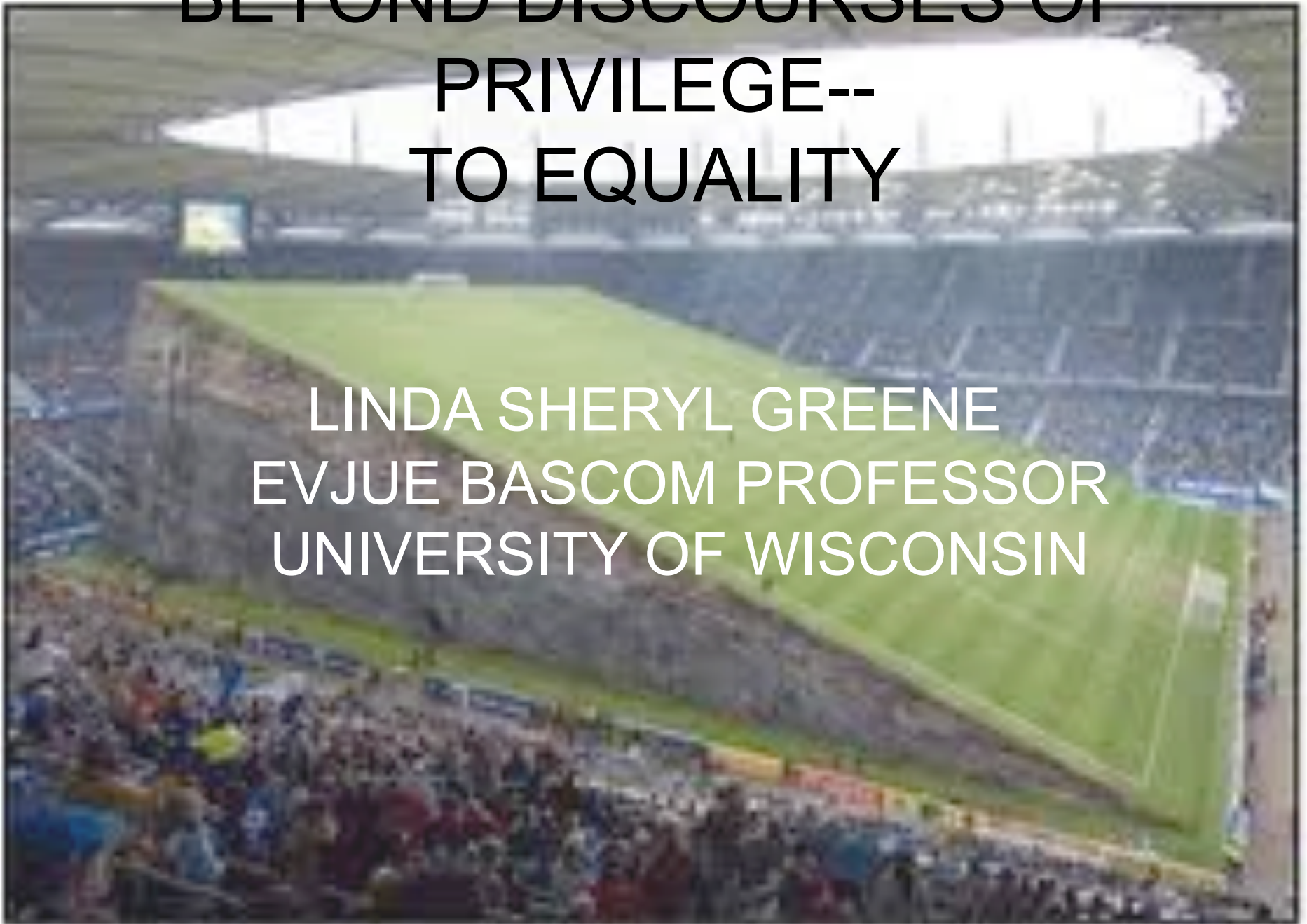


BEYOND DISCOURSES OF PRIVILEGE-- TO EQUALITY

LINDA SHERYL GREENE
EVJUE BASCOM PROFESSOR
UNIVERSITY OF WISCONSIN



NUMEROUS STUDIES RACE EXPLAINS DISPARITIES

- 1980 NFL PLAYERS ASSOCIATION
BRADDOCK
- 2002, 2005 FITZGERALD HILL
 - 2005 THOMAS AND RICH
 - 2005 MADDEN

WE'VE COME A LONG WAY BABY!



JOHN WOOTEN FRITZ POLLARD ALLIANCE



MEHRI AND COCHRAN



SCHOLARS HAVE MAINSTREAMED RACE AND SPORT

PROFESSOR EARL SMITH



**PROFESSOR TIMOTHY
DAVIS
WAKE FOREST**



KENNETH SHROPSHIRE WHARTON



ADVOCATES FOR EQUITY



BRAVE MEN HAVE WALKED THE WALK AND RUN THE GAUNTLET



FRITZ POLLARD

1920'S



ART SHELL- RAIDERS



MIKE TOMLIN



AND OTHERS TOO!

TONY DUNGY

BUCCANEERS-COLTS



ROMEO CRENNELL - BROWNS



MARVIN LEWIS-BENGALS





ART SHELL RAIDERS



HERMAN EDWARDS



LOVIE SMITH- BEARS



FOOTBALL BOWL SUBDIVISION

120 SCHOOLS

- 11 BLACK COACHES
 - 1 POLYNESIAN

Joker Phillips (Kentucky)



Jon Embree- University of Colorado



TURNER GILL- BUFFALO AND KANSAS



CHARLIE STRONG- LOUISVILLE



Mike London- University of Virginia



KEN NIUMATALOLO, NAVY



OTHERS

- Kevin Sumlin- University of Houston
- DeWayne Walker- New Mexico State
- Larry Porter- University Memphis
- Willie Taggart- Western Kentucky University
- Ron English- Eastern Michigan University
- Ruffin McNeill- East Carolina University

PAST COACHES

RON PRINCE- KANSAS STATE 2006-2008



TY WILLINGHAM

STANFORD (1995-2001)

NOTRE DAME (2001-2004)

WASHINGTON(2005-2008)



RANDY SHANNON

MIAMI 2007-2010



SYLVESTER CROOM

MISSISSIPPI STATE

2004-2008



SO SOME PROGRESS...

BUT NO SYSTEMIC REFORM

NO REJECTION OF DISCOURSE OF
PRIVELEGE

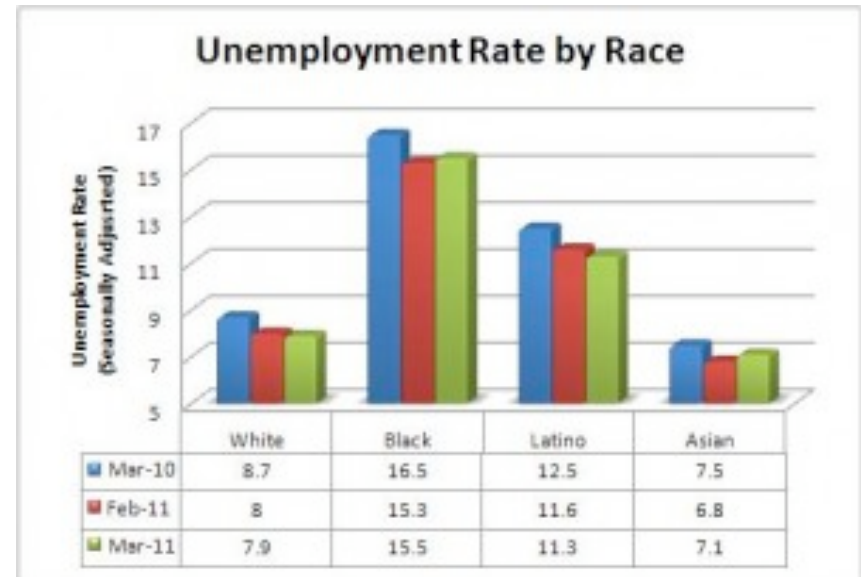
BUT DON'T GET IT
TWISTED...



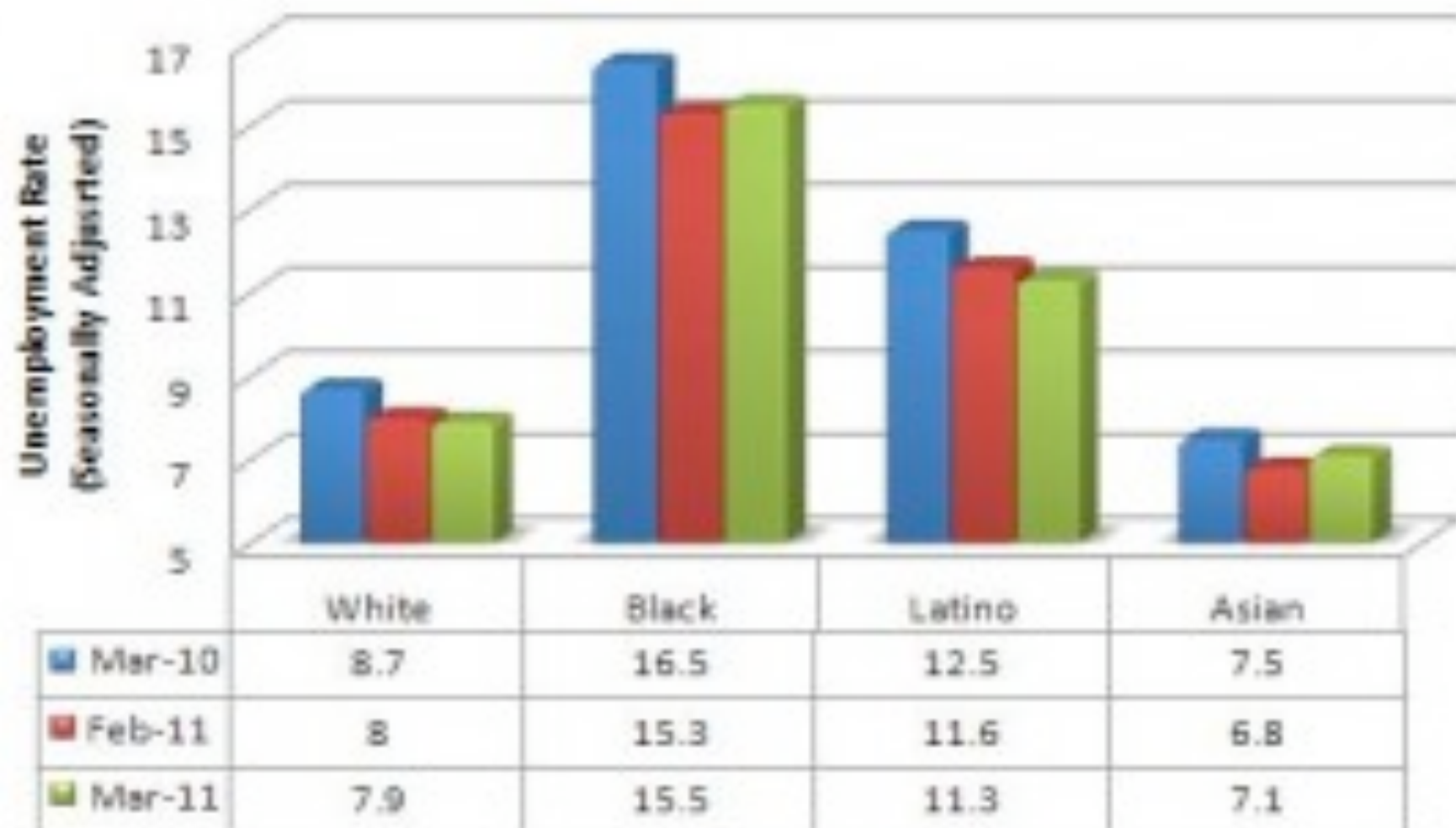


The Other
White Meat.®

DESPITE POTUS THIS ISN'T A POST RACIAL AMERICA

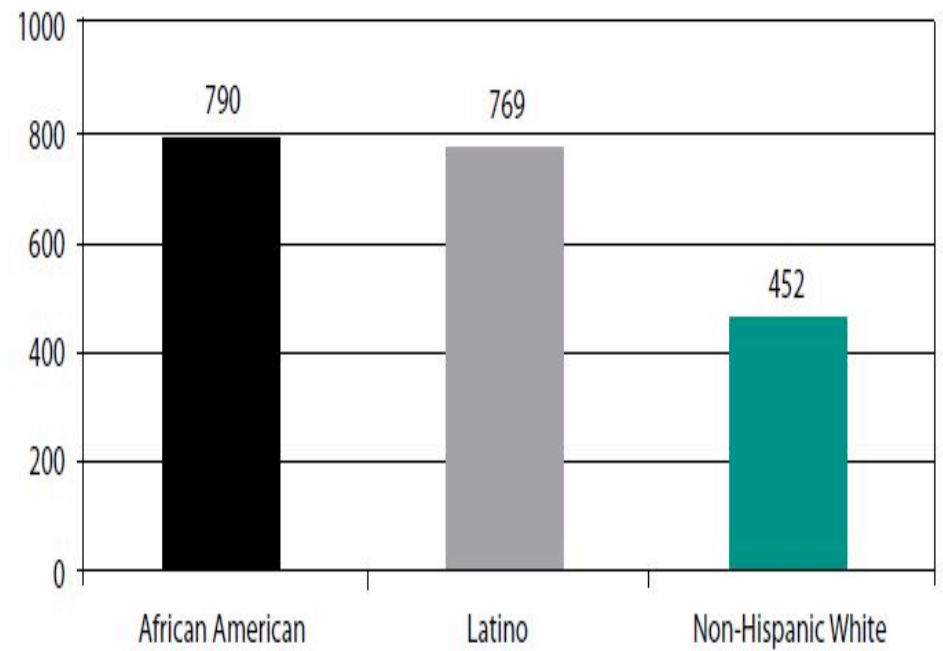


Unemployment Rate by Race





2007-2009 Completed Foreclosures per 10,000 Loans
(on loans made in 2005-2008 to owner-occupants)



DISCOURSE OF PRIVELEGE PREVAILS IN HEAD COACH HIRING

- EMBRACES RACIALLY STRATIFIED CULTURE AS MERITOCRACY
- PRESUMPTION THAT FOOTBALL IS EXCEPTIONAL
- EXEMPT FROM PREVAILING LEGAL AND ETHICAL NORMS
- EMPLOYS NON ARTICULATED STANDARDS
- EMPLOYS VAGUE, SUBJECTIVE STANDARDS WHEN ARTICULATED
- OPERATES IN AMBIGUOUS TEMPORAL ENVIRONMENT
- ADVOCATES EXTREME SECRECY IN PROCESSES
- ACTIVELY EMBRACES NON-ACCOUNTABILITY TO PUBLIC FOR OUTCOMES

THE NFL

ROONEY RULE IS A BEGINNING



HIRING PRACTICE CONCERNS

- DO DECISIONS AND PROCESSES VIOLATE CITY, STATE, OR UNIVERSITY HUMAN RESOURCES POLICIES?

NCAA UNDER MYLES BRAND

- REFUSED TO ADOPT NCAA WIDE STANDARDS FOR NONDISCRIMINATION AND EQUITY IN FOOTBALL COACH HIRING.
- “HIRING ISSUES ARE INDIVIDUAL INSTITUTIONAL DECISIONS”

FEDERAL EMPLOYMENT DISCRIMINATION PROCESS AND DECISIONS

- ~~INDIVIDUAL PLAINTIFFS?~~ ILLEGALS? CLASS ACTIONS?
- DO DECISIONS VIOLATE TITLE VII?
 - INTENTIONAL RACIAL DISCRIMINATION?
 - ENTIRE CONTEXT IS RACIALLY CHARGED
 - INCLUSION OF BLACKS AS TOKEN INTERVIEWEES
 - RACIAL DISCRIMINATION TO USE EXPERIENCE IN RACIALLY CLOSED NETWORKS
 - DISPROPORTIONATE ADVERSE IMPACT?
 - NUMBERS ARE LIMITED
 - SYSTEM HAS DISPROPORTIONATE IMPACT
 - WORD OF MOUTH HIRING

ETHICS

ARE PARTICIPANTS (NCAA
INSTITUTIONS AND
WHITE CANDIDATES) WHO BENEFIT
INVOLVED
IN UNETHICAL BEHAVIOR

BEST PRACTICES---

ADOPT THE BEST PRACTICES- REQUIRE DIVERSE DECISIONMAKERS



ADOPT THE BEST PRACTICES-
AGGRESSIVELY RECRUIT A
MAXIMALLY DIVERSE POOL



EXCAVATE AND DISCUSS BIASES



I KNOW--



LOTS OF MOVING PARTS





**RELEVANT
EXPERIENCE REQUIRED!**

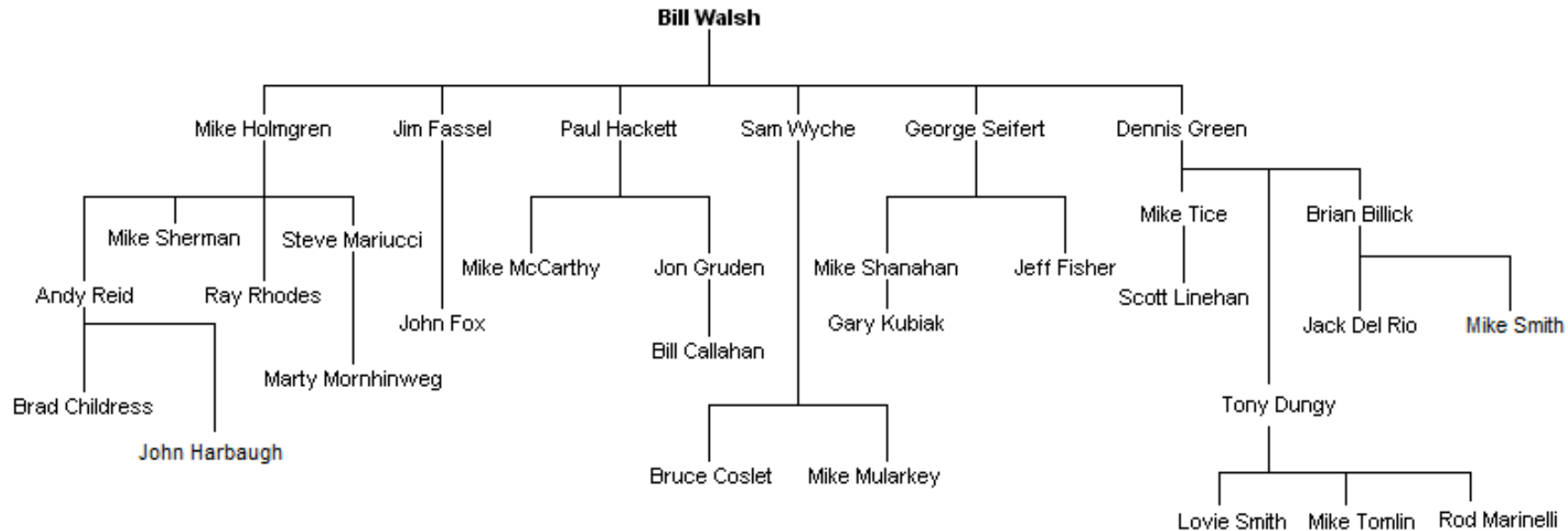
DUNGY COACH FAMILY



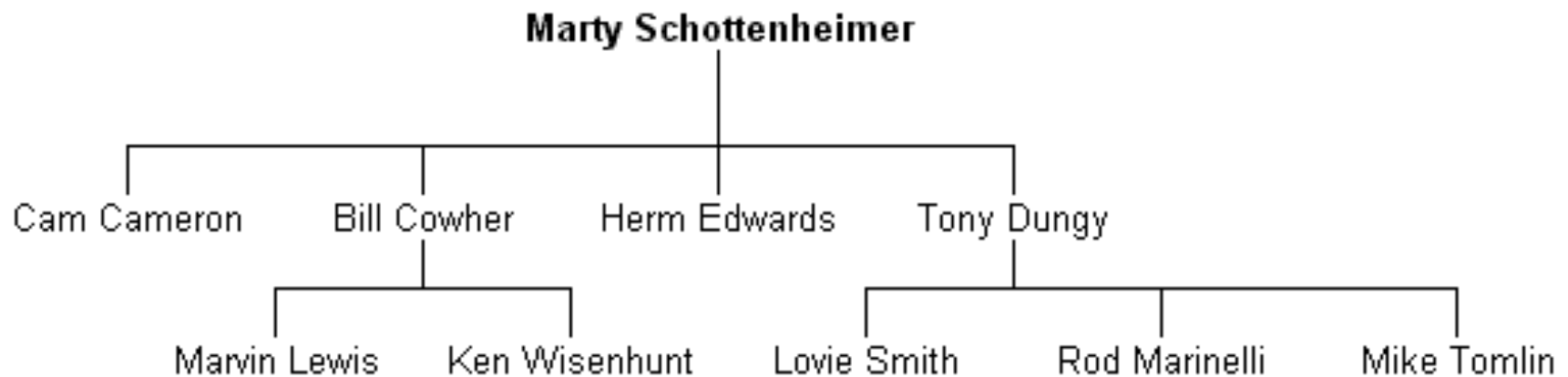
SOURCES: NFL; Pro Football Hall of Fame; Elias Sports Bureau

AP

BILL WALSH COACHING FAMILY



SCHOTTENHEIMER COACHING FAMILY



MORAL-ETHICAL-LEGAL OBLIGATION TO PROVIDE ACCESS TO THIS EXPERIENCE



**O'CONNOR
IN GRUTTER V. BOLLINGER
2003**

- **IN ORDER TO CULTIVATE A SET OF LEADERS WITH LEGITIMACY IN THE EYES OF THE CITIZENRY, IT IS NECESSARY THAT THE PATH TO LEADERSHIP BE VISIBLY OPEN TO TALENTED AND QUALIFIED INDIVIDUALS OF EVERY RACE AND ETHNICITY**

- **. ALL MEMBERS OF OUR
HETEROGENEOUS SOCIETY MUST
HAVE CONFIDENCE IN THE
OPENNESS AND INTEGRITY OF THE
EDUCATIONAL INSTITUTIONS THAT
PROVIDE THIS TRAINING...**

- **ACCESS TO LEGAL EDUCATION (AND THUS THE LEGAL PROFESSION) MUST BE INCLUSIVE OF TALENTED AND QUALIFIED INDIVIDUALS OF EVERY RACE AND ETHNICITY, SO THAT ALL MEMBERS OF OUR HETEROGENEOUS SOCIETY MAY PARTICIPATE IN THE EDUCATIONAL INSTITUTIONS THAT PROVIDE THE TRAINING AND EDUCATION NECESSARY TO SUCCEED IN AMERICA.**

DISCOURSE OF PRIVILEGE PREVAILS IN HEAD COACH HIRING- HOW WILL IT END?

- EMBRACES RACIALLY STRATIFIED CULTURE AS MERITOCRACY
- PRESUMPTION THAT FOOTBALL IS EXCEPTIONAL
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