

Title IX Gender Equity in Athletics Audit, *Update*

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School Board 6.8.2022



Objective Gender Equity Audit of Athletics

Engage in a systematic fact-based process to:

- 1) identify any gender inequities across the program
- 2) propose remedies to resolve any issues
- 3) institutionalize equity in athletics

so that all students, regardless of gender, have equitable athletic experiences.

May 25th Presentation

- Title IX background
- Consultant background
- Guiding principles
- Process
- Preliminary findings and actions

DISCLAIMER: No sets have been audited. Rating scale definitions may be submitted to the reviewer because factor distributions are available. If you have a coaching/mentorship or other real-world program that supports individual faculty members, such information should be shared internally. Reproduction of the following table and any other information is prohibited. If you have a coaching/mentorship or other real-world program that supports individual faculty members, such information should be shared internally. Reproduction of the following table and any other information is prohibited. If you have a coaching/mentorship or other real-world program that supports individual faculty members, such information should be shared internally. Reproduction of the following table and any other information is prohibited.

Rating Scale Definitions: 1 = Not Adequate; 2 = Adequate; 3 = Good; 4 = Very Good; 5 = Excellent. The average score for each category is calculated based on the number of responses received for each category. The average score for each category is calculated based on the number of responses received for each category. The average score for each category is calculated based on the number of responses received for each category.

Area	Number of Responses	Quality and Quantity of Responses	Percentage of Responses	Percentage of Responses	Percentage of Responses	Percentage of Responses
Total Male Athletes	221	100%	100%	100%	100%	100%
Total Female Athletes	187	100%	100%	100%	100%	100%
Total Athletes	408	100%	100%	100%	100%	100%
Team Male Athletes	140	100%	100%	100%	100%	100%
Team Female Athletes	118	100%	100%	100%	100%	100%
Total Athletes	258	100%	100%	100%	100%	100%
Team Male Athletes	140	100%	100%	100%	100%	100%
Team Female Athletes	118	100%	100%	100%	100%	100%
Total Athletes	258	100%	100%	100%	100%	100%



Title IX Athletics Compliance Review

Finding Area 1 - Participation and Accommodation of Interests

- 3-prong test

Finding Area 2 - Athletic Scholarships

- Not applicable

Finding Area 3 - Athletic Benefits (Laundry List)

- Equipment and Supplies
- Scheduling
- Travel
- Tutoring
- Coaching
- Facilities
- Medical Services
- Housing/Dining
- Publicity
- Administrative Services

Participation Finding

SUMMARY	Male	Female
Total # Athletes (Varsity/JV/Fr)	406	332
% Athletes	55.0%	45.0%
Total # Students in this school	446	425
% Students	51.2%	48.8%
OVERALL FEMALE PARTICIPATION GAP		55

Participation Gap Elimination Plan

1. Add Girls Beach Volleyball in Spring of 2023 - Varsity and JV
2. Add Girls Frosh Lacrosse Spring 2023
3. Increase turn-out for all PHS girls sports 2022-2023
4. Add a girls varsity team in Fall 2023 - proposed Field Hockey

Participation Gap Elimination Plan Details

SUMMARY	Male	Female
Total # Athletes (Varsity/JV/Fr)	414	395
% Athletes	51.2%	48.8%
Total # Students in this school	446	425
% Students	51.2%	48.8%
OVERALL FEMALE PARTICIPATION GAP		0

Findings in Benefits and Treatment

	V	JV	FR	
Competition Schedule	B	B	B	54 areas reviewed by level
Equipment and Supplies	OK	OK	B	
Uniforms*	G	B	B	
Practice / Contest Times In-Season*	B	B	B	
Practice Facilities	OK	B	B	
Competition Facilities	OK	OK	OK	
Locker Rooms*	OK	OK	OK	16/54 advantage boys
Coach - Athlete Instructional FTE Ratios	OK	OK	OK	
Coach - Athlete Instructional Total Ratios	OK	OK	OK	
Coach Quality /Years Experience (preliminary)	OK	INC	INC	
Coach Employment Status	B	OK	OK	
Travel - Meals	OK	B	OK	
MD, Trainers	OK	OK	OK	1/54 advantage girls
Spectator Accommodations	OK	OK	OK	
Training and Weight Training Facilities	B	B	OK	
Publicity/Promotion	B	OK	OK	
Awards/Recognition	OK	OK	OK	
Administrative Support Services (preliminary)	OK	OK	OK	

Benefit Disparity Remedy Action Plan, I

1. **Immediate actions, at no cost (policies and practices):**
 - a. Practice time review and equity adjustments (AD)
 - b. Game scheduling support to Girls Volleyball, Girls Water Polo, Girls Soccer, and Girls Golf. (AD)
 - c. Overnight contest scheduling support to JV level girls teams. (AD)
 - d. Improvements to monitoring / reporting, including updates to quality rating definitions, additional rating by captains and parent manager feedback. (AD, Title IX Compliance)
 - e. Athletic Policy handbook developed (travel policies, off-season use policies, etc) (AD)
 - f. Website updates to include information on Title IX in Athletics (Title IX Compliance)

Benefit Disparity Remedy Action Plan, II

2. **Immediate actions with costs already accounted for:**
 - a. Strength and Training Coach hiring prioritized for Girls' programs (AD)
 - b. Uniform purchases for Girls Volleyball, Girls Soccer, Varsity Girls LAX (AD)
 - c. Additional equipment purchases (AD)
 - i. New Balls and Ball Carts for Volleyball as well as additional training aides and safety equipment (pole pin)
 - ii. Protective Equipment for all sports
 - iii. Storage improvements

Benefit Disparity Remedy Action Plan, III

3. **Items awaiting approval from board with ongoing fiscal impact:**
 - a. Addition of Girls Beach Volleyball (Varsity and JV) and Frosh Lacrosse (AD)
 - i. Coaches stipends ongoing
 - ii. Probable increase in league fees

Benefit Disparity Remedy Action Plan, IV

4. **Items/services with fiscal impact to be addressed with one-time state funds or local funds:**
 - a. One-time start-up seed costs (equipment and uniforms)
 1. Beach Volleyball
 2. Frosh Lacrosse
 - b. Facility rental costs
 - i. Beach Volleyball
 - c. Publicity supplies/printer

Benefit Disparity Remedy Action Plan, IV continued

- d. Witter Girls Team Room improvements (AD, Title IX Compliance, Facilities)
- e. Binks Locker room improvements (AD, Title IX Compliance, Facilities)
- f. Softball facility improvements (AD, Title IX Compliance, Facilities)

Monitoring and Reporting Plan

Ongoing

1. Coaches will annually review their program using the updated rating sheet
2. Team captains and parent managers from each team will complete a program rating for their team
3. Participation numbers in audit format posted to the school website
4. Title IX Compliance Officer will review annual participation and benefit/treatment data and report to the school board annually.
5. Conduct a student interest survey every three years

Fall:

7. Status of remediations will be reported to the Title IX Task Force by October 1 by the Director of Athletics.

Participation Gap Plan

Add Beach Volleyball, new levels of Lacrosse, increase turn-out and and TBD varsity sport



Benefit Remedy Plan

Address disparities identified in baseline Benefit Analysis



Monitoring and Reporting Plan

Annual benefit rating (coaches, captains, parents), posting participation analysis, reports to board

Equity Methodology

- Examine separately, analyze the whole, don't compare team to team, focus on benefits not the money, address what is not negligible.
- Improve benefit analysis with new definitions, annual collection, student participation.

Questions and Feedback?

