

California Community Colleges Commission on Athletics Gender Equity Suggestions To Frame Your On-Campus Efforts Relative to Prong Three

Every institution has three options to meet the participation standard of Title IX, only one of which is to provide athletic participation opportunities in substantial proportion to each gender enrollment. This report focuses specifically on Prong Three:

'...demonstrate that the institution has already effectively accommodated the interests and abilities of the underrepresented gender...'

‘...Accommodate the interests and abilities of under-represented gender..’

- Form a Gender Equity working group on campus. Suggested members:
 - Division Dean/Director of Athletics (chair)
 - Title IX officer
 - Faculty Senate representative
 - Dean/VP of Student Services
 - One male and one female student athlete
 - Three coaches; two add’l Faculty members

‘...Accommodate the interests and abilities of under-represented gender..’

- **Committee Charge:**

‘...To examine the options of athletic programs that are available to students at your college. The committee must evaluate whether your college is effectively accommodating the interests and abilities of students; to the extent necessary to provide equal opportunities in the selection of sports and levels of competition with availability to members of both sexes, as stated with the OCR U.S. Department of Education programs..’

‘...Accommodate the interests and abilities of under-represented gender..’

- **Key, initial steps:**

- Review current demographics of college admitted students and request for athletic information on a sport-by-sport and/or activity basis
- Review club and intramural participation rates, if offered
- Review listing of sports offered in your conference and at your K-12 high schools in your area
- Review EADA reports from past five years
- Develop and implement a student needs and interest assessment tool to survey current and prospective college student population on athletic interest (*see next slide*)
- Evaluate the findings of the needs assessment tool and forward options and alternatives for Title IX compliance to committee for consideration and action

‘...Accommodate the interests and abilities of under-represented gender..’

- Focusing specifically now on data points to include in an interests survey. First, a caution:

The COA Gender Equity Committee **strongly recommends** that your committee develop relevant, localized questions in the interests survey instrument that directly represent your local marketplace. In general, three key areas should be included:

'...Accommodate the interests and abilities of under-represented gender..

- Are you a member of an athletic team at this college? If yes, which one(s); if not, why not?
- Were you a member of an athletic team in high school? If yes, which sport(s); if not, why not?
- Is there a sport you would like to participate in that is not offered at the college? If yes, which sport?

‘...Accommodate the interests and abilities of under-represented gender..

- The final steps...
 - Evaluate the findings as a committee
 - Produce an executive summary
 - Present the findings to Faculty Senate and President’s Cabinet
 - Share report with Instructional and Student Services divisions
 - Host a meeting with HS personnel to discuss outcomes
 - Begin institutional approval for new offerings