

Gender Equity Plan Task Force

California State University, Fresno

Public Information and
Request for Questions & Comments

NCAA Definition of Gender Equity:

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

Review and Findings as of
November 20, 2007

Representatives on the Gender Equity Plan Task Force include:

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

Charge to the Gender Equity Plan Task Force from President Welty

- ❑ 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?

- **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?

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

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

□ 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.”

- 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.”

- 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.”

- **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>
Institution Enrollment 2006-07 %	41.70%	58.30%	1.36%
** 2006-07 Student-Athlete Participation %	40.34%	59.66%	



*** Enrollment%-Participation%**

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

How does an institution comply with Title IX?

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

Athletic Scholarships

- 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

MEN'S SPORTS	
Baseball	11.7
Basketball	13
Football	85
Golf	4.5
Indoor Track & Field	4.5
Outdoor Track & Field	12.6
Cross Country	DNA

Maximum Number of Scholarships that may be awarded under NCAA Rules

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

Athletic Scholarship Ratio: Unduplicated Student-Athlete Ratio

	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

- ❑ 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

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

- Currently Fresno State offers: =>
- Would reduce =>
- Left With =>

- 131.3 Men's scholarships
 - -38.3 Men's Scholarships
-
- 93 Men's Scholarships

0.08% Variance

Compliance by Reduction

- ❑ 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

- 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

- 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

- 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

NEW



SPORTS

Possible competition 2008-09

How does an institution comply with Title IX?

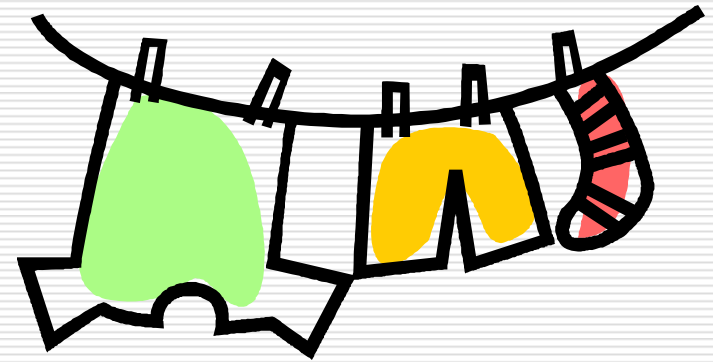
- c) Equal treatment of female and male student-athletes in the areas known as the “laundry” list.**

The Laundry List

- 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

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



Laundry List

- 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

- 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

- 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:

- 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

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

Questions/Comments

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

FAQs

- 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...

- 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!

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