

# Dickinson

## Dickinson College Athletics Gender Equity Plan

### Mission

Dickinson College is an intellectual and social community that values justice, free inquiry, diversity, and equal opportunity. It is a fundamental policy of the college to respect pluralism, civility and mutual understanding within its community. The college does not discriminate on the basis of race, color, national origin, sex, disability, religion, age, veteran status, gender identity or expression, sexual orientation or any other protected class.

Title IX of the Educational Amendment Act of 1972 states, “No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving federal financial assistance.” Title IX is a federal law that prohibits discrimination on the basis of sex in any federally funded education program or activity. The principle objectives of Title IX are to protect campus community members from sexual discrimination and harassment, and to ensure federal money is used in an equitable manner for men and women across college programs and activities. Dickinson College is committed to supporting equitable men’s and women’s athletic opportunities. Equity is a principle committed to inclusivity that must be sustained by Dickinson College and the Athletics Department at Dickinson College.

### Purpose

Dickinson College is committed to developing an athletics program that provides equity of opportunity, access and funding for our student athletes. In the summer of 2022, Dickinson College engaged an external consultant to conduct an equity analysis of athletic opportunities, access and funding for student athletes. After review of the confidential privileged plan, the college will move forward to meet the goals identified as areas for possible expansion towards increased athletic equity. Through the work that we achieve this coming academic year, and in years to come, we will showcase our continued commitment to inclusivity and equity within athletics. Dickinson College will launch a new Presidential Athletics Gender Equity Task Force (the “Task Force”) to ensure this vital work is completed, which will publish progress reports in August 2024 and 2025. The Task Force will meet at least monthly and will focus solely on Title IX compliance within athletics and will offer ongoing guidance to the Title IX & Sexual Respect Office and the Athletics Department. The plan is as follows:

### Survey Student Athlete Interests and Abilities

Dickinson aims to offer athletic opportunities in a gender-equitable manner. In order to do so, we will conduct annual assessment of current and prospective/accepted female students to understand their interests and abilities in sports. Dickinson will create a procedure to respond to the results of the assessment. From the assessment results, we hope to identify women’s sports programs with demonstrated interests, abilities and competition opportunities that may not be currently offered at Dickinson. If we determine that sufficient interest, ability and competition exist with respect to women’s sports programs not currently offered by

Dickinson College, we will develop a plan to implement new opportunities. Dickinson will further create a procedure for current and prospective female students to request athletic opportunities.

### **Equitable Coaching Opportunities**

To ensure student athletes have equitable access to their coaches and athletic support, we will review the ongoing availability of coaches for our student athletes. We will further conduct a review of our standard employment and promotion practices to ensure student athletes are receiving equitable standards of coaching and that coaches for men's and women's teams receive equitable compensation. We will assess the publication of open positions, the application process and candidate review and selection process, the average experience and years of coaching, salaries upon hire and promotion practices.

### **Provision of Training Facilities**

We will assess and ensure we provide continued equitable training facilities and services. Our review recommended that we assess the availability of weight training and conditioning facilities at equitable times, to best support our student athletes. We will annually assess, identify, and address the availability of weight training and conditioning facilities and ensure equitable access for women's and men's teams. We will explore ways to maximize the efficient use of shared practice facilities through coordination and scheduling oversight.

### **Athletics Policy**

We will study and implement a policy specifying whether, for existing single-sex sports, the excluded sex must be permitted to try out for a team of the opposite sex and evaluate whether a different policy should exist for single-sex contact and non-contact sports. We aim to develop and publish a policy that is transparent and provides information to our student athletes and campus community in 2024.

### **Publicity, Marketing and Communications**

Dickinson will assess and ensure that we provide equitable publicity for female and male student athletes and their teams. We will ensure that we develop and oversee equitable numbers of promotions that seek to increase student attendance at competitions.

### **Assessment and Monitoring**

We will continue to assess and monitor all areas within sports to ensure equitable treatment of all athletes, athletic programs, and activities, including but not limited to: financial assistance, equipment and supplies, scheduling of games and practice times, travel and per diem allowance, academic tutoring, coach qualifications, their assignment and compensation, locker rooms, practice and competitive facilities, medical and training facilities and services, housing and dining facilities and services, publicity, support services, and the recruitment of student athletes. Dickinson will continue to monitor equity within athletics and address issues as they may arise.

*This plan sets forth how Dickinson will provide equal opportunity to student athletes during the 2022-2024 academic year and future years, and if there are additional measures that can be taken to further support and enhance equitable practices within athletics, Dickinson College may adjust this plan to best support advancement in this vital work.*

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[https://www.dickinson.edu/homepage/1152/college\\_wide\\_policy](https://www.dickinson.edu/homepage/1152/college_wide_policy).