

U.S. Soccer Team Gender Discrimination Class-Action Lawsuit

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OUR POSITION

- We will be defending our clients -
The U.S. Women's Soccer Team
- Lawsuit against U.S. Soccer for **gender discrimination**
- **\$66 million** dollars

BACKGROUND

The U.S. Women's Soccer Team

- Claims that they are discriminated against because of their sex, violating Title VII of the Civil Rights Act of 1964 and the Equal Pay Act (“EPA”)

USSF

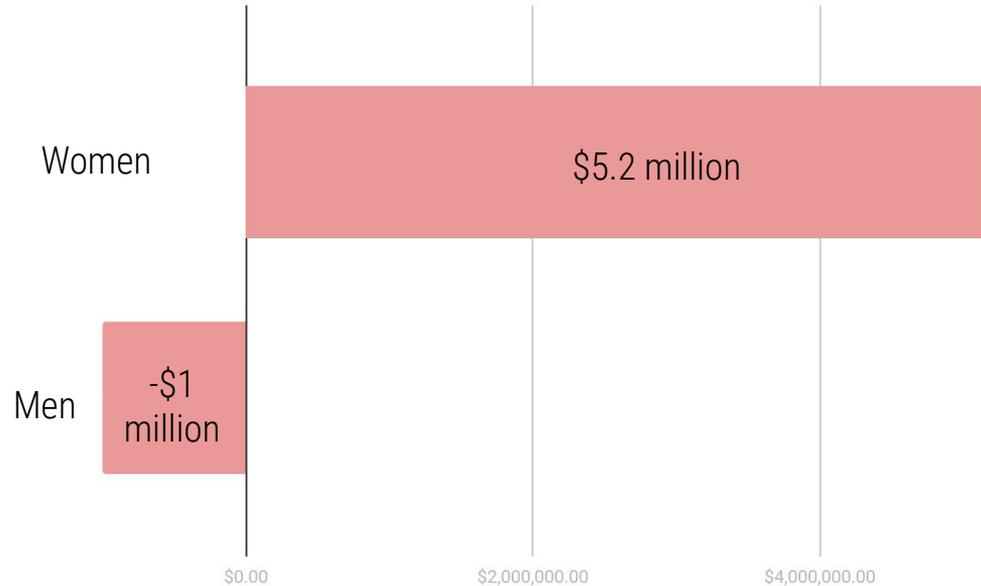
- The MNT generates more revenue than the WNT
- The WNT negotiated a different salary structure than the MNT
- The WNT and the MNT’s collective bargaining agreements were negotiated at different times.

Women vs. Men

- Revenue contribution to USSF
- Team Performance
- Player's Salary (+Bonuses)
- Comparison to Women's Tennis

REVENUE COMPARISON

Total Profit



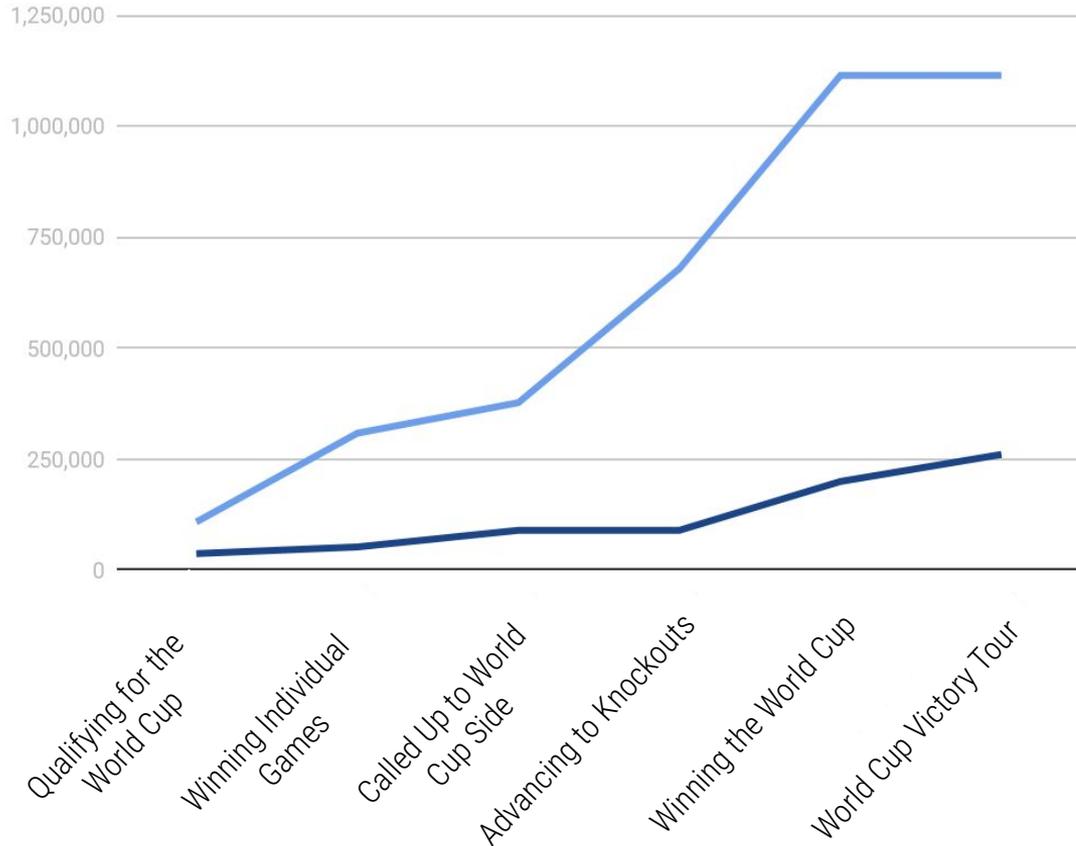
- W (2015) - \$15 million revenue contribution to USSF
- W (2017) - \$17 million revenue, with \$5 million surplus
- M (2017) - DEFICIT
- WNT > MNT in terms of generation of revenue

PERFORMANCE

- Unparalleled success in international soccer
 - ▶ 3 World Cup Titles & 4 Olympic Gold Medals
 - ▶ Numerous first place wins in International Tournaments
 - ▶ Team is ranked #1 in the world for the past seven years
- The closest the MNT has come to winning the World Cup was in 1930 (3rd place)
- Equal Pay Day: “It is frustrating that it almost feels like we have to go out and win to prove that we deserve equal treatment, equal pay” - Kelly O’Hara

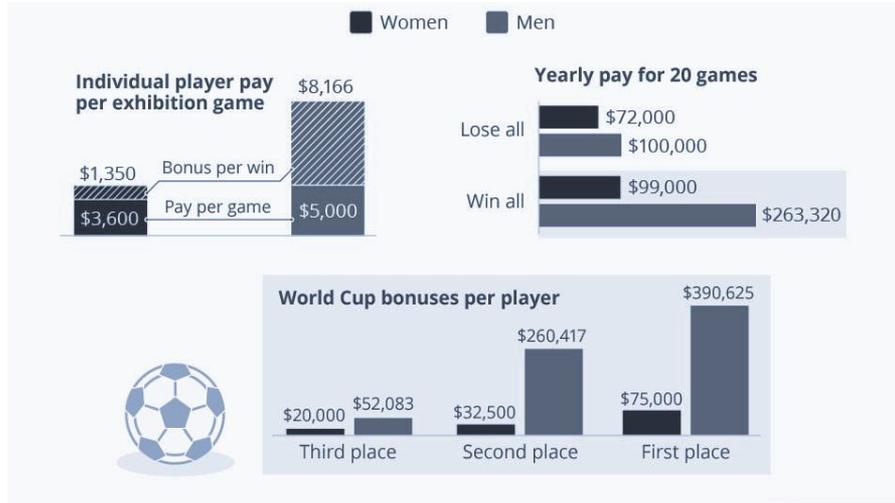


POTENTIAL EARNINGS



- Women
- Men
- LUNA Bar donated \$718,750
- Each member of the WNT will receive the same bonus awarded to the MNT for earning a spot on the World Cup roster (\$31,250 per player)
- USSF paid equally to men & women during the Olympic Games.
 - ▷ + \$15,000 to each player who qualified Olympics
 - ▷ + \$15,000 to everyone who made the roster.

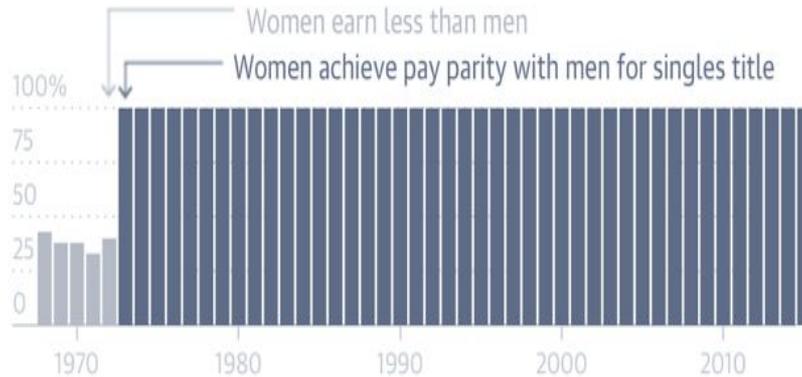
PAY GAP



- The USSF pays top tier WNT players between 38-72 % of what the MNT players earn on a per-game basis.
- W(lose all games): \$72,000 per yr/ \$3,600 per game
- W(win all games): \$99,000 per yr/ \$4,950 per game
- M(regardless of outcome): \$5,000 per game
- M(opponent bonus win/tie): \$6,250 - \$17,625
- M(lose all games): \$100,000 per year

U.S Tennis Achieves Equal Pay

US Open



- Men's and Women's champions will each walk away with \$3.3m
- A rare example of pay equality in sports
- In all 4 tennis majors, pay is equal
- Took 28 years to reach equal pay
- Soccer: Women walk away with a fraction of what Men receive



\$66,722,148

The figure was reached, the players' expert said, by taking the WNT's **performances, schedules and match results** and calculating what they would have earned under the separate compensation schedule in place for the United States MNT

ANALYTICAL METHOD APPLICATION

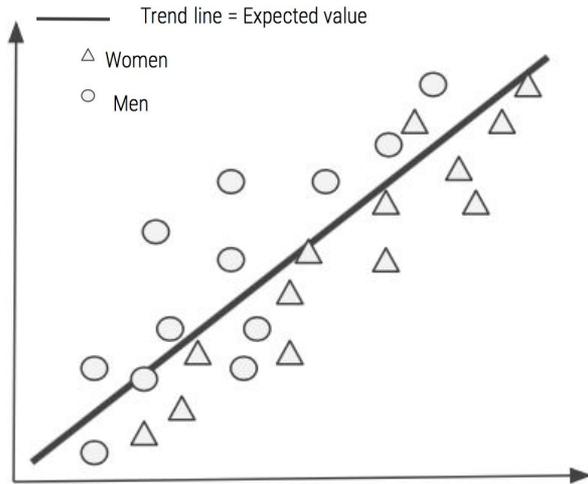
- Comparing what is actually happening to what would be expected to happen in a neutral decision-making process.
 - Statistical tests will determine whether the differences could have occurred by random chance, or whether the difference between actual and expected compensation is statistically significant
- **Forecasting** to determine date of equal pay between WNT and MNT at suggested rates
 - At the current rate, the International Players Union forecasts it will take until 2039 for pay to be equal

ANALYTICAL METHOD APPLICATION

- **Systematic & Stratified Random Sampling** used to estimate the average income per player
 - ▶ Stratified sampling is useful to look at each individual strata, and systematic sampling would go through each strata and appropriately demonstrate the salaries of the team's
- **Average compensation** of the players (MNT vs. WNT)
 - ▶ Multiple factors that determine compensation levels.
 - ▶ Misleading because of mix players who are not similarly situated. Combining the same average could result in false positive/negative
 - ▶ Averages may be influenced by outliers

ANALYTICAL METHOD APPLICATION

- Multiple regression analysis accounts for the differences between the players with respect to these “control factors”
- Using scatterplots to visualize regression analysis



- Vertical distance between each dot and the trend line represents the amount by which people are paid above/below
- One would expect to find both males and females above the trend line, as well as below the trend line. Female players that are clustered below the trend line and males above the line are often faced with a statistically significant pay disparity.

BASIS ARGUMENT

- Speaking against USSF's claims:
 - ▷ WNT has repeatedly generated more revenue than MNT
 - ▷ Unlike other professional sports leagues, the USSF employs both the WNT and the MNT
- Lack of opportunity for WNT (due to wage disparity), yet exceptional performance
- Evident dramatic pay gap

PRESENTING OUR FINDINGS

- Following our statistical analysis
 - ▶ Histograms
 - ▶ Scatter plots
 - ▶ Box Plots
 - ▶ Line Charts

EXECUTIVE SUMMARY

- The U.S. Women's soccer team should be paid equally because it affects their training regimen, coaching practices, and medical treatment
 - Should achieve same equality as Women's tennis
- The U.S Women's soccer team is considered to be one of the most successful teams in the world due to their multiple wins
 - Despite suffering disadvantages of lack of opportunity due to wage disparity
- Analysis suggest that it may take as long as 20 years to achieve pay equality at this rate
 - Sad representation of how women in sports are continuously treated

REFERENCES

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