

Dickinson

Athletics Gender Equity Implementation Plan Update

Title IX prohibits sex discrimination in education programs that receive federal funds. In 2022, Dickinson launched the Presidential Athletics Gender Equity Task Force (the “Task Force”). The Task Force oversees the efforts of Dickinson’s [Gender Equity Plan](#), which guides our institution in evaluating, improving and monitoring our performance of gender equity in athletics.

Participation Opportunities

The Department of Education’s Office for Civil Rights (OCR) analysis of gender equity entails a three-part test for participation opportunities, including the effective accommodation of students’ interests and abilities in sports.

The Task Force deployed and completed a survey to assess the interests and abilities of our enrolled and admitted male and female students. The Task Force is reviewing the survey results and will evaluate the interests and abilities of the underrepresented sex.

OCR’s “Intercollegiate Athletics Policy Clarification: The Three-Part Test – Part Three”¹ states that institutions seeking to meet the accommodation of interests and abilities must take affirmative steps to determine whether conditions exist with respect to any women’s sport programs not currently offered at the college. The Task Force will include the following factors in their on-going evaluation:

- Whether unmet interest exists in a particular sport(s)
- Whether there is sufficient ability to sustain a team in the sport(s)
- The minimum number of participants needed for a particular sport(s)
- Whether there is a reasonable expectation of competition for the team(s) in the school’s competitive region
- The size of a team in a particular sport at institutions in the governing athletic association or conference to which the institution belongs or in the institution’s competitive regions

¹ Ali, R. (2010, April 20). Dear Colleague Letter. U.S. Department of Education, Office for Civil Rights. <https://www2.ed.gov/about/offices/list/ocr/letters/colleague-20100420.pdf>

Coaching Opportunities

The Task Force collected data of coaches' availability, assignment and compensation. The Task Force will review the data to make appropriate recommendations to administration.

Provision of Training Facilities

The Task Force will continue to monitor locker rooms, practice and competitive facilities. Scheduling of practices across men's and women's teams requires partnerships between the coaches using the space, with oversight from the director of athletics. Coaches will continue to have collaborative input as to preferred practice times with attention to facility use and student-athlete availability. The Task Force will implement a survey for student athletes and coaches relative to their experience each year.

Equipment and Supplies

The Athletic department reviewed each team's equipment and supplies, such as apparel, sport-specific equipment and supplies, and instructional devices. The following differences, although not substantial, are listed below.

Sport	Shoes	Bags	Travel gear	Misc.
Men's Soccer	Yes	Yes	Yes	
Women's Soccer	No	Yes	Yes	Gore-tex Rain Gear, Parkas
Men's Lacrosse	No	Yes	Yes	Parkas
Women's Lacrosse	No	Yes	Yes	Sticks, Parkas
Baseball	No	Yes	Yes	Cage facility, batting machines, Hit Trax software, Rapsoda pitching
Softball	No	Yes	Yes	Cage facility, batting machines, Hit Trax software, Rapsoda pitching, Parkas

Athletics Policy

The Task Force will make recommendations to develop and publish a policy specifying whether, for 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.

Publicity, Marketing and Communications

The Task Force reviewed our athletics publicity, marketing and communications services provided for men's and women's programs. The director of athletic communications engaged with the Task Force and will continue to assess this area to ensure that the quantity and quality of publications and other promotional materials featuring men's and women's programs are equitable.

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