

The influence of diversity perspectives on Black females athletic administrators' identity negotiations outcomes

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The purpose of this article is to examine factors that influence how Black female athletic administrators negotiate their identities. Negotiation of identities is not only about what people say and do, but it is also about where they do it and when they do it, as well as with whom they do it. Thus, it is important to identify contextual factors that influence identity negotiation outcomes. In doing so, this article integrates Thomas' and Ely's (1996) diversity perspective model with an identity negotiation framework consisting of Swann's (1987) theory of self-verification and behavioral confirmation theory to gain an understanding of the mechanisms and processes that influence Black female athletic administrators identity negotiation outcomes. Three propositions are advanced that make predictions concerning how three diversity perspectives: integration and learning, discrimination and fairness, and access and legitimacy, can support Black females in verifying their self-views or conforming their identity to others expectations.