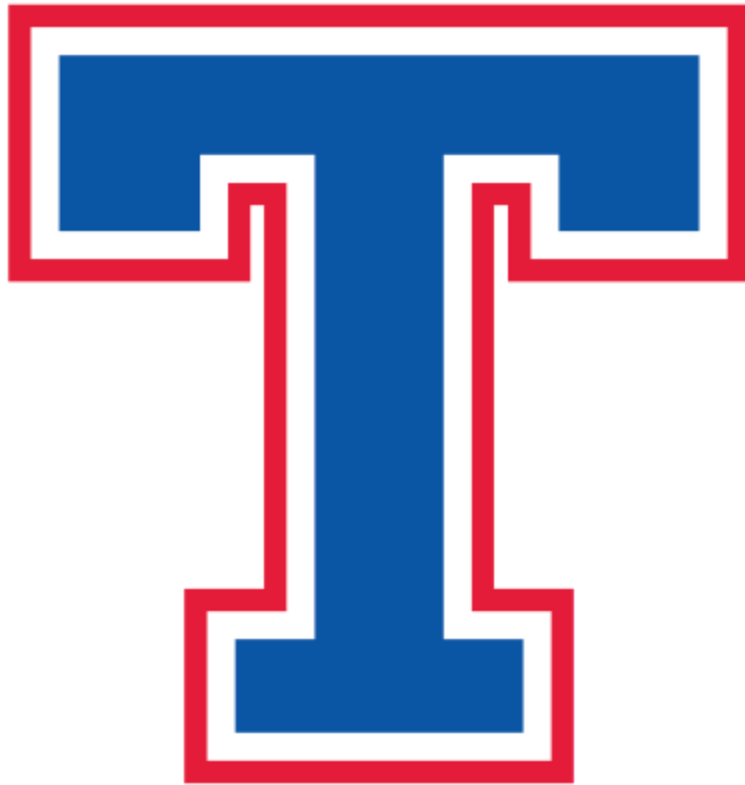


**TEMPLE** ISD



**2023-2028 GENDER EQUITY PLAN**

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## **Background (2023-2028)**

Temple Independent School District is committed to the fair treatment of all student-athletes as well as to providing equal opportunities for student-athletes, coaches and staff, regardless of gender, by supporting equity among all stakeholder groups. One key to creating this positive environment is the development, implementation and review of a Gender Equity Plan for Athletics. This plan outlines the statutory framework of Title IX and its requirements, establishes specific goals and analyzes program implementation to ensure that student-athletes receive equitable access to resources, regardless of gender. This plan also recognizes the need for an on-going assessment of gender equity in order to accommodate for the evolving standards of Title IX and the UIL.

The review was prepared by Rashonta LeBlanc, Assistant Director of Athletics, under the supervision of Eric Haugeberg, Assistant Superintendent of Student Services and TISD Title IX Coordinator. The Title IX Plan for Temple ISD below has been developed from this Title IX review.

Temple ISD currently sponsors high school athletic opportunities in 11 sports for both male and female students. We also sponsor middle school athletic opportunities in 8 sports for both male and female students.

## **Scope**

Title IX of the Education Amendments of 1972, and its implementing regulations which is force of law that provides guidance on implementing statutes, prohibits discrimination on the basis of sex in programs or activities receiving federal financial assistance from the Department of Education. This review referenced the Title IX implementing regulation and the policy interpretation, as well as guidance documents issued by the Department of Education's Office for Civil Rights (OCR) that further clarify the athletes provisions of Title IX.

In accordance with the Policy interpretation, Temple ISD athletic programs were analyzed in 8 areas:

1. Accommodation of interest and abilities
2. Equipment and Supplies
3. Scheduling
4. Travel and Per Diem Allowance
5. Coaching Staff
6. Locker Rooms and Fields,courts, or other facilities for Practice and Competition
7. Medical and Training Facilities and Services, and
8. Publicity

## Meeting Students' Athletic Interest and Abilities

One way the OCR evaluates whether a school's athletic program complies with Title IX is the Three-Part Test. The Three-Part Test provides a school with three methods for compliance. A school district may choose any of the three ways to demonstrate that it is fulfilling its legal duty to meet the athletic interest and abilities of boys and girls in its student body.

### 1. Proportionality

In order to satisfy test one of the Three-Part Test, an institution must offer athletic opportunities for female and male students at rates substantially proportionate to the overall representation in the student body. The tables below show Temple ISD rate of enrollment compared to the rate of athletic participation for grades 7th-12th (grades in which students can participate in athletics) for the 2022-2023 academic year.

<b>2022-2023 Athletic Participation and Full-Time Student Enrollment</b>			
Program	Rate of Enrollment	Rate of Participation	Difference
Female	49% (1729)	41% (832)	-8%
Male	51% (1777)	59% (1211)	+8%
<b>Total</b>	<b>100% (3506)</b>	<b>100% (2043)</b>	

(\*\*These number are based on duplicate measures)

Based on enrollment and participation, TISD does not meet Test One, the proportionality test due to there being a -8% difference in the female (underrepresented sex) rate of enrollment and rate of participation. OCR accepts a difference of less than 5 percent.

## 2. History and Continuing Practice of Program Expansion

In order to satisfy Part Two test, a school district must show a history and continuing practice of program expansion which is demonstrably responsive to the developing interests and abilities of the members of the underrepresented sex. Program expansion can be achieved by adding new teams or by adding more opportunities on existing female teams or improving the already existing opportunities. As long as the expansion is in line with the interest shown in joining athletic programs of the underrepresented sex, the District meets the Title IX's requirement even if there are still existing disparities.

TISD has continued to add sports throughout the years of its existence. We have recently added two sports within the last 5 years, wrestling and middle school soccer, Thus, increasing the opportunities for participation in both male and female sports. The addition of wrestling at the high school and soccer in the middle schools, is in line with the interest shown by the female students. This allows TISD to satisfy Part Two test.

In response to this review, the Gender Equity Plan recommends that TISD athletics gender equity committee create an assessment instrument, as well as procedures to respond to assessment results and establish a comprehensive written process, for adding and deleting male and female sports.

## 3. Interest and Abilities of Students

In order to satisfy Test Three,, a school district must show they are meeting the interest and abilities of the underrepresented sex despite the disproportionality. An athletic interest survey was conducted to determine if TISD is meeting the interest of the female students in our athletic programs. The results from the survey showed no unmet interest in a particular sport that is not offered at the middle or high school level. Also, there is no sufficient interscholastic competition in our school's competitive region for sports not offered in TISD. Therefore, TISD satisfies Test Three.

## Conclusion

In summary,, TISD is currently able to demonstrate compliance with the requirements of Title IX. TISD continues towards the goal of increasing participation opportunities for the underrepresented sex.

# **Benefits, Opportunities, and Treatment for Boys and Girls Teams**

## Equipment and Supplies

Equipment and supplies includes uniforms, apparel, sport-specific equipment and general supplies. The quality, amount and maintenance of equipment are assessed to be in compliance in this area. No inequities at TISD were identified within any of the equipment and supply areas.

## Scheduling of Games and Practice Time

Compliance in this area is assessed by evaluating the number of competitive events, number and length of practice opportunities, time of day competitions and practices are scheduled, and the opportunities to engage in available pre-season and postseason competition. No inequities within the TISD athletic department were identified within any of the scheduling of games and practice times areas during this review.

## Travel and Per Diem Allowance

Compliance in this area is assessed by evaluating the modes of transportation when traveling to games or competition, accommodations when traveling overnight, and meal allowances when traveling to away games. Each athletic team is provided with equitable modes of transportation when traveling to games. They are also provided with an equal per diem amount for meals when traveling. All accommodations for overnight travel are funded by the money fundraised by each program. This process can raise an issue with equivalent accommodations when traveling for sports that are not able to raise an equitable amount of money from fundraising. TISD athletics needs to develop a plan to analyze income generated by each sport that could affect travel and daily allowances.



## Coaching

The review in this area analyzed the coaching component, which considers availability, qualifications, and compensation of coaches. This component ensures student-athletes are provided equally qualified coaches who are equally available. Compensation becomes a compliance concern when it affects the ability to hire qualified coaches. TISD is currently equitable in providing quality, availability, and compensation of coaches but should continue to monitor when new hires are made.

## Locker Rooms and Practice & Competition Facilities

Compliance with locker rooms, practice and competitive facilities is based on the provision of equivalent quality for equivalent percentage of male and female student-athletes. The review in this area assessed the quality, availability, exclusivity, maintenance and preparation of the practice and competitive facilities, and the availability and quality of the locker rooms. TISD is currently equitable in this area. A new soccer practice field will be completed by the beginning of the 2023-2024 school year to provide more practice space for both boys and girls soccer teams.

## Medical and Training Facilities

The review concluded that TISD is equitable for male and female athletes in this area. The review assessed the availability of medical personnel and assistance; availability and qualifications of licensed athletic trainers; availability and quality training facilities; availability of weight training and conditioning facilities. No inequities within the TISD athletic department were identified within the medical and training facilities. TISD plans to build a new athletic training facility within the next two years.

## Publicity

The publicity component analyzes coverage for male and female athletes on its website, social media, or other publicity for equivalence. The TISD athletic department makes an equitable effort in promoting all its programs.

No disparities appear to exist; however, coach's discretion in providing posters and/or media guides is the quickest way for others to perceive that disparity exists in the area. Seeing marketing materials for some teams and not others can create a negative perception. The athletic department should plan to review these decisions by coaches on an annual basis to insure an inequity based on a coach's budgetary allocation decision does not unintentionally result in inequitable outcomes.

## Conclusion

In summary, TISD is currently able to demonstrate compliance with the Title IX under benefits, opportunities, and treatment for boys and girls teams. TISD should continue to annually review these components of Title IX to ensure future compliance.