

Dickinson College

Athletics Gender Equity Implementation Plan Update

August 2025

Overview

Title IX prohibits sex-based discrimination in education programs and activities that receive federal financial assistance. In 2022, Dickinson College launched the Presidential Athletics Gender Equity Task Force (the Task Force) to oversee the implementation of Dickinson's Gender Equity Plan. This plan guides the institution in evaluating, enhancing, and monitoring gender equity in athletics.

Participation Opportunities

The U.S. Department of Education's Office for Civil Rights (OCR) evaluates gender equity in athletics through a three-part test, which includes the effective accommodation of students' athletic interests and abilities. According to OCR's 2010 clarification, institutions must take affirmative steps to determine whether unmet interest exists in women's sports not currently offered.

In 2024–2025, the Task Force, in collaboration with the Office of Analytics & Institutional Research, administered a survey to assess the athletic interests and abilities of enrolled and admitted students. The results indicated that the top choices among female respondents were sports already offered at Dickinson. The Task Force also evaluated factors such as the minimum number of participants required to field a team, the availability of competition within the college's athletic region, and team sizes at peer institutions.

Survey results and analysis were consistent with previous years and did not support the addition of a new women's sport at this time.

Coaching Opportunities

The Task Force conducted a comprehensive review of coaching availability, assignments, and compensation across all athletic programs. This included both team-specific and program-wide comparisons between men's and women's sports. The findings confirmed that coaches supporting female and male student-athletes are provided equitable opportunities in terms of time commitment, role distribution, and compensation. These outcomes reflect Dickinson's continued commitment to gender equity and fair treatment of all coaching staff and student-athletes.

Equipment and Supplies

The Athletic Department completed a thorough review of each team's equipment and supplies, including apparel, sport-specific gear, and technology. Overall, equipment levels remained consistent with previous years. Notable updates included:

- New alternate uniforms for men's and women's lacrosse
- Major upgrades to the soccer complex for both men's and women's teams
- New jackets for the women's volleyball team and men's and women's track and field
- New practice jerseys for the softball team
- Locker room enhancements, including foam rollers for the women's basketball team

Provision of Training Facilities

The Task Force members reviewed and the provision of locker rooms, practice spaces, and competitive facilities. Task Force members engaged in on-site walk-throughs and considered the quality, accessibility and availability of these resources 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 among Coaches using the spaces, with oversight from the Director of Athletics, ensuring equitable opportunities and access to facilities.

Athletics Policy

On February 6, 2025, the NCAA updated its participation policy for transgender student-athletes in response to a federal executive order. The revised policy restricts competition in women's sports to student-athletes assigned female at birth, while allowing those assigned male at birth to practice with women's teams and receive related benefits. The full policy is available here: <https://www.ncaa.org/sports/2022/1/27/transgender-participation-policy.aspx>. Dickinson's policies on transgender and nonbinary inclusion in athletics are currently under review to ensure alignment with NCAA guidelines and institutional values.

Publicity, Marketing and Communications

Task Force members reviewed our athletics publicity, marketing, and communications services provided for men's and women's programs. The Director of Athletic Communications continues to proactively 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 fair and equitable.

Our Commitment

The Athletics Equity Task Force will continue to monitor progress, evaluate the effectiveness of current initiatives, and ensure sustained compliance with gender equity standards. The group will also regularly review and update relevant policies to align with evolving NCAA guidelines, reflect best practices, and address the changing needs of our student-athletes. Through ongoing collaboration, transparency, and accountability, the Task Force remains firmly committed to cultivating an inclusive and equitable athletics environment.

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.