

U went on to serve on the
Athletic Board of Directors
at U of L with a Masters in
Spt. Management. Working at
the Boston Celtics, Los A. Lakers,
and Atlanta Hawks not to mention
a U of L Lady Bird and Soccer/Bball
athlete all were my mother's influences
for this U would love to show
my appreciation with this sincere
nomination.

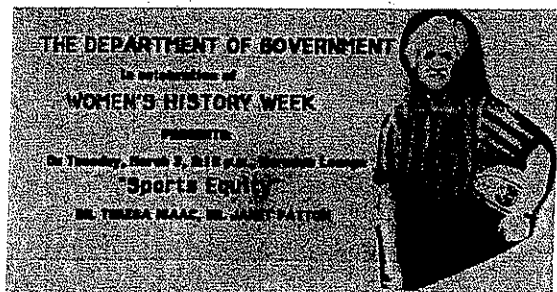
Looking back...

In honor of the 50th Anniversary of the ACLU of Kentucky, Board members are taking a look back at some of the legal cases and events that have shaped our history.

By Robert S. Tannenbaum
ACLU of Kentucky Board of Directors

Sex Discrimination in Basketball Refereeing — A Family Affair

The Isaacs of Lexington were a force to be considered in women's basketball. Mother Barbara Ann was a star player, winning the Virginia State Basketball Tournament in 1952, and then a referee. Several daughters, including Mary Alene and Teresa Ann also were players. Teresa Ann Isaac, who is currently the Mayor of Lexington, was, in 1986, the Chairperson of the Central Kentucky chapter of the ACLU of Kentucky and an ACLU cooperating attorney.



Barbara Ann Isaac as a referee

Because "basketball is a religion" in Kentucky, perhaps the suit against the Kentucky High School Athletic Association (KHSAA) and the State Board of Education, brought by ACLU cooperating attorney Isaac, should have cited the First Amendment of the United States Constitution. Rather, the suit alleging gender discrimination in the selection and assignment of basketball referees claimed violations of the Kentucky legislation (KRS 344.040) that proscribes employment discrimination, Section 2 of the Kentucky Constitution that prohibits the exercise of absolute and arbitrary power over the lives of Kentuckians, and the Fourteenth Amendment of the United States Constitution that guarantees

due process and equal protection of the laws to all citizens.

In 1986, 15 years after the ACLU of Kentucky successfully forced the KHSAA to provide a real voice for African-Americans on its Board of Control and in its activities, including basketball tournaments, and 12 years after the passage of state legislation requiring girls high school basketball teams in schools that had a boys team (KRS 157.340 (5)), there were no women assigned to referee either the boys or the girls state tournament.

The KHSAA had pledged in 1974 to affirmatively recruit women officials, but the results 12 years later were not particularly improved. Even though, overall, the number of women referees (30) was significantly fewer than the number of men (1,470), several of the women were highly qualified and experienced. However, the selection process in place at the time was distinctly biased in favor of the men. The KHSAA maintained that the process was based solely on merit, but it depended on subjective ratings by male coaches and by male assigning secretaries. The assignment process had the effect of continuing to limit the placement of women officials in regular season games, as well as district, regional, invitational, and state tournaments.

Attorney Isaac filed suit in March of 1986, as the state tournaments were about to begin, on behalf of four women referees, including her mother. The suit was amended in April to include her 13-year old sister, who claimed in the suit that she, as a Bryan Station high school player who hoped one day to become a referee, was also being discriminated against because of the absence of women referees. The complaint asked for an in-



Teresa Isaac, athlete, ACLU cooperating attorney, now Mayor of Lexington, KY

junction against the State School Board and the KHSAA and damages for the plaintiffs.

The suit was big news because it threatened to possibly interfere with the state tournaments and to upset the comfortable, male-dominated KHSAA, but there also was significant support for the women. On May 6, 1986 the *Lexington Herald-Leader* editorialized that the suit was "an effort to strike back at ... paternalistic discrimination," and continued by saying, "Here's hoping the state school board and the KHSAA will turn their considerable resources toward remedying the problem now, rather than continuing to cower behind the so-called rules that keep it in place."

Ultimately, the KHSAA and the School Board did settle the case by an agreement to add more women officials and to recruit and train them across the state. Also, the KHSAA added two women to its Board of Control and, interestingly, Teresa Isaac eventually served on the Board of the KHSAA. Brigid DeVries, who was the Assistant Commissioner of the KHSAA during the litigation, is actually the Commissioner now.

GIRLS AND SPORTS: PERFECT HARMONY



Your daughter deserves the chance to make beautiful music on the stage and on the playing field! For more information on how sports can help your daughter, please write:
Teresa Ann Isaac,
Director, Citizens
for Sports Equity,
P.O. Box 22163,
Lexington, KY 40522.

X-Logic:0016

Received: from [65.54.246.73] (miaaziz@hotmail.com) by Office-Logic InterChange; Tue, 13 Nov 2007 15:29:54 -0500

Received: from BAY117-W25 ([207.46.8.60]) by bay0-omc1-s1.bay0.hotmail.com with Microsoft SMTPSVC(6.0.3790.3959);

Tue, 13 Nov 2007 12:29:26 -0800

Message-ID: <BAY117-W25B6EEC0967CB41954E6F8A2800@phx.gbl>

Return-Path: miaaziz@hotmail.com

Content-Type: multipart/alternative;

boundary="_a1095cbf-8ca2-4e23-9b5c-d2a450568fcf_"

X-Originating-IP: [12.164.240.193]

From: mia isaac <miaaziz@hotmail.com>

To: <mmitchell@khsaa.org>

Subject: FW: KHSAA Hall of Fame additions, Barbara Ann Isaac

Date: Tue, 13 Nov 2007 20:29:25 +0000

Importance: Normal

In-Reply-To: <a57534c10710161435y17ead0t95e9ae1bc988d2e@mail.gmail.com>

References: <BAY117-W402ED573B84C992C533DFA29C0@phx.gbl>

<a57534c10710161435y17ead0t95e9ae1bc988d2e@mail.gmail.com>

MIME-Version: 1.0

X-OriginalArrivalTime: 13 Nov 2007 20:29:26.0102 (UTC) FILETIME=[E23EE760:01C82633]

From: miaaziz@hotmail.com
To: donna.wear@mccracken.kyschools.us
Subject: KHSAA Hall of Fame additions, Barbara Ann Isaac
Date: Tue, 6 Nov 2007 22:09:04 +0000

Hi Donna,

Just a short note as I wanted to get you this further information if Coach Parker had not had a chance to pass it along.

Thanks so much,

Alene Isaac

"She was an official of the Ky High School Athletic Association and called women's games. I remember her calling one game at Madison High School in Richmond, Ky, because I went over from my dorm and watched her. And she spent the night at my dorm after the game!"

Cynthia Isaac Macke, daughter

She was a ref from 1975 - 1979. She was in all regions. They usually assigned the women to go the furthest distance because they were trying to get them to quit. Harry Stephenson went with her a lot. He lives on Hawthorne. He is 90.

Teresa Isaac, daughter

Help yourself to FREE treats served up daily at the Messenger Café. [Stop by today!](#)