

# Commission on Athletics

## GENDER EQUITY COMMITTEE

### - MINUTES OF THE MEETING -

September 15, 2004

*Via Teleconference*

#### **A. WELCOME**

Chairperson Rosa Perez called the meeting to order at 1:30 pm. Those in attendance were: Catherine Bowyer, Avie Bridges, Lefty Olguin, Felix Rogers, Wanda Wong, Fran Babich, Joanne Fortunato and Stu Van Horn.

#### **B. APPROVAL OF 2004-05 COMMITTEE GOALS**

Committee members heard an oral briefing detailing four committee goals for 2004-05 and discussed each individual goal. The goals are as follows:

- Meet with Chancellor Drummond to review outcomes of AB 2295 and the condition of Gender Equity in the California Community Colleges and to seek approval for a GE focused presentation at a future BoG meeting.
  - *Chair Perez reported that Chancellor Drummond has agreed to meet with committee representatives. A date is being established, with the goal of scheduling the meeting by month's end.*
- Seek meeting with CEOCCC, CCCCIO, and CCCSSO organizations to present key elements of AB2295, Title IX compliance and the responsibility of college leaders (special focus on new CEO's).
- Make a decision regarding whether to pursue development of a proposed student interest survey and circulate to COA member colleges. Remember, nearly 66% of complying institutions use prong three. The downside – as was pointed out at the recent NCAA Title IX seminar – was that poor survey construction leads to poor results that do not protect institutions in the event of complaints.
  - *The committee directed staff to produce a sample survey for distribution to COA member colleges (see item 5 for additional information)*
- Consideration of a series of workshops (Helen Carroll of Mills College and/or Valerie Bonnette of Good Sports, Inc.) that specifically targets Title IX officers at COA member colleges for a presentation that is specific to their role as compliance officers. At minimum, survey the colleges to identify all Title IX officers and offer two drive-in workshops for them next year. OCR may also provide experts for the training sessions.

- *The committee directed staff to compile and distribute a cost estimate of keynote speakers for review. Committee member Bridges indicated willingness to work with her institution (Santa Ana College) as potential venue host and/or underwriter of a southern California workshop featuring gender equity experts.*

### **C. ACCEPTANCE OF 2004-05 DATA FOR SPORT OFFERING CHART**

Committee members briefly reviewed data compiled by staff and provided by COA conference commissioners. In the past, this chart was utilized by committee members to develop sport-by-sport headcounts using Form 3's on file with conference commissioners. The committee agreed to defer that effort until next year and chose to focus in 2004-05 on relationship-building efforts with community college organizations and outreach presentations focusing on the importance of gender equity within COA member colleges. Additionally, staff will investigate the possibility of adding new source coding to the electronic collection of college-based Form 3's that launched across the state this year. The addition of specific source coding would allow electronic tabulation of the key sport-by-sport headcount data published in the past.

### **D. GENDER EQUITY MANUAL UPDATES**

- The chair formed a subcommittee (Chair Perez and Van Horn) to review each section of the existing COA Gender Equity Manual. The intent is to maintain accurate information within the guide and consider additions that may be useful to colleges. The meeting will likely occur in conjunction with the presentation to COCCC Chancellor Drummond.

### **E. GENDER EQUITY PRESENTATION SCHEDULE FOR 2004-05**

- As noted, chair Perez is currently scheduling a meeting with new COCCC Chancellor Drummond to review AB2295 and provide an update on pressing issues surrounding Gender Equity at community colleges in California. It is hoped that the meeting will be held by month's end.
- Staff will attempt to coordinate a roundtable discussion at the March 2005 CCC CSSO annual conference
- Chair Perez will continue efforts to place an agenda item on a future CEO state organization board meeting
- Staff will undertake efforts to coordinate two Title IX officer workshops (one north site, one south site) during the year (see Goal #4)

### **F. STUDENT INTEREST (PRONG THREE) SURVEY TEMPLATE**

- Committee members directed staff to begin production on a sample survey to distribute to member colleges relative to Title IX Compliance Prong Three (Interests and Abilities). It was noted that 66% of all colleges in the country achieve compliance utilizing Prong Three. The committee acknowledged that it will be

necessary to caution colleges (survey users) to customize the sample survey to accurately reflect their own local college marketplace. It was agreed that the survey sample will include a caution to colleges to amend the sample survey so that it produces fresh, robust and accurate data for their localized decision-making.

## **G. REVIEW OF COLLEGE REPORT**

- ❑ A report, titled '*Constructing Tiered Sports Programs for College Athletics*' (Connee Zotos, 2004) was recently purchased by the COA.
- ❑ The report articulates strategies useful to any college administrator trying to develop a cost-effective approach to meet equity standards and preserve participation opportunities.
- ❑ One copy of the summer 2004 report is on file in the COA's resource and referral library and two copies were distributed to chair Perez.
- ❑ Committee members were asked to contact chair Perez or staff if they are interested in reading the report.

## **H. NCAA WOMEN COACHING ACADEMY PROGRAM**

- ❑ The committee reviewed an article detailing an NCAA program designed to give women coaches the opportunity to learn about various aspects of coaching and is in response to a decline in the number of women coaches throughout higher education.
- ❑ Staff reported that it had contacted the NCAA leadership in late August and is waiting on a response to the inquiry.

## **I. ADJOURNMENT**

There being no further business of the COA Gender Equity Committee, the meeting was adjourned at 2:30 p.m.

Respectfully Submitted,

Joanne A. Fortunato, Ph.D.  
Commissioner  
Commission on Athletics