

INCLUSION FORUM 2016

#NCAAInclusion

GENDER EQUITY IN INTERCOLLEGIATE ATHLETICS

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1. Participation and financial aid
2. Equal treatment



Participation

Handout with additional notes:
<http://tinyurl.com/TIXhandout>



Participation

Proportionality

OR

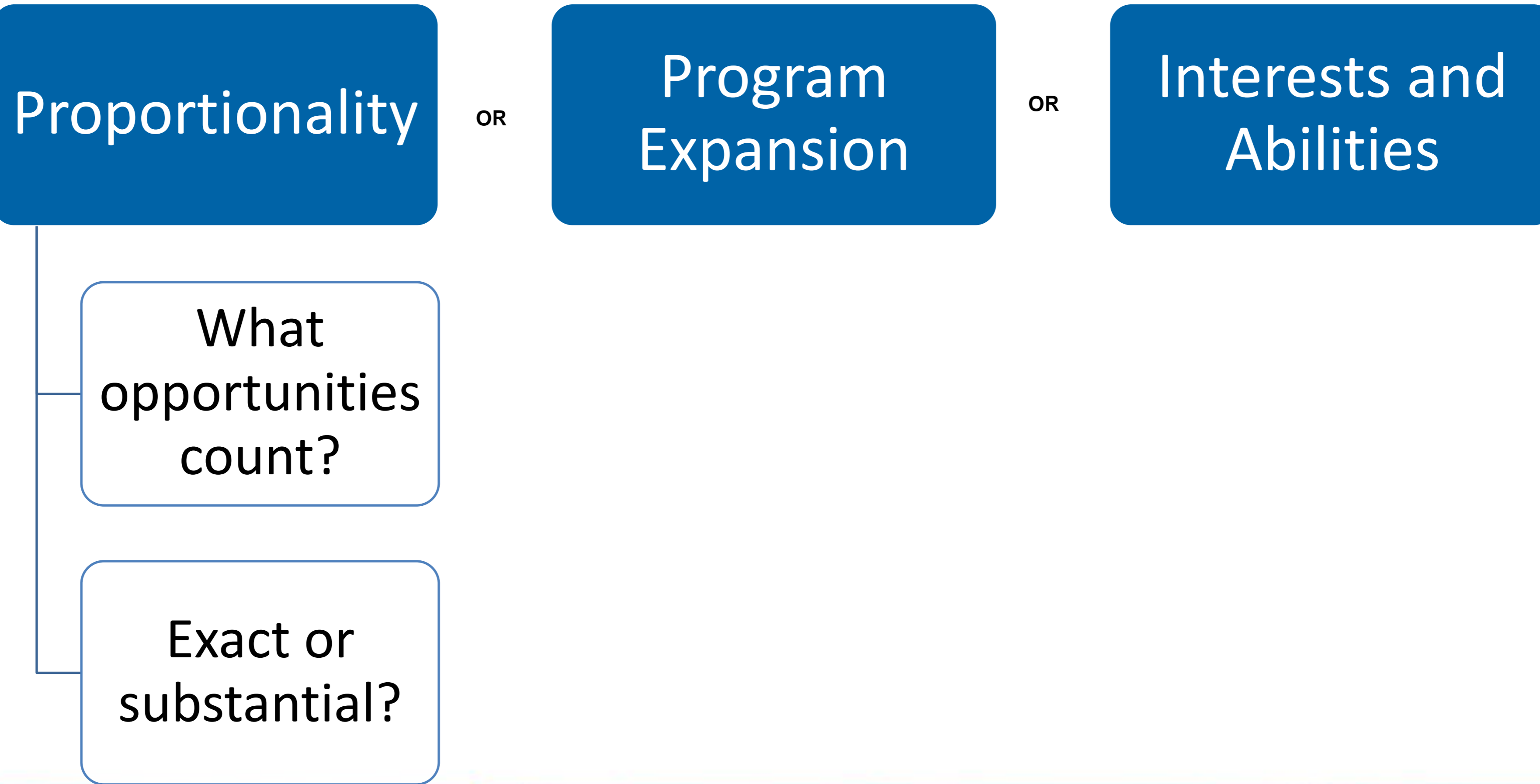
Program
Expansion

OR

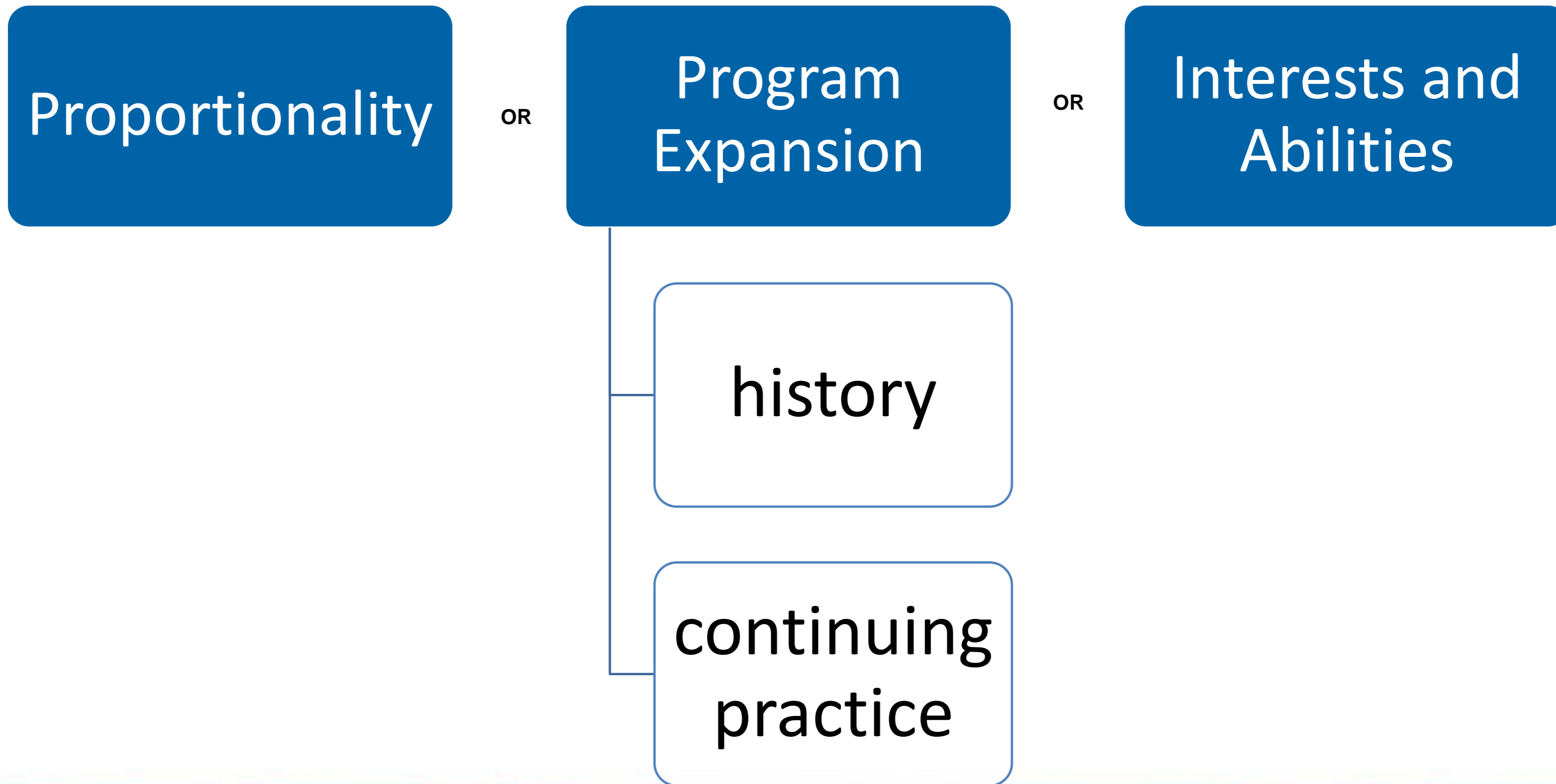
Interests and
Abilities



Participation



Participation



Participation

Proportionality

OR

Program
Expansion

OR

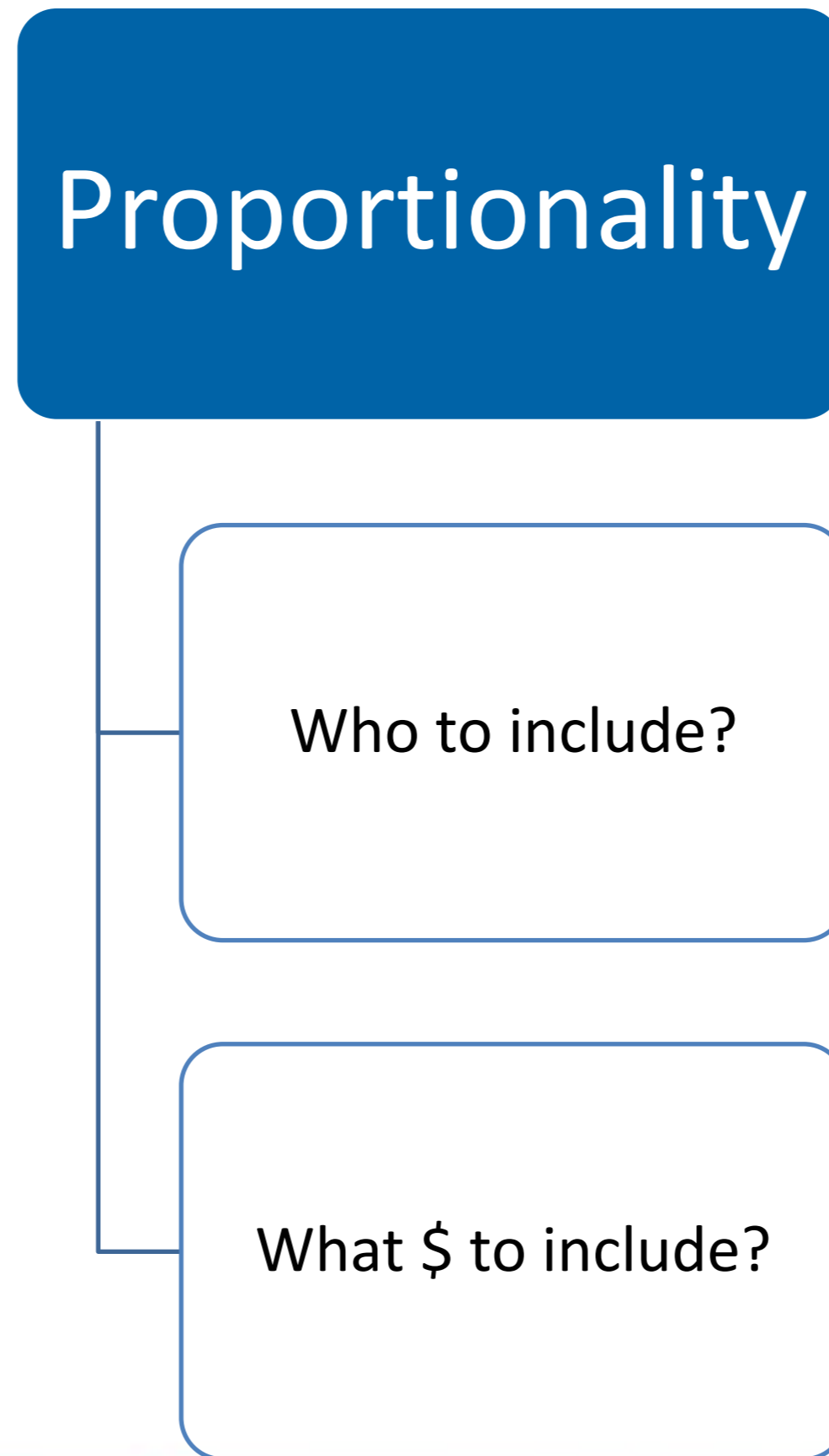
Interests and
Abilities

How to
measure
interest?

When to add
teams?



Financial Aid



Participation

- One of the Following:
 - Substantial Proportionality
- History & Continuing Practice
- Interest, Ability, Competition

Scholarships

- 1% Disparity Non-Duplicated
- Student Assistance Fund?
- Academic v. Summer?
- MM/EE?

Treatment of Existing Teams

- Equipment, Scheduling, Travel
- Tutors, Coaching, Facilities
- Medical, Housing & Dining
- Publicity, Recruiting, Support

Title IX Compliance



TREATMENT OF EXISTING TEAMS



Line Item Budgets

Unequal aggregate expenditures for members of each sex or unequal expenditures for male and female teams ...will not constitute non-compliance ...,

but the Assistant Secretary may consider the failure to provide necessary funds for teams for one sex in assessing equality of opportunity for members of each sex.



Funding Sources

Ensure that operating budgets provided to men's and women's teams, including funding from all funding sources, are sufficient to provide teams with equivalent benefits, opportunities, and treatment.

To the extent that coaches or athletes are expected to engage in fundraising activities to supplement the operating budgets for their teams, the school should ensure that the coaches or athletes of women's teams are not required to engage in such fundraising to a greater extent than the coaches or athlete's of men's teams.

-- OCR Resolution Agreement Language.



Equipment and Supplies

Quality, Amount, Suitability, Maintenance and Replacement and Availability



Scheduling

Games and Practice: Number, Time of Day and Pre/Post Season Opportunities

- What is Prime Time?
- Spring Trips
- Out of Region
- Guarantees
- Role of Fundraising
- Championship/Non-Traditional



Travel/Per Diem

- Mode of Travel
- Housing
- Length of Stay Before/After
- Per Diem
- Dining Arrangements



Tutors and Coaches

Availability of FT/PT Coaches and GAs, Availability of Tutoring Services, Procedures and Criteria for Obtaining Service, Assignment and Compensation

“In general, a [compensation] violation will be found only where compensation or assignment policies or practices deny male and female athletes coaching of equivalent quality, nature and availability.” 1979 Policy Interpretation

Other Considerations Re: Compensation:
Title VII, EPA and State Law

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Facilities

Quality, Availability and Exclusivity of Use of Practice, Competitive and Locker Room Facilities, Preparation and Maintenance

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Medical Services/Strength & Conditioning

Availability of Personnel, Insurance, Availability and Quality of Medical and Strength & Conditioning Facilities

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Housing/Dining

Housing and Special Services (Parking), Meals and Snacks Provided to SAs on Campus

- **Home Practice/Competition**
- **Snacks/Meals**
- **Location and Availability**
- **Housing /Priority/Location**
- **Night Before Games**
- **Parking**



Communications/Publicity

Availability and Quality of Sports Information Personnel, Access to other Publicity Resources, Quantity and Quality of Promotion

- Evaluation Tips
- Training
- Marketing
- Social Media
- Miscommunication



Recruitment

Substantially Equal Opportunities to Recruit, including Financial and Other Resources

&

Support Services

Administrative and Clerical



Is Your Program Equitable?

1. Are policies discriminatory in language or effect?
2. Are disparities substantial and unjustified in overall program?
3. Are disparities in individual area substantial enough to deny equality of athletic opportunity?



QUESTIONS?



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