				
ACC	BIG TEN	BIG 12	PAC-12	SEC
Boston College	Illinois	Baylor University	U. of Arizona	U. of Alabama
Clemson	Indiana	Iowa State	Arizona State	Arkansas
Duke University	University of Iowa	Kansas	California	Auburn University
Florida State	U. of Maryland	Kansas State	UCLA	U. of Florida
Georgia Tech	U. of Michigan	Oklahoma	Colorado	Georgia
Louisville	Michigan State	Oklahoma State	Oregon	Kentucky
Miami	Minnesota	TCU	Oregon State	LSU
North Carolina	Nebraska	Texas	USC	Ole Miss
NC State	Northwestern	Texas Tech	Stanford University	Mississippi State
U. of Pittsburgh	Ohio State	West Virginia	Utah	Missouri
Syracuse	Penn State		Washington	South Carolina
UVA	Purdue		Washington State	Tennessee
Virginia Tech	Rutgers			Texas A&M
Wake Forest	Wisconsin			Vanderbilt
Notre Dame				

Table 1. Conference Affiliations and Universities in the Power-5 Conferences

## EXEMPLAR POLICIES & INSTITUTIONS

### INDIANA UNIVERSITY EXEMPLARY FAN CODE OF CONDUCT

#### Hoosier Sportsmanship Expectations

##### Background

In 2017 Indiana University Athletics undertook a thorough review of its "sportsmanship policy" including benchmarking it against similar policies of all other institutions in the Big Ten Conference, as well as the conference itself and other national/peer institutions. The product of that review is the following sportsmanship policy, referred to as "Hoosiers Sportsmanship Expectations", which is one of the most progressive and comprehensive policies of its kind in all of intercollegiate athletics. It was reviewed and approved by the Bloomington Faculty Athletics Committee on April 12, 2017.

##### Hoosier Sportsmanship Expectations Policy

The following is Indiana University's sportsmanship policy entitled Hoosier Sportsmanship Expectations:

Indiana University is committed to creating a safe, civil, comfortable and enjoyable gameday experience for all participants: student-athletes, fans, coaches, and officials. The Hoosier Nation is widely known for its enthusiasm, sportsmanship and hospitality. When fans attend any game at IU, they are responsible for how their actions and/or language may affect other participants.

#### HOOSIER NATION EMBRACES CREATING A FIRST-CLASS GAMEDAY ENVIRONMENT OF CIVILITY AND RESPECT FOR ALL:

- Profane, abusive, or threatening actions or language are not allowed, particularly any that references race, nationality, religious affiliation, sexual orientation, or gender identity.
- Fans who appear unruly and intoxicated will be denied access to Hoosier events and are subject to ejection.
- For the safety of all, access to the field or playing area is not permissible without proper credentials.
- Anyone throwing objects will be immediately escorted from the facility and subject to being banned from future events.
- Indiana University is proud to be smoke free.
- Fans may utilize only the seat or seats for which they have tickets.
- Fans are responsible for their own conduct and the conduct of others who use their tickets.
- Hoosiers are also expected to uphold these expectations when visiting other venues. Together, we create a first-class environment for all fans, coaches, players, and officials.

#### COMMUNICATING HOOSIER SPORTSMANSHIP EXPECTATIONS:

A copy of the Hoosier Sportsmanship Expectations is provided to all students who participate in intercollegiate athletics, coaches, administrators, and other staff. Hoosier Sportsmanship Expectations is published on IUHoosiers.com, in the Student-Athlete Handbook, and mailed in each season ticket packet. Social media messaging is sent before big games reminding fans of the Hoosier Sportsmanship Expectations.



MODEL POLICY:
TRANSGENDER AND NONBINARY ATHLETE INCLUSION

This model policy was adapted from Lewis & Clark College Athletics and was created in partnership between Athlete Ally and Out in Athletics. It is important to note that policies on transgender and nonbinary participation in sport are constantly changing. U Sports — the national sport governing body of university sports in Canada — released a groundbreaking policy in 2018 that allows transgender athletes to compete on teams that correspond with their gender identity, no hormone treatment needed. What U Sports leadership found was that there was a serious lack of scientific evidence that hormones significantly impact athletic performance. Below is a model policy.

Introduction

[COLLEGE/UNIVERSITY] and the Department of Physical Education and Athletics prohibits discrimination on the basis of gender identity and gender expression. In accordance with the principles of equity and inclusion, [COLLEGE/UNIVERSITY ATHLETICS] maintains the following policies to facilitate and encourage the participation of transgender and nonbinary students, staff, faculty, and visitors. These policies cover: participation in intercollegiate athletics, intramural sports; physical education; and accommodation for trans and nonbinary people who attend and participate in athletic activities that take place at [COLLEGE/UNIVERSITY].

NCAA Guiding Principles

- Participation in intercollegiate athletics is a valuable part of the education experience for all students.
- Transgender student-athletes should have equal opportunity to participate in sports.
- The integrity of women’s sports should be preserved.
- Policies governing sports should be based on sound medical knowledge and scientific validity.
- Policies governing sports should be objective, workable, and practicable; they should also be written, available and equitably enforced.
- The legitimate privacy interests of all student-athletes should be protected.
- The medical privacy of transgender students should be preserved.
- Athletics administrators, staff, parents of athletes, and student-athletes should have access to sound and effective educational resources and training related to the participation of transgender and gender-variant students in athletics.
- Policies governing the participation of transgender students in athletics should comply with state and federal laws protecting students from discrimination based on sex, disability, and gender identity and expression.

NCAA Bylaws Related to Transgender Student-Athlete Participation

The following policies clarify participation of transgender student-athletes undergoing hormonal treatment for gender transition:

- A trans male (FTM) student-athlete who has received a medical exception for treatment with testosterone for diagnosed Gender Identity Disorder or gender dysphoria and/or Transsexualism, for purposes of NCAA competition may compete on a men’s team, but is no longer eligible to compete on a women’s team without changing that team status to a mixed team.
- A trans female (MTF) student-athlete being treated with testosterone suppression medication for Gender Identity Disorder or gender dysphoria and/or Transsexualism, for the purposes of NCAA competition may continue to compete on a men’s team but may not compete on a women’s team without changing it to a mixed team status until completing on calendar year of testosterone suppression treatment.

The following policies clarify participation of transgender student-athletes who are NOT undergoing hormonal treatment for gender transition:

- A trans male (FTM) student-athlete who is not taking testosterone related to gender transition may participate on a men’s or women’s team.
- A trans female (MTF) transgender student-athlete who is not taking hormone treatments related to gender transition may not compete on a women’s team.

Banned Substances – NCAA Bylaw 31.2.3 identifies testosterone as a banned substance and provides for medical exception review for a demonstrated need for use of a banned medication. It is the responsibility of the NCAA institution to submit the request for a medical exception (see www.ncaa.org/drugtesting) for testosterone treatment prior to the student-athlete competing while undergoing treatment. In the case of testosterone suppression, the institution must submit written documentation to the NCAA of the year of treatment and ongoing monitoring of testosterone suppression.

Language

- Preferred Names – Teammates, coaches, and institutional personnel should refer to transgender and nonbinary student-athletes by a student’s preferred name.
- Pronouns – Pronoun references to transgender and nonbinary student-athletes should reflect the student’s gender and pronoun preferences.

Dress Codes and Team Uniforms

- Dress Codes – Transgender and nonbinary student-athletes should be permitted to dress consistently with their gender identities.
- Dress Codes when Traveling – Policies should be gender neutral; clean, neat, well cared for, and professional.
- Team Uniforms – Official team uniforms that are sport specific, ideally, should not conflict with a student-athlete’s gender identity.

Education

- [COLLEGE/UNIVERSITY] Athletics – All members of the athletics department shall receive information and education about transgender and nonbinary identities, institutional and conference non-discrimination policies, the use of preferred names and pronouns, and expectations for creating a respectful team and institutional climate for all students, including transgender and nonbinary students.
- Opposing Teams/Institutions – In consultation with the transgender and/or nonbinary student-athlete, athletics administrators and coaches will develop a plan for communication with their counterparts at other institutions and officials prior to competitions in which a transgender and/or nonbinary student-athlete is participating. This is a best practice rooted in establishing expectations for treatment of transgender and/or nonbinary student-athletes on and off the field. This does not require “outing” or otherwise identifying a particular student-athlete as transgender and/or nonbinary, but rather establishing general expectations for the treatment of all student-athletes, including those who may be transgender and/or nonbinary.

MEACHAM, ZIMMER, BAKER HONORED FOR LGBTQ+ SUPPORTS
ONE-TIME EVENT, A RECURRING INITIATIVE, OR SOME SORT OF CAMPAIGN
IN SUPPORT OF THE LGBTQ+ COMMUNITY



Nebraska’s (from left) Kai Meacham, Keith Zimmer and DaWon Baker will receive the 2019 Chancellor’s Award for Outstanding Contributions to the Gay, Lesbian, Bisexual and Transgender Community.

Three Huskers — a student and two staff employees — have been named winners of the Chancellor’s Award for Outstanding Contributions to the Gay, Lesbian, Bisexual and Transgender Community.



Winners are Kai Meacham, a junior biological systems engineering major, along with Keith Zimmer and DaWon Baker, both with Athletics.

The annual award, recognizes individuals and organizations who create an inclusive, respectful and safe climate for members of the LGBTQA community at the University of Nebraska–Lincoln. The recipients will be honored during the Lavender Graduation on April 18.



Zimmer and Baker will be honored for consistently working to improve the climate within Husker athletics for LBGTQA+ identified student athletes. Nominators praised both for being instrumental in the success of the Husker Athletics Diversity and Inclusion Committee, implementing the Diversity and Inclusion Summit that unites 1,000 student-athletes and staff members to establish a shared vision; working with staff to post visible signs of inclusion for all students; and hosting programming with LGBTQ-identified athletes and allies.

Zimmer is a senior associate athletics director and oversees Nebraska’s Life Skills program and the N Club. Baker is the diversity and inclusion director for athletics.



# ABOUT ATHLETE ALLY

Sports remains one of the greatest socialization mechanisms in the world — it communicates values without relying on any one language, and its most successful participants are known and respected globally. And yet, an entire community of people remains systematically excluded from sport. Athlete Ally believes that everyone should have equal access, opportunity, and experience in sports — regardless of your sexual orientation, gender identity or gender expression.

## OUR MISSION IS TO END THE RAMPANT HOMOPHOBIA AND TRANSPHOBIA IN SPORT AND TO ACTIVATE THE ATHLETIC COMMUNITY TO EXERCISE THEIR LEADERSHIP TO CHAMPION LGBTQ EQUALITY.

### WE EDUCATE

Athlete Ally educates athletic communities at all levels — sport governing bodies, teams, and individual athletes — to understand obstacles to inclusion for LGBTQ people in sports and how they can build inclusive communities on their teams or within their organizations. We hold trainings across the country on college campuses, with front office staff of major sports leagues and institutions like the NBA, NCAA and the MLB and with individual athletes. We have partnered with teams in major cities like Seattle, New York, and Washington D.C., to host Pride Nights and raise awareness about LGBTQ issues. In 2018, we launched Champions of Inclusion, an online curriculum providing coaches and athletic departments with education and resources around critical issues facing LGBTQ athletes and tools for creating an inclusive environment for all.

### WE CHANGE SPORT POLICY

Athlete Ally works to ensure athletic communities are as LGBTQ inclusive as they should be. We work closely with teams and institutions like the NCAA to develop clear and accessible policies around LGBTQ inclusion. In 2012, we co-authored with Dr. Pat Griffin the NCAA's first LGBTQ equality guide — Champions for Equality — for college coaches, athletes, and administrators. In 2017, we launched the Athletic Equality Index (AEI) to measure LGBTQ inclusion policies and practices in the NCAA's Power Five conferences. With plans to update the AEI every year and add 90 additional schools in 2018, the AEI provides an invaluable baseline so we can continue to push for LGBTQ inclusive policies at all colleges and universities across the nation.

We also apply pressure to global sport governing bodies to ensure their policies around LGBTQ inclusion are existent and consistent. In 2017, we launched an ongoing campaign demanding that World Rugby adopt transgender-inclusive policies. In 2015, we joined the #WomenInFIFA movement to push FIFA Congress to enact proposed reforms for women in soccer.

### WE ADVOCATE FOR LGBTQ RIGHTS

At Athlete Ally, we believe athlete activism should be expected and accepted. We incubate athlete activism through our Ambassador Program and organize platforms for athletes and sports institutions to advance LGBTQ civil rights, including mobilizing athletes and teams to voice their opposition to laws and policies that discriminate against LGBTQ people. For example, in 2016, we organized Boston sports teams to support the Mass Public Accommodations Bill and worked with the NBA, NCAA, and ACC to move games and championships out of North Carolina over HB2's passage.

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WEBSITE: [ATHLETEALLY.ORG](http://ATHLETEALLY.ORG)

FACEBOOK: [FACEBOOK.COM/ATHLETEALLY](https://FACEBOOK.COM/ATHLETEALLY)

TWITTER: @ATHLETEALLY

INSTAGRAM: @ATHLETEALLY

## OUR TEAM

**ANNA BAETH** is a critical feminist scholar and a cultural studies practitioner of sport. Her research centers on the gendering of sport spaces, the eternally moving body, and social movements and sport. A native of Frederick, MD, Baeth is a PhD candidate at the University of Minnesota in the Department of Kinesiology. Beyond her scholarly pursuits, Baeth is a perennial coach and advocate for cultural awareness in sport spaces.

**LEANNE GAN** is a Brooklyn-based illustrator and graphic designer. She's designed for a number of non-profits, including the American Civil Liberties Union, the Peter G. Peterson Foundation, LEAP, and the American Arbitration Association.

## OUR RESEARCH

At Athlete Ally, our research and programmatic analyses are dedicated to the dignity and liberty for people of every sex, sexual orientation, gender identity, and gender expression in all societies around the world, and in sport in particular. As a non-profit organization, we accept government funding, public donations, and corporate sponsorships. We never will accept funding that will force us to compromise our core values as an organization. We do not allow the sources of funding to dictate the scope and angle of our research. We strive to use our research in two ways. First, we aim to support people within the LGBTQ+ community and those who identify, or might identify, as allies to the LGBTQ+ community to understand how to best aid in our mission of ending homophobia and transphobia in sport. Second, we aim to use our research to extend the knowledge of and research on the LGBTQ+ experience.



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AS ALWAYS, WE GIVE OUR UTMOST GRATITUDE TO THE ATHLETE ALLY BOARD FOR THEIR ONGOING SUPPORT OF AND COMMITMENT TO THE MISSION OF THE ORGANIZATION.

FINALLY, WE WANT TO ACKNOWLEDGE AND CELEBRATE THE ONGOING WORK OF ALL UNIVERSITY, CONFERENCE, AND NCAA STAFF COMMITTED TO MAKING ATHLETICS A MORE INCLUSIVE SPACE. THE ATHLETIC EQUALITY INDEX WOULD LOOK VERY DIFFERENT WITHOUT YOUR CONTRIBUTIONS, AND WE HOPE IT SERVES AS A RESOURCE THAT ASSISTS YOU IN YOUR WORK FOR EQUALITY.

"THROUGHOUT MY CAREER, I'VE SEEN TIME AND TIME AGAIN THE POWER OF SPORT TO DRIVE SOCIAL CHANGE. I'VE ALSO SEEN THE TREMENDOUS IMPACT COLLEGE STUDENT-ATHLETES HAVE WHEN THEY'RE TAUGHT THAT BEING A CHAMPION IS JUST AS MUCH ABOUT WHO YOU ARE OFF THE FIELD THAN HOW MANY POINTS YOU SCORE ON IT. THE INSTITUTE FOR DIVERSITY AND ETHICS IN SPORT (TIDES) HAS BEEN DOING RESEARCH ON RACE AND GENDER IN SPORT SINCE THE 1980S. WE ARE GRATEFUL FOR THE PARTNERSHIP WITH ATHLETE ALLY. THANKS TO THE AEI, WE NOW HAVE DATA ON LGBTQ INCLUSION. WE NEED TO HONOR SCHOOLS THAT EXEMPLIFY A NEW KIND OF ACADEMIC STANDARD — ONE WHERE EVERY ATHLETE CAN BE THE BEST VERSION OF THEMSELVES."

**RICHARD LAPCHICK**



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