

2019-2021

A Plan for Achieving Athletic Gender Equity at Truckee Meadows Community College



Truckee Meadows Community College

TMCC Athletics Department

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Introduction

“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 of the Educational Amendments Act of 1972, 20 U.S.C. A§ 1681 ET. SEQ.) Title IX is a comprehensive federal law that prohibits discrimination on the basis of sex in any federally funded education program or activity. The principal objective of Title IX is to avoid the use of federal money to support sex discrimination in education programs and to provide individual citizens effective protection against those practices. Title IX applies, with a few specific exceptions, to all aspects of federally funded education programs or activities. In addition to traditional educational institutions such as colleges, universities, and elementary and secondary schools, Title IX also applies to any education or training program operated by a recipient of federal financial assistance.

Mission:

The Truckee Meadows Community College Athletics Department is committed to including an ever-growing number of underrepresented genders in our programs. We believe and are dedicated to the central underlying principle of Title IX; that athletics is education and thus that women are entitled to the same benefits of coaching and instruction as men, in sports and in the classroom.

Philosophy:

Equity is not a business decision; it is a commitment to principles that must be sustained by the College and the community as well as by the Athletics Department at Truckee Meadows Community College.

Purpose:

The Director of Athletics at Truckee Meadows Community College is committed to developing an athletics program that provides equality of opportunity, access, and funding. Through community engagement and deliberative discussions the Athletics Department and college faculty and staff will identify any equity-related issue at Truckee Meadows Community College and the TMCC Athletics Department will remain committed to the fundamental requirements of Title IX. Our goal is to create a program whose organizational structure makes equity a daily working reality, so that no one will ever have to play catch-up.

Commitment:

We are committed to offering an Athletics program where opportunities and resources are available to our student-athletes and students at a level that encourages and supports their participation and promotes their pursuit of excellence.

- The TMCC Athletics Department Statement of Policy in Gender Equity will be made widely available to the Athletic Department staff, student-athletes, and the general public.
- All staff members are provided copies of the 2019- 2021 Gender Equity Plan-and will be provided a copy any time there is a new document as soon as it is approved and printed.
- The Athletic Director will prepare annual reports required by the Equity in Athletics Disclosure Act that assess our progress in achieving our gender equity goals.

Section 1

Athletics Department Structure

The Athletic Director has sport reporting responsibilities for women and men's teams. As we go forward, we affirm our commitment to the specific goals identified in the 2019-2021 Gender Equity Plan.

Equity Plan:

- Women and men's sports will have equivalent places in the TMCC Athletics organizational structure. Coaches of men and women's teams will have equal access to and receive equal attention from the highest levels of the Department Administration.
- Policies on levels of support and benefits for student-athletes will be centrally determined and applied across the Athletics Department; they will be made known to all coaches, and they will not depend upon the availability of boosters' funds or special donations;
- Team's budgets will be identical amongst all teams in respective formats. While allowing an appropriate amount of flexibility, they will be as specific as possible in order to facilitate comparison of support and benefits among different teams.
- The benefits of the booster accounts are clearly defined. The Athletics Director at TMCC will monitor the use of these funds and ensure that when they benefit men student-athletes, steps are taken to provide similar services for an appropriate number of women student-athletes.
- The organization of the Athletics Department is designed to:
 - Create direct responsibility for enforcing equity between student-athletes by every coach and administrator.
 - Ensure that men and women student-athletes will be made to feel a part of the same program and are entitled to the same benefits and opportunities.

Addressing Inequities

The process of addressing inequities will be an ongoing exercise. For this, we utilize the following standards of measurements:

- An institution must demonstrate a history and continuing practice of program expansion for the underrepresented sex.
- The policies and analyses for each of the athletic programs components are analyzed for Title IX compliance.
- Equivalent percentages of female and male student-athletes are provided equivalent quality and quantities of benefits and services (NCAA “Title IX Basics”).

Section 2

Title IX Requirements

In addition to the actions mentioned above as part of the Office of Intercollegiate Athletics and Recreation structure, the following categories used in NJCAA analysis of Gender Equity require particular attention. See Section 4 for details of each planned step.

1) **Athletics Scholarships**

The TMCC Athletics Department will offer equitable scholarship support to women and men's teams.

2) **Equipment and Supplies**

The Truckee Meadows Community College Athletics Department will offer equitable or comparable equipment and supplies to women and men's teams.

- a. All athletic budgets have been formulated and developed with the Athletic Director to ensure compliance and equity in all programs.

3) **Scheduling Games and Practice Times**

The scheduling of contest and practice times is to be equitably handled by the Athletics Department staff in consultation with Facilities. All sports will continue to be treated equally and the TMCC Athletics department will provide balanced scheduling of home vs. away events.

4) **Travel and Per Diem Allowances**

All teams will have similar options for hotels and services while on the road. This is to be monitored by the Director of Athletics so that we comply with both state procurement policies and NJCAA requirements.

5) **Academic Services**

A full time athletic academic advisor is set in place to provide equitable advising to all student athletes. Compliance in advising is monitored by the Director of Athletics, the institutional registrar, and the Director of Advising.

6) **Coaches**

It is the firm intent of the Athletics Department that despite some salary differences among coaches our teams should be led by coaches of equal quality and that no discrimination should exist in the pay of male and female coaches.

7) **Medical and Athletic Training Facilities and Services**

All Medical and Athletic Training Facilities will be equally available for all athletic teams.

8) **Publicity**

The Athletics Department takes seriously its obligation to make information available and to encourage attention and attendance. Media relations such as radio, newspapers, and television decide what they will make public. Conversely, the internet and our website are also instrumental in our continued publicity and can offset some of the omissions from commercial media. Coaches do have phone numbers that they use to report results while on road trips. The Athletics Director will monitor the equity of our media relations and undertake remedies as needed.

9) Support Services

Equivalent computers, phones, desks, tables, chairs, bookcases, carpeting, lighting, windows and air conditioning will be supplied to both women and men's teams.

10) Recruitment and Student-Athletes

The administration will continue to monitor all budget allocations and expenditures, especially watching how coaches utilize recruiting funds. Different coaches, recruiting differently, have considerable discretion in spending funds for the betterment of their program. The TMCC Athletics department provides funds as necessary and will strive to enable equitable recruitment for both women and men's teams.