

Commission on Athletics

GENDER EQUITY COMMITTEE

- MINUTES OF THE MEETING -

September 18, 2003

Via Videoconference

A. WELCOME

Associate Commissioner Stu Van Horn called the meeting to order at 1:00 pm on behalf of chairperson Rosa Perez. Committee members joined the videoconference from the COA Office, Glendale, Palomar, Reedley, Chabot, and Siskiyou.

Those in attendance were: Cathy Bowyer, Felix Rogers, Sue Gatlin, Sandi Taylor, Wanda Wong and Stu Van Horn.

B. ADOPTION OF 2003-04 COMMITTEE GOALS

The Committee approved general goals for the 2003-04 academic year. The committee acknowledged the goals were modest in nature due to the reduction of funds at the state office and the continuing fiscal crisis in California. The goals comprise an action plan to guide the work of the committee in the 2003-04 year.

Goal 1

Acquire the necessary data and annually publish an updated version of the COA's five-year sport comparison chart.

Goal 2

Development of a formalized process to ensure adherence to gender equity practices within the conference-driven program review process.

Goal 3

Promotion of committee members as gender equity experts and central advocates for gender equity issues to COA member colleges

Goal 4

Act as resource and referral contacts to outside entities (CA NOW) and those colleges seeking assistance in complying with the Gender Equity self-study, the CPEC study on Title IX compliance, and U.S. Department of Education Equity in Athletics Disclosure Act (EADA) requirements.

Goal 5

Develop specific strategies and tactics aimed at increasing the usage of the manual with COA member colleges.

C. 'BY CONFERENCE' CHART AND 'FIVE YEAR COMPARISON' CHART

The Committee agreed to wait until mid-November 2003 to begin its work on update the 'By Conference Sport Participation' Chart and the 'Five Year Sport Comparison Chart'. The committee approved the delay due to the Title IX research survey project being coordinated the California Postsecondary Education Commission (CPEC) related to Assembly Bill 2295. The committee will be entitled to receive a final report of the research effort. The COA strongly encourages its member colleges to support the work of the Title IX project and respond immediately to all information-gathering requests underway by CPEC's research contractor.

D. STAFF UPDATE ON CURRENT LEGISLATION

COA staff provided an update regarding on two issues:

1) Assembly Bill 833, intended to cement in California the current three-part test used by the U.S. Department of Education to determine whether a school/college that receives federal funds complies with Title IX mandates in its athletic programs, is moving through various senate, assembly and judiciary committees with overwhelming approval.

Designed to codify the federal education department's policies (three-part test) into state law, Assembly Darrell Steinberg's (D-Sacramento) bill contains extensive and specific findings and declarations regarding the effect of Title IX on the participation by girls and women in athletic programs in schools and colleges, including affirming the so-called three-part test. In addition, the bill contains policy guidance related to funding of scholarships and the financing of sports programs and facilities. As importantly, the bill would address the manner by which a college makes budget cuts in the face of the state's fiscal condition. It would require that if an 'educational institution must cut its athletic budget, it must do so consistent with its legal obligation to comply with state and federal laws.'

Additional elements include factors to be considered when determining whether a college apportioning public funds received fro athletic programs has provided equal opportunity to both sexes, the application of any rule concerning the parental, family or marital status of a person, and equitable funding for all students in community college athletic programs with consideration of certain costs associated with a specific program.

2) In response to recent legislation Assembly Bill 2295 the California Postsecondary Education Commission and the California Department of Education have contracted with RMC Research Corporation to study compliance with Title IX gender equity requirements in high schools and postsecondary

athletic programs in California. The study involves examining data from existing sources (such as COA), surveys to *all* public community colleges and universities, and surveys to a sample of public high schools in California. Additionally, the independent evaluator will conduct site visits. It is expected that three COA member colleges will be asked to host a site visit.

A technical and policy advisory committee, representing all three segments of higher education and California high schools, guided construction of the survey instrument. **The COA strongly advises colleges to complete and return the survey by the October 30, 2003 deadline.** The final report must be submitted to the Legislature by January 1, 2004.

E. CONTINUATION OF THE COA GENDER EQUITY NEWSLETTER

The committee was unsuccessful in securing the services of a COA member college to continue publishing the COA Gender Equity newsletter. The first two issues, published in the 2002—03 year, were developed, printed and funded by College of the Canyons through the leadership of last year's committee chairperson. The committee felt it inappropriate to ask another college to accept the financial obligation of producing and distributing the newsletter. Any COA college willing to provide pro bono printing services to the COA was asked to contact the state office.

F. USING THE GENDER EQUITY MANUAL

The Committee discussed the updated version of the 2003-04 Gender Equity Self Review Manual and approved revisions conducted by COA staff during Summer 2003. The members complimented the COA for its commitment to maintaining the manual and for its ease of use. No substantive changes were requested. Colleges interested in the manual can obtain a complimentary copy by visiting the COA website/gender equity pages.

G. CREATION OF CEO GENDER EQUITY SURVEY

Numerous committee members noted continuing concerns regarding college presidents and their leadership involvement with Title IX issues. After considerable discussion, it was approved to create a CEO survey based loosely on the following data points:

- a. CEO's to describe – in their own words – their institutions progress on GE over the past five years
- b. The number of FT people hired for women's sports over the last five years
- c. What changes in GE would like to see two years from now
- d. What should be the next emerging sport of the COA

- e. The inequities resulting from donations targeted to specific sport programs that are not made available to other programs and the inequities this creates with campus facilities
- f. Have CEO's ask their conference colleagues what women's sports they would support if sanctioned by the COA

In addition, the committee asked COA staff to request an update on GE and Title IX at the CEOCCC regional meetings in spring 2004.

H. NEW BUSINESS

None.

I. Other

None.

L. ADJOURNMENT

There being no further business to come before the Gender Equity Committee, the meeting was adjourned at 1:47 pm.

Respectfully submitted by:

Joanne A. Fortunato, Ph.D.
Commissioner of Athletics