

# **Gender Equity Plan Task Force**

## **California State University, Fresno**

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Public Information and  
Request for Questions & Comments

# NCAA Definition of Gender Equity:

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An athletics program can be considered gender equitable when:

- The participants in both the men's and women's sports programs would accept as fair and equitable the overall program of the other gender.
- No individual should be discriminated against on the basis of gender, institutionally or nationally, in intercollegiate athletics.

# Gender Equity Plan Task Force

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Review and Findings as of  
November 20, 2007

# Representatives on the Gender Equity Plan Task Force include:

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- Head Coaches
- Student-Athletes
- Faculty
- Administration and Staff
- Fresno Community Representative

# Charge to the Gender Equity Plan Task Force from President Welty

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- ❑ Review Plans for meeting Participation and Scholarship compliance (sport sponsorship)
- ❑ Review all areas of the laundry list
- ❑ Receive input from department staff, coaches and student-athletes
- ❑ Identify any areas that are deficient and create plans to correct
- ❑ Package in a new 5-year Gender Equity Plan for the institution

# How does an institution comply with Title IX?

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- **a)** Meet interests and abilities of the under-represented sex.
- **b)** Female and male student-athletes must receive athletics scholarship dollars proportional to their unduplicated participation.
- **c)** Equal treatment of female and male student-athletes in the areas known as the “laundry” list.

# How does an institution comply with Title IX?

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- a) Meet interests and abilities of the underrepresented sex.

# Compliance with interests and abilities requirement by use of Three-Prong Test

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## □ Prong One:

- “Provide participation opportunities for women and men that are substantially proportionate to their respective rates of enrollment as full-time undergraduate students.”

## □ Prong Two:

- “Demonstrate a history and continuing practice of program expansion for the underrepresented sex.”

## □ Prong Three:

- “Fully and effectively accommodate the interests and abilities of the underrepresented sex.”

## Prong Two:

“Demonstrate a history and continuing practice of program expansion for the underrepresented sex.”

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- Not currently available for use at Fresno State due to the discontinuation of Women's Swimming and Diving after the 2003-2004 season.

## Prong Three:

“Fully and effectively accommodate the interests and abilities of the underrepresented sex.”

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- ❑ Very difficult to assess full accommodation of interest in new athletic opportunities.
- ❑ Use of surveys has been challenged at some institutions

## Prong One:

“Provide participation opportunities for women and men that are substantially proportionate to their respective rates of enrollment as full-time undergraduate students.”

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- **Fresno State will use Prong One** and provide opportunities equivalent to institutional enrollment of full-time undergraduate students.

# Fresno State Participation

	Men	Women	<u>*Variance</u>
<b>Institution Enrollment 2006-07 %</b>	41.70%	58.30%	1.36%
<b>** 2006-07 Student-Athlete Participation %</b>	40.34%	59.66%	



**\* Enrollment%-Participation%**

**\*\* Actual participation in 2006-07**

# How does an institution comply with Title IX?

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- b) Female and male student-athletes must receive athletics scholarship dollars proportional to their unduplicated participation.**

# Athletic Scholarships

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- According to the Office for Civil Rights (OCR), Men's and Women's scholarship \$\$ ratio should be within 1% of unduplicated student athlete population representation, absent nondiscriminatory reasons for additional variance.

# Fresno State Athletic Scholarship Distribution

<b>MEN'S SPORTS</b>	
<b>Baseball</b>	<b>11.7</b>
<b>Basketball</b>	<b>13</b>
<b>Football</b>	<b>85</b>
<b>Golf</b>	<b>4.5</b>
<b>Indoor Track &amp; Field</b>	<b>4.5</b>
<b>Outdoor Track &amp; Field</b>	<b>12.6</b>
<b>Cross Country</b>	<b>DNA</b>

**Maximum Number of Scholarships that may be awarded under NCAA Rules**

<b>WOMEN'S SPORTS</b>	
<b>Basketball</b>	<b>15</b>
<b>Equestrian</b>	<b>15</b>
<b>Golf</b>	<b>6</b>
<b>Soccer</b>	<b>14</b>
<b>Softball</b>	<b>12</b>
<b>Tennis</b>	<b>8</b>
<b>Indoor Track &amp; Field</b>	<b>DNA</b>
<b>Outdoor Track &amp; Field</b>	<b>18</b>
<b>Volleyball</b>	<b>12</b>
<b>Cross Country</b>	<b>DNA</b>

# Athletic Scholarship Ratio: Unduplicated Student-Athlete Ratio

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	Men	Women	* ^Variance
Possible Max Scholarship %	56.8%	43.2%	9.50%
06-07 Student-Athlete Unduplicated Participation %	47.30%	52.70%	



\* Scholarship%-unduplicated%

^OCR recommendation <1%

# Challenge

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- ❑ NCAA scholarship limits for current sport offerings at Fresno State do not provide an equitable number of scholarships for women.
- ❑ Find an equitable solution that maintains participation equity while also granting equitable scholarship dollars to male and female student-athletes.



# Choices

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1. Decrease scholarships to male student-athletes of existing teams or
2. Increase scholarships for female student-athletes at Fresno State by adding women's teams or
3. Some combination of 1 and 2

# Compliance by Reduction

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- Currently Fresno State offers: =>
- Would reduce =>
- Left With =>
- 131.3 Men's scholarships
- -38.3 Men's Scholarships
- 93 Men's Scholarships

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0.08% Variance

# Compliance by Reduction

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- ❑ Is inconsistent with the vision of Fresno State Athletics
- ❑ Borderline compliance with NCAA Division IA Financial Aid Standards
- ❑ Not in the spirit of Title IX – intended to increase opportunities for women and not to decrease opportunities for men

# Compliance by Addition

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- Addition of Women's sports to broaden the base of the women's program
- Enhance the scholarships to unduplicated student-athlete participation ratio

# Inquiries When Considering Addition of New Sports

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- Current NCAA sport or emerging sport?
- Does it have appropriate participation to scholarship ratio?
- Practical Scheduling and Competition?
  - Conference
  - Region
- Facility access?
- Interest?
  - Local
  - California High Schools
  - California Club Teams

# Process of Sport Addition

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- Task Force reviews various options for compliance with OCR scholarship and participation ratios and prioritizes options
- Task Force sends acceptable options to the Subcommittee for Equity and Student-Athlete Well-Being.
- Task Force also sends acceptable options to the Director of Athletics for:
  - Presentation to the Athletic Corporation Board
  - Presentation to the President's Cabinet
  - Presentation to the Athletic Advisory Council
- President and Athletics Director discuss input from above groups and make decision on additional sport options

# Anticipate a decision by December 31, 2007

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NEW



SPORTS

Possible competition 2008-09

# How does an institution comply with Title IX?

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- c) Equal treatment of female and male student-athletes in the areas known as the “laundry” list.**

# The Laundry List

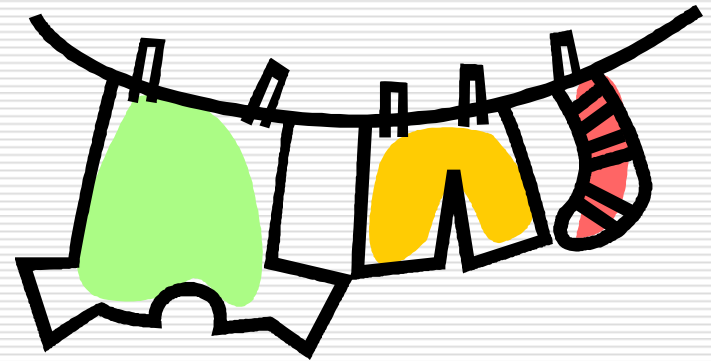
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- Equipment and supplies
- Scheduling of games and practice times
- Travel and per diem allowances
- Tutoring
- Coaching
- Locker rooms, practice and competitive facilities
- Medical and training facilities and services
- Housing and dining facilities and services
- Publicity
- Support services
- Recruitment of student athletes

# Laundry List

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- The Task Force is asked to evaluate the current situation within the Fresno State Athletics Department.



# Laundry List

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- List is reviewed as a whole to determine if advantages and/or disadvantages are distributed equitably between male and female athletes.

# Gender Equity Plan Task Force Review Process

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- Reviewed meaning of Laundry List items with a consultant.
- Divided the Laundry List among the Task Force members
- Survey about the Laundry List items was distributed to:
  - Head Coaches
  - Student-Athletes on the Student-Athlete Advisory Committee
- Select Task Force members toured facilities and met with representatives in the service areas of the department.

# Laundry List: Next Steps

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- Task Force identifies individuals to interview
- Members present information gathered in each of the 11 areas
  - To the full Task Force
  - To the Consultant
- Task Force determines if concerns exist
  - If so, what are they?
- Task Force makes recommendations for inclusion in 5-year plan

# Moving Forward:

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- Task Force and Consultant draft the 5-year institutional plan.
- Once drafted the plan is forwarded on for review to the Equity and Student-Athlete Well-Being subcommittee
  - Part of the institution's NCAA self-study
- Draft is also sent the Athletic Advisory Council for review
- These groups forward their comments to the institution's NCAA Certification Steering Committee (includes President Welty and Director of Athletics) which approves the final plan
- Plan is then implemented

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**The Gender Equity Plan Task Force is seeking input from California's Central Valley Community.**

# Questions/Comments

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- Please send your questions and comments to:  
[taskforce@csufresno.edu](mailto:taskforce@csufresno.edu) by no later than **Tuesday, December 4, 2007**

# FAQs

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- From the Questions and Comments the Gender Equity Plan Task Force will produce a FAQ list and post it on this website no later than December 11, 2007.

# Once 5-year plan is approved...

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- 5-year plan will be monitored by:
  - The Gender and Minority Equity Subcommittee of the Athletic Advisory Council in conjunction with the institution's Title IX Coordinator

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- The Gender Equity Plan Task Force hopes to have a final draft of the 5-year plan complete by the end of the 2007 Fall Semester.
    - Will be posted on this site



# Thank You!

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- Your input and support are vital to the Gender Equity Plan Task Force and their charge from President Welty.