



# PHS Parents' Club: Update on Title IX in Athletics

Stephanie Griffin, Bradley Smet  
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# PHS Parents' Club: Update on Title IX in Athletics

1. Title IX Methodology
2. 21-22 Participation Findings, Plan and Actions so far
3. 21-22 Benefit Findings, Methodology, Plan and Actions so far
4. Where to find more info

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# Donna's Top Ten Methodology Rules



1. Each sport examined SEPARATELY, not in comparison
2. Program then analyzed as a whole.
3. Analysis in the most recent year in which all data is available
4. All female athletes compared to all male athletes
  - a. Never count sports – always participants
  - b. Never compare 1 sport to 1 sport
5. Fact-based data only – not opinion



# Ten Methodology Rules continued

6. No consideration of where money comes from – institution obligated to ensure \$ from all sources expended in a manner that treats all genders with equity
7. Lack of financial resources is not a justification for different treatment or failure to remedy inequities
8. Athletes/coaches cannot choose to accept discriminatory treatment
9. It's acceptable to have different treatment based on gender neutral factors – ie bus use based on team size or distance traveled, or length of season is set by state – objective standard equally applied to men's and women's teams
10. OK to treat some sports better than others as long as equal proportions of participants receive the same better (or worse) treatment

# Title IX in Athletics

## Finding Area 1 - *Participation and Accommodation of Interests*

- 3-prong test

**FINDING**

## Finding Area 2 - *Athletic Scholarships*

- Not applicable

## Finding Area 3 - *Athletic Benefits (Laundry List)*

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

**FINDING**

## 2021-22 Findings in Participation

2021-22 had a participation gap of 55 girls based on the proportion of girls playing sports versus enrollment

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

# Plan to Eliminate Gap over 2 Years

Improve turn-out in existing sports

Add sports

- Girls Beach VB Varsity and JV
- Girls Frosh Lacrosse
- Add another Girls Sport in 2023-24 (field hockey or something else)

# Results so far...

Going into Spring sports we were projected to reduce the gap into the 30s from 55 by end of this school year.

As spring sports rosters come in there are some surprises, especially with Track, that will impact our progress to removing the gap.

Rosters are based on participants at the first competition so they are getting finalized now



# 2021-22 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	

# Benefits Methodology

TOOL I		EQUIPMENT AND SUPPLIES					
SPORT (List cross country, indoor track and outdoor track separately if counted as separate teams)	Number of Athletes	QUALITY and QUANTITY of sport-related nonpermanent equipment and consumable supplies (e.g., balls, sport implements, helmets, bats, sport specific consumables) for practice and competition (Superior = highest quality, optimum quantities, no budget limits; Adequate = good quality, sufficient quantity for effective practice; Inadequate = poor quality or less than sufficient quantity)	QUALITY and QUANTITY of sport-related permanent equipment (e.g., batting cages, balance beams, mats, backboards, hurdles) (Superior = highest quality, optimum quantity for high quality practice; Adequate = good quality, sufficient quantity for effective practice; Inadequate = poor quality or less than sufficient quantity)	MAINTENANCE of EQUIPMENT (Superior = equipment manager responsible for annual refurbishing, regular exam, and repair; daily cleaning; Adequate = coach responsible for arranging for maintenance and repair; Inadequate = poorly maintained)	EQUIPMENT STORAGE (Superior = dedicated to sport, convenient to playing area, coach-controlled access, clean, ventilated storage; Adequate = multipurpose storage area, locked, ventilated, clean, some security and control issues; Inadequate = issues with inventory, security, multipurpose access)	ACCESS TO EQUIPMENT (Superior = player access any time; Adequate = during practice and other times by arrangement with manager or coach; Inadequate = scheduled practice only)	AVAILABILITY OF INSTRUCTIONAL AIDS (e.g., videotaping, cameras, monitors) (Superior = provision of video services, optimum player access to video, analytic software, and so on; Adequate = coach access to operation of some cameras, some analytic software; Inadequate = little or insufficient access to instructional aids)
		Boy's Varsity Sports					

<p><b>QUALITY and QUANTITY of sport-related nonpermanent equipment and consumable supplies</b> (e.g., balls, sport implements, helmets, bats, sport specific consumables) for practice and competition (Superior = highest quality, optimum quantities, no budget limits; Adequate = good quality, sufficient quantity for effective practice; Inadequate = poor quality or less than sufficient quantity)</p>	<p><b>QUALITY and QUANTITY of sport-related permanent equipment</b> (e.g., batting cages, balance beams, mats, backboards, hurdles) (Superior = highest quality, optimum quantity for high quality practice; Adequate = good quality, sufficient quantity for effective practice; Inadequate = poor quality or less than sufficient quantity)</p>	<p><b>MAINTENANCE of EQUIPMENT</b> (Superior = equipment manager responsible for annual refurbishing, regular exam, and repair, daily cleaning; Adequate = coach responsible for arranging for maintenance and repair; Inadequate = poorly maintained)</p>	<p><b>ACCESS TO EQUIPMENT</b> (Superior = player access any time; Adequate = during practice and other times by arrangement with manager or coach; Inadequate = scheduled practice only)</p>	<p><b>AVAILABILITY OF INSTRUCTIONAL AIDS</b> (e.g., videotaping, cameras, monitors) (Superior = provision of video services, optimum player access to video, analytic software, and so on; Adequate = coach access to operation of some cameras, some analytic software; Inadequate = little or insufficient access to instructional aids)</p>
<input type="checkbox"/> Superior	<input type="checkbox"/> Superior	<input type="checkbox"/> Superior	<input type="checkbox"/> Superior	<input type="checkbox"/> Superior
<input type="checkbox"/> Adequate	<input type="checkbox"/> Adequate	<input type="checkbox"/> Adequate	<input type="checkbox"/> Adequate	<input type="checkbox"/> Adequate
<input type="checkbox"/> Inadequate	<input type="checkbox"/> Inadequate	<input type="checkbox"/> Inadequate	<input type="checkbox"/> Inadequate	<input type="checkbox"/> Inadequate

	% male athletes benefiting from:						Average
Superior	22%	3%	3%	32%	0%	0%	10%
Adequate	64%	84%	97%	38%	65%	55%	67%
Inadequate	14%	14%	0%	20%	35%	45%	21%
	% female athletes benefiting from:						
Superior	31%	3%	3%	22%	11%	0%	12%
Adequate	69%	86%	97%	47%	42%	45%	64%
Inadequate	0%	11%	0%	19%	47%	55%	22%

equitable

# Benefits Methodology

TOOL I		EQUIPMENT AND SUPPLIES							
SPORT (list cross country, indoor track and outdoor track separately if counted as separate teams)	Number of Athletes	QUALITY and QUANTITY of sport-related nonpermanent equipment and consumable supplies (e.g., balls, sport implements, helmets, bats, sport specific consumables) for practice and competition (Superior = highest quality, optimum quantities, no budget limits; Adequate = good quality, sufficient quantity for effective practice; Inadequate = poor quality or less than sufficient quantity)	QUALITY and QUANTITY of sport-related permanent equipment (e.g., batting cages, balance beams, mats, basketballs, hurdles) (Superior = highest quality, optimum quantity for high quality practice; Adequate = good quality, sufficient quantity for effective practice; Inadequate = poor quality or less than sufficient quantity)	MAINTENANCE of EQUIPMENT (Superior = equipment manager responsible for annual refurbishing, regular exam, and repair; daily cleaning; Adequate = coach responsible for arranging for maintenance and repair; Inadequate = poorly maintained)	EQUIPMENT STORAGE (Superior = dedicated to sport, convenient to playing area, coach-controlled access, clean, ventilated storage; Adequate = multisport storage area, locked, ventilated, clean, some security and control issues; Inadequate = issues with inventory, security, multisport access)	ACCESS TO EQUIPMENT (Superior = player access any time; Adequate = during practice and other times by arrangement with manager or coach; Inadequate = scheduled practice only)	AVAILABILITY OF INSTRUCTIONAL AIDS (e.g., videotaping, cameras, monitors) (Superior = provision of video services, optimum player access to video, analytic software, and so on; Adequate = coach access to operation of some cameras, some analytic software; Inadequate = little or insufficient access to instructional aids)		
<b>Boy's Varsity Sports</b>									
Badminton	17	adequate	adequate	adequate	adequate	inadequate	adequate		
Baseball	19	Adequate	Adequate	Adequate	Adequate	Adequate	inadequate		
Basketball	14	Superior	Adequate	Adequate	Superior	Adequate	Adequate		
Cross-Country	12	Adequate	Adequate	Adequate	Adequate	Inadequate	inadequate		
Football	21	Adequate	Adequate	Adequate	Superior	Adequate	Adequate		
Golf	6	Adequate	Superior	Superior	adequate	Inadequate	inadequate		
Lacrosse	31	inadequate	Inadequate	Adequate	Inadequate	Adequate	Adequate		
Soccer	22	Adequate	Adequate	Adequate	Adequate	Inadequate	inadequate		
Swimming	21	Superior	Adequate	adequate	N/A	Adequate	Inadequate		
Tennis	16	Superior	Adequate	Adequate	Superior	Adequate	Adequate		
Track and Field	23	Adequate	Adequate	Adequate	Superior	Inadequate	Inadequate		
Volleyball	12	Adequate	Adequate	Adequate	Adequate	Adequate	Adequate		
Waterpolo	15	adequate	adequate	adequate	Inadequate	adequate	adequate		
<b>Cheer (non CIF-not included in Team totals)</b>									
Total Male Athletes	229								
<b>Girl's Varsity Sports</b>									
Badminton	23	Adequate	Adequate	Adequate	Adequate	Inadequate	Adequate		
Basketball	6	Adequate	Adequate	Adequate	Superior	Adequate	Adequate		
Cross-Country	9	Adequate	Adequate	Adequate	Adequate	Inadequate	Inadequate		
Football	1	Adequate	Adequate	Adequate	Superior	Adequate	Adequate		
Golf	6	Adequate	Superior	Superior	adequate	inadequate	inadequate		
Lacrosse	21	Adequate	Inadequate	Adequate	Inadequate	Superior	Adequate		
Soccer	21	Adequate	Adequate	Adequate	Adequate	inadequate	inadequate		
Softball	18	Superior	Adequate	Adequate	superior	Adequate	Adequate		
Swimming	24	Superior	Adequate	Adequate	N/A	Adequate	Inadequate		
Tennis	16	superior	Adequate	Adequate	Superior	Adequate	Adequate		
Track and Field	15	Adequate	Adequate	Adequate	Adequate	Inadequate	Inadequate		
Volleyball	13	Adequate	Adequate	Adequate	Adequate	Adequate	Inadequate		
Waterpolo	14	Adequate	Adequate	adequate	Inadequate	inadequate	inadequate		
Cheer (non CIF-not incl)	6								
Total Female Athletes	187								
		% male athletes benefitting from:							Average
Superior		22%	3%	3%	32%	0%	0%	10%	
Adequate		64%	84%	97%	38%	65%	55%	67%	
Inadequate		14%	14%	0%	20%	35%	45%	21%	
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equitable

# 2021-22 Findings in Benefits and Treatment

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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	

# Plan to Eliminate Benefit Findings This Year

1. Practice time review with AD
2. Contest scheduling support to Girls Volleyball, Girls Water Polo, Girls Soccer, and Girls Golf. (AD)
3. Overnight contest scheduling support to JV level girls teams. (AD)
4. Improvements to monitoring and reporting, including updates to quality rating definitions, additional rating by captains. (AD, Title IX Coord)
5. Athletic Policy handbook developed (travel policies, off-season use policies, etc) (AD)
6. Website includes information on Title IX in Athletics (Title IX Coord)

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# Plan to Eliminate Benefit Findings This Year

7. Strength and Training Coach hiring prioritized for Girls' programs (AD)
8. New Uniforms for Girls Volleyball, Girls Soccer, Varsity Girls LAX (AD)
9. Additional equipment purchases (AD)
  - a. New Balls and Ball Carts for Volleyball as well as additional training aides and safety equipment (pole pin)
  - b. Protective Equipment for all sports
  - c. Storage improvements
10. Add Girls Beach Volleyball (Varsity and JV) and Frosh Lacrosse (AD)
  - a. Coaches stipends ongoing
  - b. Increase in league fees

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Spectator Accommodations	OK	OK	OK
Training and Weight Training Facilities	B	B	OK
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Awards/Recognition	OK	OK	OK
Administrative Support Services (preliminary)	OK	OK	OK

# Plan to Eliminate Benefit Findings This Year

11. Publicity supplies/printer (AD)
12. Some equipment quality disparities (AD)
13. Witter Girls Team Room improvements (AD, Title IX Coord, Facilities)
14. Binks Locker room improvements (AD, Title IX Coord, Facilities)
15. Softball facility improvements (AD, Title IX Coord, Facilities)

	V	JV	FR
Competition Schedule	B	B	B
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
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# 2021-22 Findings in Benefits and Treatment

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Publicity/Promotion	B	OK	OK	
Awards/Recognition	OK	OK	OK	
Administrative Support Services (preliminary)	OK	OK	OK	



# Last year's Audit Findings and Plan

<https://www.piedmont.k12.ca.us>

-> About -> Policies

## Athletics Gender Equity Audit

The district began an audit of its high school athletics program beginning in the 2021-22 school year. The effort was championed by new Title IX Coordinator Stephanie Griffin and new Director of Athletics Bradley Smet. A task force was assembled to bring in multiple viewpoints, and Donna Lopiano, a national Title IX figure, was brought in to provide guidance and a methodology.

The audit process identified a participation gap of 55 female students and several disparities in benefits. PHS began addressing the gap and disparities going into the 2022-23 school year and continued the task force to improve the monitoring instrument.

The 2022 audit process identified a participation gap of 55 female athletic opportunities and several disparities in benefits.

[Presentations](#)

**[Monitoring Data](#)**

[Current Year Progress](#)

2022-23

- **2022-23 Participation (Fall and Winter only)**
- **Current Coach program evaluation instrument**
- **Current Captain Questionnaire**

2021-22

- **2021-22 Participation and Benefit Data Collection**
- **2021-22 Student Athletics Interest Survey results for 6th-12th graders February 2022**
  - **Word cloud aggregate (discussed by task force)**
  - **( create own copy version )**

### Latest News in Title IX Equity Work

More Title IX Improvements to Girls Team Room at Witter Field

Feb 11 2023

Girls' Team Room at Witter gets new seating as part of Title IX plans.



# Athletics: What is Required vs Not Required

## Required:

- Overall equal athletics opportunity and benefits for members of each gender
  - "Equal" = equivalent or equal in effect
  - The overall effect of any difference or disparity must be "negligible"

## Not Required:

- The same benefits provided for male and female teams in the same sports
- Male and female programs to be "mirror images" of each other

