

Title IX Gender Equity in Athletics Spring 2023 Update

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School Board 4.26.2023

Title IX Athletics Compliance Review

Finding Area 1 - Participation and Accommodation of Interests

- 3-prong test

**FINDING
55 gap**


Finding Area 2 - Athletic Scholarships

- Not applicable

Finding Area 3 - Athletic Benefits (Laundry List)

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

**FINDING
16 areas**



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Title IX in Athletics

Piedmont Unified believes that all young people have the right to learn and grow in a safe and supportive environment free from discrimination, including gender discrimination.

Title IX now covers all forms of sex discrimination, including harassment. And it is best known for its impact to gender equity in athletics.

[SB 1045 Participation Data](#)

[Title IX Audit Materials](#)

In This Section

[Non-Discrimination Policy](#)

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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

Did Wright Amend. Amendments from 1972

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 O'Brien and new Director of Athletics Bradley Simel. A task force was assembled to bring in multiple perspectives, and Donna Lupina, a national Title IX figure, was brought in to provide guidance and a methodology.

The audit process identified a participation gap of 55 female athletes and several disparities in benefits. PHG began addressing the gap and disparities going into the 2022-23 school year and continued the task force to improve the participating program.

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 Plan Planning (document loaded 4/20/2023)
- 2022-23 Participation (updated 3/28/2023)
- Current Coach participation (updated instruction)
- Current Captain Questionnaire

[Latest News in Title IX History](#)

[See Areas Improvements at Blacks Gym](#)

[See Areas](#)

updated 4/19/2023

PARTICIPATION AND ACCOMMODATION OF INTERESTS / ABILITIES

Category / Program Component	Finding	Mitigation Plan	Status	Owner	Actions Fall	Actions Winter	Actions Spring	Addl Notes
Participation gap of 55 player slots for girls	violation	add G V Beach Volleyball	Completed	AD	job posted 9/9/2022		Sport added 5 Varsity Players	
		add G JV Beach Volleyball	Completed	AD	job posted 9/9/2023		Sport added 4 JV Players	
		add G Frosh Lacrosse	In-Prog	AD		interest survey email to students	not enough participants	
		grow participation (exp G Basketball) through outreach, publicity	Completed	AD		G basketball growth by 9 participation slots		24 additional girl participants over the year
		[add team in Fall 2023 - tent. Field Hockey]	In-Prog	AD		explore field hockey viability, followed flag football in CIF, reviewed 2022 6th-12th interest survey for flag football	league/fcs discussions on new CIF sports, Flag Football proposed	large growth of boys in track ended some gates in girls participation. Consider cap on some sports

ATHLETIC FINANCIAL ASSISTANCE

Piedmont High School does not offer athletic financial assistance. Not Applicable

ATHLETIC BENEFITS AND TREATMENT

	V	JV	FR		Mitigation Plan	Owner	Actions Fall	Actions Winter	Actions Spring	Notes
Competition Schedule	B	B	B	disparity	Game scheduling support to Girls Volleyball, Girls Water Polo, Girls Soccer, and Girls Golf (AD)	Completed	AD	Additional games added as well as overnight tournament for girls tennis and Girls Volleyball	Scheduling support for G Beach Volleyball	
Equipment and Supplies	OK	OK	B	disparity	Add equip. purchases (safety equip, some indoor and outdoor volleyball equip). HUDL camera at Blinks	Completed	AD	completed	completed	HUDL camera in Blinks operational in late February. All sports have hudl subscription
Uniforms*	G	B	B	disparity	Add uniforms purchased and rotation plan established	Completed	AD	New uniforms for Girls Volleyball- Shipping issues caused delays	New uniforms for Girls Soccer	New uniforms for Girls Lacrosse
Practice / Contest Times In-Season*	B	B	B	disparity	Practice time review and adjustments	Completed	AD	completed	completed	completed
Practice Facilities	OK	B	B	disparity	Review w Facilities Witter Access and status (bathrooms, batting cage, field status), Use of Morrison reduced	In-Prog	AD, Dir of Fac.	completed, use of Morrison gym eliminated for in-season practice	Softball improvements on hold to coincide with Witter Field improvements	continued review of off-season access policies
Competition Facilities	OK	OK	OK	ok		In-Prog	AD, Dir of Fac.		Softball improvements on hold to coincide with Witter Field improvements	
Locker Rooms*	OK	OK	OK	ok, unclear	Improvements to Blinks, Witter Girls Team Room, Softball facilities	In-Prog	AD, Dir of Fac. Dir of Tech	ice freezer installed at Blinks 8/24. Procedure for locker access in-progress	Witter G Team room AV improvements, seating, addl wifi added	All Witter Sports Team Head coaches giving key card for access to lockerooms for their team
Coach-Athlete Instructional FTE Ratios	OK	OK	OK	ok						
Coach-Athlete Instructional Total Ratios	OK	OK	OK	ok						
Coach Quality /Years Experience	OK	INC	INC	ok varsity		Not Started				change in assistant coach status part way through 21-22 year. Hard to compile experience for all coaches

2022-23 Participation Plan and Outcomes

- ☒ Add Girls Beach Volleyball, Varsity and JV
- ☐ Add Girls Frosh Lacrosse
- ☒ Increase turnout for other Girls squads
- ☐ Add new sport Fall 2023, *tentative Field Hockey*
- ☐ Eliminate 55 participant gap

**Female
Athletes added
in 2022-23**

24

2022-23 Participation Plan and Outcomes

- ☒ Add Girls Beach Volleyball, Varsity and JV
- ☐ Add Frosh Lacrosse
- ☒ Increase turnout for other Girls squads
- ☐ Add new sport Fall 2023 *tentative Field Hockey*
- ☐ Eliminate 5

- 30 more boys participated in track this year than last.
- Overall 17 more boys played sports this year than last.

**Girls
Participation
Gap for
2023-24**

43

2023-24 Participation Action Plans

- ☐ Continue to increase turnout for other Girls squads with improved communication and "recruitment" activities
- ☐ Add Girls **Flag Football** Fall 2023 Vars & JV (30 total)
- ☐ Add Girls Frosh Lacrosse (if interest demands)
- ☒ Eliminate 43 participant gap

Flag Football

High interest from students on Spring 2022 interest survey

League competition

Can be played on-campus next fall, despite Witter renovations

Current staff interest in coaching

Less equipment/cost for start-up

Findings in Benefits and Treatment

	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
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
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

Actions Taken 2022-23 in Benefits and Treatment

	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

- Additional competition scheduling support (tournaments etc).
- Practice times reviewed for equity.
- Equipment purchases.
- Uniform replacement calendar created and new uniforms purchased for several girls' squads.
- Girls Team room improvements at Witter.
- Publicity improvements.

Awards/Recognition	OK	OK	OK
Administrative Support Services (preliminary)	OK	OK	OK

Next steps

1. Coach benefit evaluations
2. Captain questionnaire completions
3. Update Coaches Stipend Schedule with new sports
4. Flag Football positions posted
5. Athletics Handbook for coaches

Participation Gap Plan

- Add Flag Football V and JV.
- Increase turn-out in other sports.

+

Benefit Remedy Plan

Present outcomes of 2022-23 benefit analysis and any remedies at September School Board meeting

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Monitoring and Reporting Plan

- Mitigation Plan posted on website.
- Collect student feedback.
- Post equity data on web.
- Report to school board in Fall.

Title IX Equity in Athletics

Questions and Feedback?