

**Meeting Notes**  
**Gender Equity Plan Task Force**  
**October 31, 2007**  
**President's Conference Room**  
**11 a.m. – 12:30 p.m.**

The Gender Equity Plan Task Force (GEPTF) was convened by the Chair at 11:05 a.m.

**Administrative:** Review of Minutes from 9/21/07 and 10/15/07. A summary of the Student Survey response comments was handed out.

The Chair will send the student response to our consultant and any additional coach responses that are received.

**Update of Options for Participation & Interests/Athletic Scholarships:**

A brief update was given on various options and the repercussions of adding people to the sports roster once a plan is selected. The university could use a management roster and keep the number of players definite, or if another sport was added to any of the proposed groups, it would allow some additions without changing the balance.

The Consultant notified the GEPTF that David Black, the Head of Enforcement at OCR had left the organization and his replacement had not been announced. The consultant will listen to the laundry list discussion and identify concerns.

**Reports from Laundry List for discussion via conference call with consultant.**

**Travel and Per Diem:** A summary of information on the presentation was distributed. Information presented was from individual coach interviews, responses to the coaches surveys and responses to the student surveys. There was group discussion regarding the listed comments and concerns. The consultant offered the following comments:

1. Per Diem, Coaches: The coaches need to be informed as to what their per diem amounts are. They had varying opinions as to what their per diem was. The consultant recommended that the policy on per diem be given to all coaches.
2. Per Diem, Students: The University needs to look at what is happening when the teams are competing at home. Is there any difference between men and women sports? i.e. Equestrian competitions are all day long and students noted in the survey that they were not provided with meals.
  - Per Diem money must be used for per diem. If per diem dollars are taken in favor of tam meals, any extra dollars cannot be applied to travel or anything else as this would be an OCR violation.

- Pre and Post game meals at home. If there is a variance or disparity, there needs to be a justification for the reason showing that it is not discriminatory.
3. CSU needs to clarify policies on per diem. The policy can be changed to reflect “regional” concerns such as higher hotel and meal charges.
  4. The consultant recommended that the per diem expenditures should be monitored. Monthly reports are generated and currently available to the all the coaches. The consultant recommended that those reports be send to the GEPTF.
  5. Chartered Planes: This mode of transportation needs to be explored. Large teams (football) use charted flights, yet small teams usually travel in vans
  6. Van Policy: The policy on travel by van needs to be included and reviewed in the overall report on gender equity.

**Equipment and Supplies:** Three people have been interviewed so far. There are two more coaches to interview.

1. The interview of the equipment manager revealed that while men’s teams may get a higher quantity of uniforms, the women’s team budget for uniforms is higher. Some factors to consider are the source of equipment and/or uniforms. Many of the men’ coaches are well known and have been coaches for a good length of time; thus they get more free equipment than the women’s teams. The consultant recommended that equipment and clothing be looked at separately.
2. Equestrian: Team cannot use Nike for equipment as they do not have the saddles and other riding gear. The practice uniforms provided by Nike are for the “gym” type workouts, not the mounted practice clothing that is needed. Complaint that the equestrian team was sized for female sizes and they received male sizes.
3. Softball: The coach has issues with:
  - Nike providing their shoes. Nike will no longer design shoes for her team and the coach does not like the standard shoes that Nike normally supplies. Need to address the shoe issue
  - Softball coach feels that the Equipment Manager should be female. That the male manager is unable to properly size the women athletes.
  - Tops and bottoms of the baseball uniforms do not match. Players were told to phase out old uniforms...colors from different years do not match up.

The consultant indicated that these issues needed to be properly identified, clarified and resolved. The feeling of alienation by the women coaches was discussed. The GEPTF will invite those coaches who have expressed negative feedback to address the committee. Friday, November 16<sup>th</sup> is the next meeting. The chair will extend the invitation to the coaches. The chair will prepare specific questions for the invited guests. If members have specific questions they want addressed, they need to relay them to the chair.

## **Athletics Facilities Master Plan for Fresno State**

A power point presentation was given on the master plan for the Athletic Facilities. The importance of having not only good and functional facilities, but impressive facilities was stressed. 1) good facilities help the student athlete become the best at what they do and 2) good facilities reflect Fresno State's commitment to Athletics to recruits. 3) the facilities would serve the Fresno constituency and 4) generate revenue.

Softball, Baseball, Football and the SaveMart Center are good facilities. The rest are "D" rated, or marginal. The master plan would create pods 1) Equestrian 2) North Gym would be converted to practice only facilities 3) Bulldog Central would be for our customer base (ticket office, Bulldog shop, etc.) 4) Student Athlete Village. The plan would try to mirror men and women's facilities. The conceptual plan for the pod system was reviewed. The student athlete pod would be secure and would require a card swipe for after hours use. We cannot be a 1A school without the 1A facilities.

A public meeting is still being planned. The earliest would be the week after Thanksgiving.

The meeting was adjourned at 12:40 p.m.