



San Diego Community College District

Status Report on Title IX

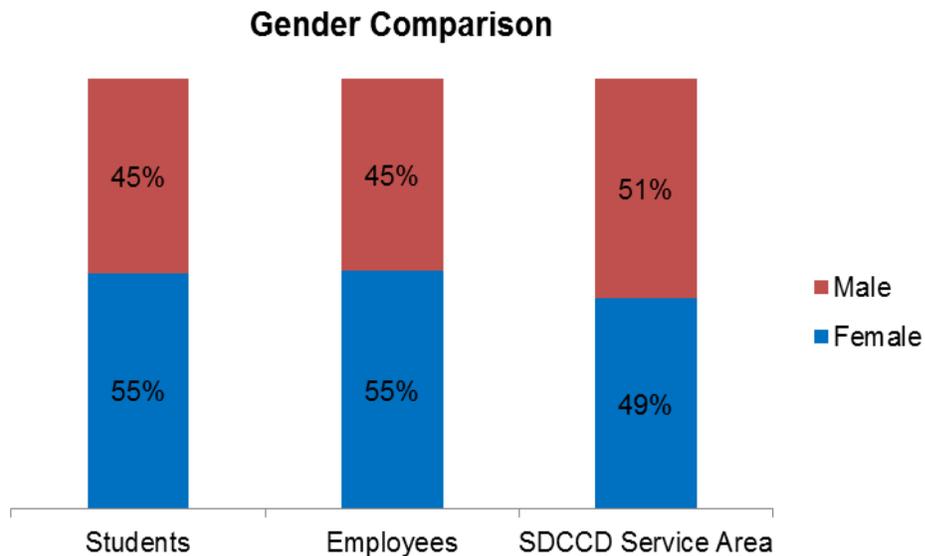
March 14, 2013

Overview

Title IX of the Education Amendments was enacted in 1975 following decades of inequalities faced by women in educational programs. Essentially, Title IX prohibits discrimination on the basis of gender in educational programs operated by institutions that receive federal funding.

In the years following the enactment of Title IX, women began to experience greater opportunities in education, most notably in athletics where the interests of both male and female athletes must be treated equally under the law. Over the course of its 40-year history, Title IX has had a significant impact on advancing opportunities for women in education, athletics, and the workplace. Women now constitute the majority of enrollment in higher education and have both higher graduation rates and lower drop-out rates than their male counterparts. In addition, as a national pattern, female participation in athletics has increased significantly since the enactment of Title IX.

The San Diego Community College District has had a long history of promoting equity in employment, instructional programs, and athletics at City, Mesa, and Miramar colleges, Continuing Education, and District operations. The District workforce and the student population are gender-balanced and reflect the characteristics of the local community. The following graph shows the gender balance represented among the students, employees, and the service areas.



Title IX: Participation in Intercollegiate Athletics

City and Mesa colleges have maintained a robust Intercollegiate Athletic program for many years. Currently, City College supports 13 teams - six men's and seven women's. In the past 10 years, the total number of intercollegiate athletic teams at City has grown by one men's team and two women's teams. Mesa College which is the largest college in the District offers the largest Intercollegiate Athletic program with a total of 20 intercollegiate athletic teams – 10 men's and 10 women's. Moreover, Mesa College has consistently supported an equal number of men's and women's sports teams for the past 10 years.

Miramar College first introduced intercollegiate athletics in 2005 with one men's water polo team. Since that time, the college has expanded the program to two women's teams (soccer and water polo) and two men's teams (basketball and water polo) competing in 2011-2012. It should be noted that for 2012-2013, the men's water polo team is suspended.

In the past 40 years, sensitivity and adherence to Title IX have led to a significant expansion in the participation of women in athletic programs. According to national reports, there has been about a 25% increase in the number of women participating in intercollegiate sports, while the number of men increased less than 10%. Similarly, in the past 10 years, City, Mesa, and Miramar colleges have had a much larger increase in the number of female athletes compared to males. The chart below shows the increase in the number of male and female athletes competing at each college for the past 10 years.

Student Athlete Gender Distribution 10-year Comparison 2000-2001 to 2011-2012

	00/01	01/02	02/03	03/04	04/05	05/06	06/07	07/08	08/09	09/10	10/11	11/12	% Increase 2000-01 to 2011-12
City													
Male	77	74	72	71	70	60	82	88	89	91	92	86	12%
Female	52	53	52	55	67	62	65	76	57	71	75	75	44%
Mesa													
Male	235	231	230	228	247	236	251	219	226	268	312	304	31%
Female	125	121	123	134	135	125	133	127	137	138	176	184	50%
Miramar													
Male						8	23	30	15	29	25	26	225%
Female						n/a	n/a	29	16	26	35	33	14%
Total													
Male	312	305	302	299	317	304	356	337	330	388	429	416	33%
Female	177	174	175	189	202	187	198	232	210	235	286	292	65%

The college Intercollegiate Athletic programs have celebrated many accomplishments of both male and female athletes, as well as women's and men's sport teams through the years.

City College has the number one women's badminton team in the state with four state championships. In addition, City has had eight women and seven male *Athletes of the Week* this year, and one academic All-American women's softball player.

Mesa College earned 10 *Conference Championships* in 2011-2012, six women's sports and four men's sports. Mesa has also been honored with the *Pacific Coast Conference Male and Female Scholar Athletes of the Year*, and the *Chet Devore Trophy* for academic and athletic excellence.

Miramar College women's soccer team has been the *Pacific Conference Champions* for the last three years. Miramar has also been honored with the *Conference Female Athlete of the Year* three times, and its first All-State men's basketball player.

Compliance

Compliance with the Title IX statute and its implementing regulations is enforced by the Office of Civil Rights (OCR). OCR issued an Intercollegiate Policy Interpretation in 1979 that remains in effect today. The regulations include 13 athletic program components which must be monitored by the institution including equipment, travel, coaches' salaries, and competition. The implementing regulations specify that if an educational institution has an athletics program, equal opportunities must be provided to both male and female athletes. Specifically, OCR uses a "three-prong test" to assess whether an institution is adequately and equally accommodating both the athletic interests and abilities of male and female students.

The three-prong test includes three options for compliance. Only one of the three must be met for an institution to meet the requirements of Title IX pertaining to intercollegiate athletics. The three compliance options follow.

- 1) Participation opportunities for male and female athletes are proportionate to their respective enrollment at the institution.
- 2) If one gender has been underrepresented in intercollegiate athletics, the institution must show continued expansion of the program such that the institution demonstrates responsiveness to the interests of the underrepresented group.
- 3) If one gender is underrepresented and there has not been program expansion (as noted in 2) the institution must demonstrate that the interests and abilities of the underrepresented group have been fully and effectively accommodated.

Few institutions comply with the first test since women are currently the majority of enrollment in higher education compared to participation rates in athletics. In addition with budget constraints and competing institutional needs, few community colleges have been able to add intercollegiate sports and many have had to reduce their programs to meet other needs of the college. Below is a comparison of the gender distribution of the student population compared to the participants in intercollegiate athletics within the San Diego Community College District.

	General Student Population (12 units or more)	Athletes
City		
Male	45%	53%
Female	55%	47%
Mesa		
Male	47%	59%
Female	53%	41%
Miramar		
Male	39%	44%
Female	61%	56%

Note: In general, the goal is to be within an 8% difference in the gender distribution of student population and representation in athletics depending upon the size of the colleges' athletic programs. Mesa has a disproportionate percentage of male athletes due to the football program.

Most institutions rely upon the third test to meet compliance requirements. For the most part, the courts have held that institutions must sponsor an intercollegiate team for women when there “is a sufficient number of interested and able female athletes to sustain such a team and there is a reasonable expectation of competition for that team.”

City, Mesa, and Miramar College Self-Review for Title IX Compliance

As part of its self-review of compliance with Title IX, the District conducts a survey of all first-time students during the fall semesters to assess the interest of incoming students in intercollegiate athletics. The results of the survey, as well as contact information for students who express interest in athletics, are provided to the Athletic Directors at each college for follow up. The Athletic Directors use

the results of the survey to determine the interest level and potential abilities of incoming students in the viable sports as determined by “reasonable expectations for competition for the particular sport.” Reasonable expectation for competition is determined by the numbers of similar teams in the Athletic Conference, as well as the region.

In addition, as part of the District’s ongoing efforts to monitor compliance, City, Mesa, and Miramar colleges have designated Title IX Coordinators, and Mesa College has a Title IX Gender Equity Committee that reviews compliance information and makes recommendations.

Title IX: Participation in Academic Programs

The San Diego Community College District had a long history of maintaining a balance of men and women in academic programs and services. Similar to trends throughout the nation, female students have had consistently higher participation rates in the District for the past 10 years. Following is 10-year enrollment comparison by gender.

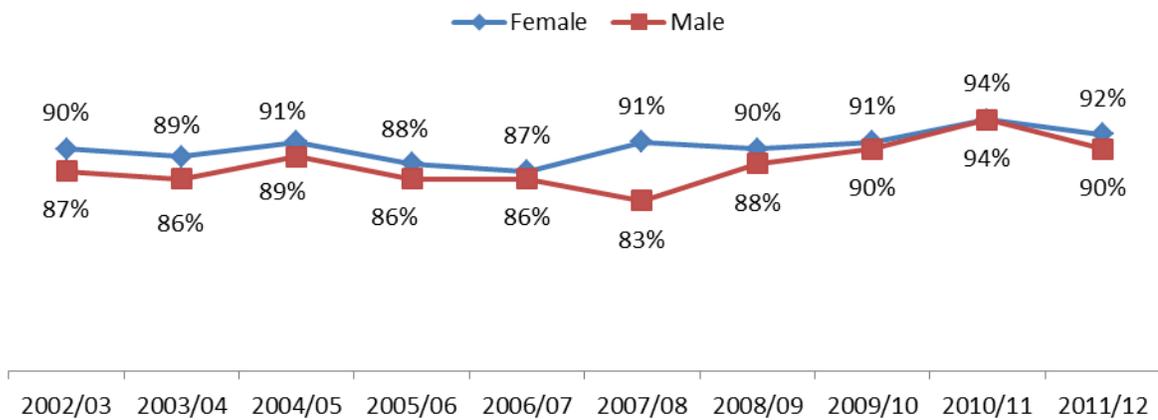
**Student Headcount 10-year Comparison
2002-2003 to 2011-2012**

	02/03	03/04	04/05	05/06	06/07	07/08	08/09	09/10	10/11	11/12
Female	55%	54%	54%	55%	55%	55%	55%	55%	55%	55%
Male	45%	46%	46%	45%	45%	45%	45%	45%	45%	45%

Similar to national trends, female students at City, Mesa, and Miramar colleges have higher outcomes than their male counterparts on most key performance indicators:

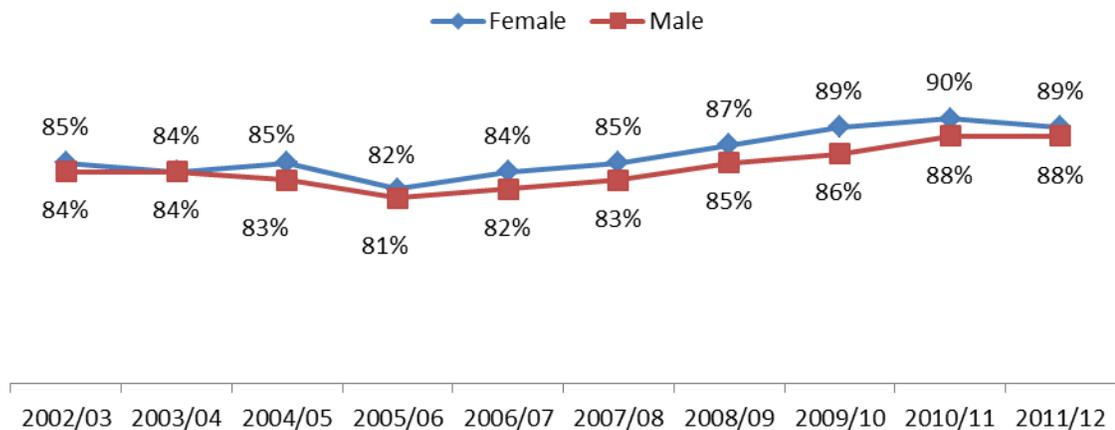
Retention Rates 2002-2003 to 2012-2013

Student-Athlete Retention Rates*



**Excludes PE Classes*

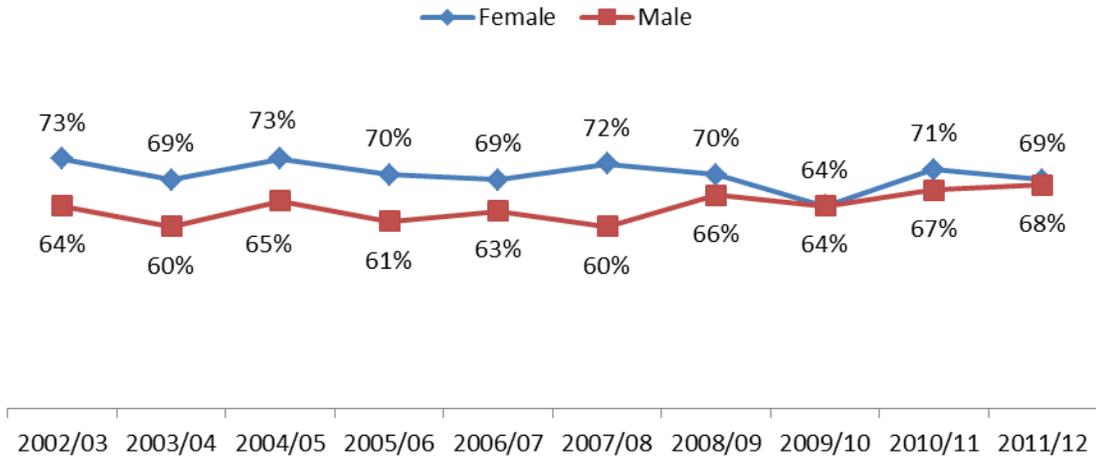
General Student Retention Rates*



**Excludes PE Classes*

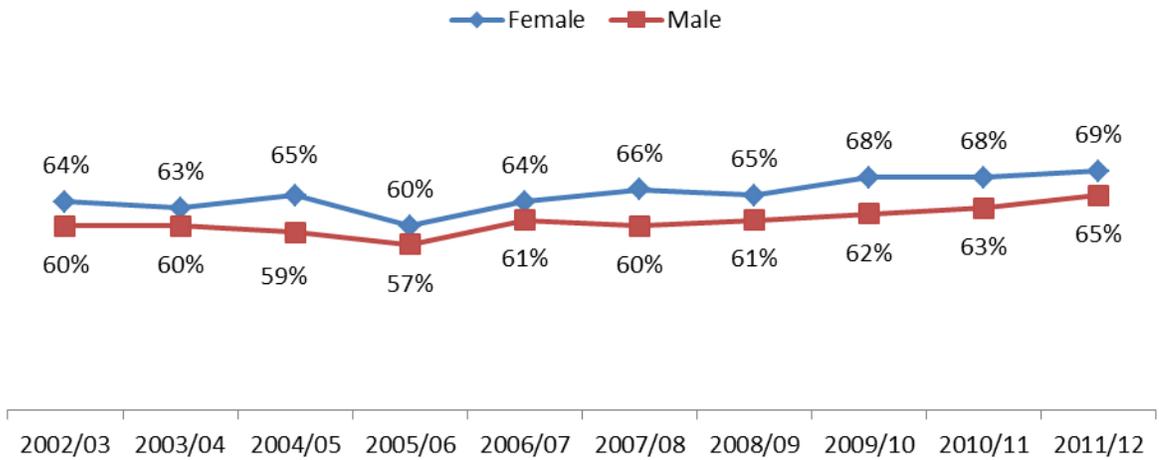
Successful Course Completion Rates 2002-2003 to 2012-2013

Student-Athlete Success Rates*



**Excludes PE Classes*

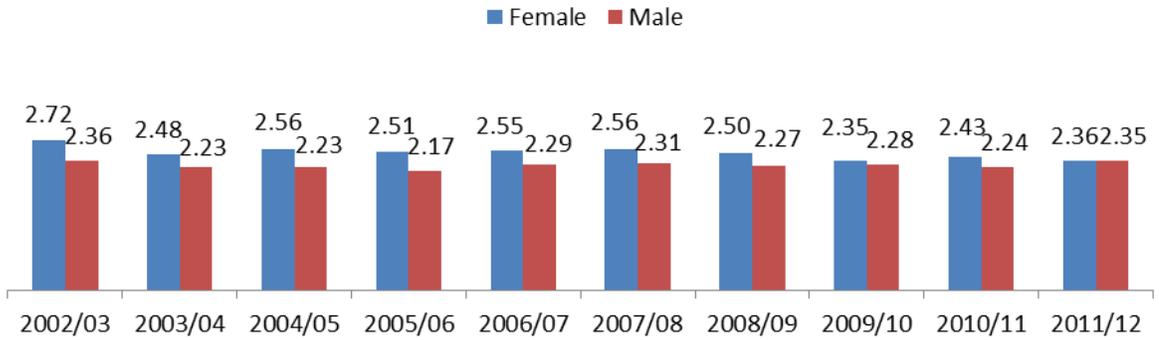
General Student Success Rates*



**Excludes PE Classes*

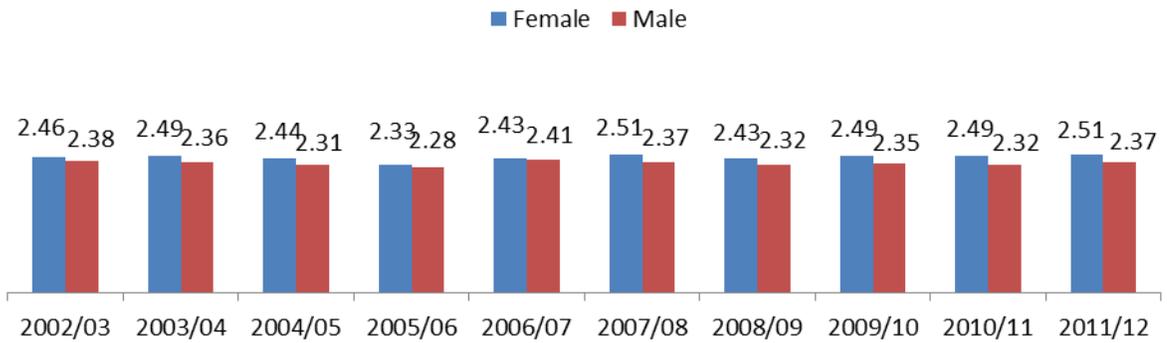
Grade Point Average (GPA) 2002-2003 to 2012-2013

Student-Athlete GPA*



**Excludes PE Classes*

General Student GPA*



**Excludes PE Classes*

Awards Conferred 2002-2003 to 2012-2013

	02/03	03/04	04/05	05/06	06/07	07/08	08/09	09/10	10/11	11/12	Percent Diff 2002/03- 2011/12
Female	44%	48%	49%	48%	54%	53%	52%	53%	51%	53%	9%
Male	56%	52%	51%	52%	46%	47%	48%	47%	49%	47%	-9%

Note. Includes degrees and certificates

Transfer 2002-2003 to 2011-2012

	2002/03	2003/04	2004/05	2005/06	2006/07	2007/08	2008/09	2009/10	2010/11	2011/12	Percent Change
Female	850	1,598	1,688	1,765	1,692	1,698	1,544	1,712	1,877	1,342	58%
Male	721	1,340	1,397	1,559	1,528	1,488	1,306	1,484	1,824	1,360	89%
Total	1,573	2,943	3,089	3,328	3,221	3,187	2,850	3,197	3,701	2,702	72%

	2002/03	2003/04	2004/05	2005/06	2006/07	2007/08	2008/09	2009/10	2010/11	2011/12	Percent Diff
Female	54%	54%	55%	53%	53%	53%	54%	54%	51%	50%	-4%
Male	46%	46%	45%	47%	47%	47%	46%	46%	49%	50%	4%

Note. Data include the total number of students who transferred to a 4-year institution and were enrolled at an SDCCD college at any time within three semesters prior to transferring (including stop outs). The student must also have completed 12 or more transferrable units from any one of the SDCCD colleges within six years prior to transferring to a 4-year institution.

Summary

The District remains committed to ensuring access to intercollegiate athletics and academic programs for all students. As part of this commitment the District routinely monitors student and employee demographics, as well as academic program outcomes for various demographic groups. Further, the District continues to support intercollegiate athletics as an integral part of student engagement and a comprehensive college experience.