

Piedmont Unified School District

M E M O R A N D U M

To: Board of Education
From: Randall Booker, Superintendent
Stephanie Griffin, Director of Instructional Technology
Date: June 8, 2022
**RE: UPDATE ON TITLE IX GENDER EQUITY AUDIT OF HIGH SCHOOL
ATHLETIC PROGRAM**

I. BACKGROUND

On May 25th, 2022 the board was presented information from a gender equity audit of the athletics program at Piedmont High School. The objective of the audit was to engage in a systematic fact-based process to: 1) identify any gender inequities across the program, and 2) propose remedies to resolve any issues; so that all students, regardless of gender, have equitable athletic experiences.

The presentation provided background on the audit process, guiding principles, preliminary findings and preliminary recommended action items.

This is an update since that presentation two weeks ago, including an action plan.

II. FINDINGS

- Participation and Accommodation of Interest: finding of **non-compliance disadvantaging girls**. The participation equity gap is 55 player slots for girls.

WORKSHEET A: SPORT PARTICIPATION 2021-22		
SUMMARY	Male	Female
Total # Athletes (Varsity/JV/Fr)	406	332
% Athletes	55.0%	45.0%
Total # Students in this school	446	425
% Students	51.2%	48.8%
OVERALL FEMALE PARTICIPATION GAP		55

- Athletic Benefits and Treatments: 16 areas of **disparity disadvantaging girls**.

ATHLETIC BENEFITS AND TREATMENT				
Program Component	Advantage To:			
	B --- boys			
	G --- girls			
	OK --- neither			
	INC -- Incomplete			
	V	JV	FR	
Competition Schedule	B	B	B	54 areas reviewed by level
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	16/54 advantage boys
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	1/54 advantage girls
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	

III. RECOMMENDATIONS

Participation: Close participation gap of 55 girls by the end of 2023.

- Add Girls Beach Volleyball in Spring of 2023 - Varsity and JV
- Add Girls Frosh Lacrosse Spring 2023
- Work internally to increase turn-out for all PHS girls sports 2022-2023
- Add an additional girls varsity team in Fall 2023 - proposed Field Hockey

Benefits: remedy benefit disparities by end of 2022-23 school year.

1. Immediate actions, at no cost (policies and practices):

- Practice time review and equity adjustments to all programs. (AD)
- Contest scheduling support to Girls Volleyball, Girls Water Polo, Girls Soccer, and Girls Golf. (AD)
- Overnight contest scheduling support to JV level girls teams. (AD)
- Improvements to monitoring and reporting, including updates to quality rating definitions, additional rating by captains and parent manager feedback. (AD, Title IX Compliance)
- Athletic Policy handbook developed (travel policies, off-season use policies, etc) (AD)
- Website updates to include information on Title IX in Athletics (Title IX Compliance)

2. Immediate actions with costs already accounted for in current budget plans:

- a. Strength and Training Coach hiring prioritized for Girls' programs (AD)
- b. Uniform purchases for Girls Volleyball, Girls Soccer, Varsity Girls LAX (AD)
- c. Additional equipment purchases (AD)
 - i. New Balls and Ball Carts for Volleyball as well as additional training aides and safety equipment (pole pin)
 - ii. Protective Equipment for all sports
 - iii. Storage improvements
- 3. Items awaiting approval from board with ongoing fiscal impact:**
 - a. Addition of Girls Beach Volleyball (Varsity and JV) and Frosh Lacrosse (AD)
 - i. Coaches stipends ongoing
 - ii. Probable small increase in league fees
- 4. Items/services with fiscal impact to be addressed with budget shifts or one-time state funds** (that we can not budget for until the state budget is finalized):
 - a. New sport needs:
 - i. One-time start-up seed costs (equipment and uniforms) (AD)
 1. Beach Volleyball
 2. Frosh Lacrosse
 - ii. Facility rental costs (AD)
 1. Beach Volleyball
 - b. Publicity supplies/printer (AD)
 - c. Some equipment quality disparities (AD)
 - d. Witter Girls Team Room improvements (AD, Title IX Compliance, Facilities)
 - e. Binks Locker room improvements (AD, Title IX Compliance, Facilities)
 - f. Softball facility improvements (AD, Title IX Compliance, Facilities)

VII. SUPPORT INFORMATION

- [2021-22 PUSD Audit Overview \(public\)](#)
- [Meetings Slide Deck](#)
- [PUSD Athletics Self-Audit Participation Data and Benefit Analysis](#)
- [Meeting Notes - 1st](#)
- [Meeting Notes - 2nd](#)
- [Meeting Notes - 3rd](#)
- [PUSD Interest Survey 3-2022](#)
- [Student Athletics Interest Survey results for 6th-12th graders from February 2022](#)
 - [Word cloud aggregate](#) (discussed by task force)
 - [\(create own copy version\)](#)
- [PUSD Athletics Benefits Evaluation for Coaches](#)
- [Uniform Rotation Plan](#)

VIII. RECOMMENDATION: REVIEW AND DISCUSS

Stephanie Griffin will present updates and action items based on the work from the Athletics Audit task force. The Board will have an opportunity to ask questions, request additional information, and provide feedback.