

Commission on Athletics

GENDER EQUITY COMMITTEE

- MINUTES OF THE MEETING -

February 19, 2003

Via Teleconference

A. WELCOME

Chairperson Rosa Perez called the meeting to order at 1:00 pm. Those in attendance were: Catherine Bowyer, Avie Bridges, Sue Gatlin, Lefty Olguin, Felix Rogers, Joanne Fortunato and Stu Van Horn. Guests included Ellen O'Connor and Management Council Chair, Ellie Bewley.

B. REVIEW OF AB2295 REPORT TO CPEC/CA LEGISLATURE

Committee members heard an oral briefing from chair Perez and Van Horn relative to a major Title IX study. The California Postsecondary Education Commission (CPEC) and California Department of Education (CDE) were requested by the California Legislature to commission a study to evaluate interscholastic and intercollegiate athletic programs in the state with regard to compliance with Title IX, as set forth in AB 2295.

Committee members reviewed a draft executive summary of the final report provided to COA staff (Fortunato and Van Horn) in advance of adoption of the report by CPEC on March 9, 2004. A public domain version of the report will be available after the March 9, 2004 CPEC meeting at www.cpec.ca.gov.

C. TAKING AGGRESSIVE STEPS/INSPIRING OUR COLLEGES

Committee members were asked to provide ideas, strategies and thoughts that would enable the committee to aggressively inspire COA member colleges to reach a higher level of compliance with Title IX on a statewide basis. Considerable discussion followed and focused on:

- ❑ Investigate the possibility of a Title IX/GE component to the accreditation process, possibly within the Institutional Integrity standard. COA staff will continue its efforts to involve the Western Association commission and the Southern Association commission to determine whether either agency can lend a 'hook' to ensure higher propensity of compliance as a part of the existing accreditation standards.
- ❑ Meet (Perez and Van Horn) with new COCCC Chancellor Mark Drummond to define COCCC organizational commitment and, as feasible, seek approval for a Gender Equity presentation at a future Board of Governor's meeting.
- ❑ Continue the public education campaign to inform COA member colleges of its ongoing obligations to the federal statute.

- ❑ Develop a 'template' of a proposed student interest survey and circulate to COA member colleges to assist in prong 3 – full and effective accommodation.
- ❑ Public Education alliance with the National Association of Girls and Women in Sport (NAGWS) and the Women's Sports Foundation (WSF) for a series of 'testimonials' featuring women of high achievement and advancement in the public and private sectors.
- ❑ Communicate (via an executive summary, breakout sessions, conference presentations) the key elements of the AB 2295 report to CEO's, CIO's, and CSSO's to ensure each recognizes the important commitment necessary to Title IX. In addition, develop ways to create a stronger commitment by local colleges to prioritize the hiring of women within PE divisions.
- ❑ Develop a position paper on the full-time/part-time issues affecting many colleges as it relates to fostering better CEO support of the importance of FT coaches.
 - Intent is to develop a set of specific strategies that assists colleges in understanding the inherent value of a full-time coach over a part-time coach.
- ❑ Consideration of a series of workshops by Valerie Bonnette of Good Sports, Inc. as a service to community colleges. It was suggested that the COA seek external funds to support the activity.
- ❑ A 'how to recruit' workshop (or similar) to assist local coaches, particularly part-timers, better understand how to recruit female student athletes. The intent is to provide coaches with specific ideas and strategies that assist them to secure full squads for each woman's sport and distribute statewide to COA members coaching women's sports.
- ❑ Seek collaboration with community college outreach personnel to join in an effort designed to eliminate continued under-representation of groups, culture and gender issues affecting K-12 and community colleges.
- ❑ Consider development of Spanish language materials for more effective outreach with family members of young women participating in athletics.
- ❑ Revisit and re-commit to additional homophobia workshops at upcoming COA events, conventions, etc.
- ❑ Ask COA board to inform and 'rally' CEO colleagues to more actively promote and support Title IX at local colleges (e.g. guidelines, rules to ensure equity).
- ❑ Encourage women's sport coaches associations to offer workshops and related sessions (possibly during that sport's state championship or in conjunction with other association meetings) on Title IX, how to recruit, the benefits of FT v. PT, etc.

D. ACCEPTANCE OF 2003-03 DATA FOR FIVE-YEAR SPORT COMPARISON CHART

- ❑ The committee accepted the five-year sport comparison chart (available at www.coasports.org).
- ❑ Ninety-one (91) of 103 COA member colleges provided data.
- ❑ The 2002-03 ratio (65% men, 35% women) did not improve from the 2001-02 data, which featured participation from all 103 COA member colleges.

Special Note:

The COA Gender Equity Committee releases the five-year sport comparison chart with significant concern and trepidation. The committee recognizes that the disparity between sexes is not appropriate and the inequity represents a continuing challenge for community colleges in California.

The committee strongly urges all COA member colleges to systematically increase the number of sport opportunities for female citizenry of California and to continue to undertake aggressive localized efforts designed to increase the participation of female student athletes and to support benefits that are equal to both sexes.

E. DEVELOPMENT OF STRATEGIES AND TACTICS TO INCREASE USAGE OF GE MANUAL

- ❑ Feature various colleges (e.g. Mendocino's use of COA Gender Equity Manual) and post on COA state website.
- ❑ Request that local colleges provide training and thorough review of the COA Gender Equity manual during regularly scheduled in-service meetings with sport coaches.
- ❑ Require review and signature of each local college sport coach acknowledging review of the manual (as part of regularly scheduled meetings to review recruitment policies of the COA).

F. CEO FEBRUARY MEETING PRESENTATION(S) ON GENDER EQUITY/CSSO STATE CONFERENCE BREAKOUT SESSION BY COA GE COMMITTEE

- ❑ COA staff reported it was unsuccessful in securing agenda time at the February 19, 2004 meeting of the Chief Executive Officers of California Community Colleges (CEOCCC) meeting in Los Angeles. Staff will continue to seek time on a future agenda.
- ❑ COA staff reported it has been selected to provide a breakout session on Title IX and the AB 2295 report at the Chief Student Services Officers (CSSO's) convention in San Diego. The presentation is scheduled for March 11, 2004 at 2:15 p.m. COA staff will coordinate the presentation.

G. REVIEW OF GIRLS AND WOMEN IN SPORTS WEEK

- ❑ It was reported that the COA office participated in the February 2-6, 2004 celebration of 'California Girls and Women in Sports Week', sanctioned by the California Legislature via Assembly Concurrent Resolution 161.
- ❑ The COA website includes an article promoting the week and can be viewed at www.coasports.org.

H. ADJOURNMENT

There being no further business to come before the Gender Equity Committee, the meeting was adjourned at 2:30 pm.

Respectfully submitted by:

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