

Dickinson College
Athletics Gender Equity Implementation Plan Update
August 2024

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. OCR’s 2010 “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.

In 2022-2023, the Task Force deployed and completed a survey to assess the interests and abilities of our enrolled and admitted students. The Task Force reviewed the survey results and held open sessions for those interested students. Neither the results of the survey nor the open sessions showcased sufficient student interest in a woman’s sport program identified as having potential interest and not currently offered by Dickinson College. In the assessment, Task Force members evaluated the minimum number of participants needed to field a particular sport; whether there is reasonable expectation of competition for the teams in the college’s competitive region; and 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, among other factors.

In 2023-2024, the Task Force deployed another survey to assess the interests and abilities of our enrolled and admitted students, which showcased similar results of low interest in a woman’s sport program not currently offered at Dickinson; however, the Task Force will still progress forward and continue to evaluate the interests and potential abilities of the underrepresented sex through holding several open sessions during the Fall 2024 semester. We will also conduct subsequent interest and abilities interest surveys this academic year that will support our on-going efforts to assess the interest and abilities of women’s sports programs.

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

Task Force members reviewed coaches' availability, assignment, and compensation. The Task Force reviewed these elements for each team and for the respective men's and women's programs overall. Coaches' availability, assignment, and opportunities showcased equitable opportunities of Coaches who support our female student athletes and male student athletes.

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, which are non-substantive, includes, the women's soccer team received rain gear and parkas; the men's soccer team received shoes; both women's and men's basketball teams have the option to purchase shoes at a discounted rate; the women's lacrosse team received sticks and parkas while the men's lacrosse team received parkas and travel gear.

Provision of Training Facilities

The Task Force reviewed and will continue to assess on an on-going basis, the provision of locker rooms, practice, and competitive facilities. Task Force members engaged in on-site walk-throughs and considered the quality, access and availability of locker rooms, practice and competitive facilities and the comparative quality of facilities between female and male student athletes. Further, scheduling of practices across men's and women's teams continues to be a collaborative partnership between the Coaches using the space, with oversight from the Director of Athletics, ensuring equitable opportunities between female student athletes and male student athletes.

Athletics Policy

Dickinson has an athletic Transgender & Nonbinary Policy, here:

https://www.dickinson.edu/download/downloads/id/13973/dickinson_college_athletic_department_transgender_and_nonbinary_inclusion_policy.pdf. The Task Force reviewed the policy which specifies that for single-sex sports, the excluded sex must be permitted to try out for a team of the opposite sex. In Fall 2024, the Task Force will review the policy and consider whether any revisions should be made based on research of current, best practices in higher and post-secondary education institutions.

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 continues to assess this area, with oversight from the Director of Athletics, to ensure that the quantity and quality of publications and other promotional materials featuring men's and women's programs are equitable.

We developed an online form where individuals may communicate feedback, voice concerns or share experiences about Dickinson's Athletic programs, which may further support our ongoing monitoring of equitable opportunities for our student athletes, here:

https://dickinsonathletics.com/sb_output.aspx?form=7.

Dickinson 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. For more information about our Non-Discrimination, Harassment and Retaliation Policy, visit: https://www.dickinson.edu/homepage/1152/college_wide_policy.

Dickinson's Title IX policy may be found here:

https://www.dickinson.edu/download/downloads/id/15675/title_ix_policy_for_incidents_onafter_8124.pdf.