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
ADVOCATES FOR EQUITY
BRAVE MEN HAVE WALKED THE WALK
AND RUN THE GAUNTLET
ART SHELL- RAIDERS
MIKE TOMLIN
AND OTHERS TOO!
TONY DUNGY
BUCCANEERS-COLTS
ROMEO CRENNEL - BROWNS
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
Mike London- University of Virginia
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 PRIVELEGED
BUT DON’T GET IT TWISTED...
DESPITE POTUS THIS ISN’T A POST RACIAL AMERICA
2007-2009 Completed Foreclosures per 10,000 Loans
(on loans made in 2005-2008 to owner-occupants)

- African American: 790
- Latino: 769
- Non-Hispanic White: 452
DISCOURSE OF PRIELEGED 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/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
LOTS OF MOVING PARTS
RELEVANT EXPERIENCE REQUIRED!
DUNGY COACH FAMILY

Tony Dungy, a protege of Hall-of-Fame head coach Chuck Noll, has developed a number of assistants now leading NFL teams.

- **Chuck Noll**
  - Steelers (’69-’91)
  - Super Bowl: 4-0

- **Tony Dungy**
  - Colts (’02-)
  - Bucs (’96-’01)
  - Steelers defensive coordinator (’84-’88)

- **Herm Edwards**
  - Chiefs (’06-)
  - Jets (’01-’05)
  - Bucs asst. head coach/defensive backs (’96-’00)

- **Lovie Smith**
  - Bears (’04-)
  - Bucs linebacker coach (’96-’00)

- **Rod Marinelli**
  - Lions (’06-)
  - Bucs defensive line coach (’96-’01)

- **Mike Tomlin**
  - Hired by Steelers
  - Bucs defensive backs coach (’01-’05)

Sources: NFL; Pro Football Hall of Fame; Elias Sports Bureau
SCHOTTENHEIMER COACHING FAMILY

Marty Schottenheimer

Cam Cameron  Bill Cowher  Herm Edwards  Tony Dungy

Marvin Lewis  Ken Wisenhunt  Lovie Smith  Rod Marinelli  Mike Tomlin
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
• 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
BEYOND DISCOURSES OF PRIVILEGE--TO EQUALITY