

WNMU DEPARTMENT OF ATHLETICS GENDER EQUITY PLAN 2009-2014

#1 Goal: Evaluate compliance to Title IX to create a revised gender equity plan appropriately to meet the changing needs.			
<i>Action Step</i>	<i>Person(s) Responsible</i>	<i>Timeline</i>	<i>Results</i>
<ul style="list-style-type: none"> Administer and evaluate student-athlete surveys that assess the student-athlete experience in all aspects of the Department of Athletics' operations to monitor ALL issues of treatment and environment. 			
<ul style="list-style-type: none"> Administer and evaluate exit interview with student-athletes who have exhausted eligibility to monitor ALL issues of treatment and environment. 			
<ul style="list-style-type: none"> Collect and analyze data reported on the Equity in Athletics Disclosure Act. 			
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#2 Goal: Employ a work force that is diverse and reflective of commitment to gender equity.			
<i>Action Step</i>	<i>Person(s) Responsible</i>	<i>Timeline</i>	<i>Results</i>
<ul style="list-style-type: none"> Support recruiting, interviewing, and hiring practices that encourage diverse gender representation on the WNMU administration staff and coaching positions, particularly those coaching positions that work with women's teams. 			
#3 Goal: Create an environment that is respectful of each gender and free of discrimination.			
<i>Action Step</i>	<i>Person(s) Responsible</i>	<i>Timeline</i>	<i>Results</i>
<ul style="list-style-type: none"> Conduct gender sensitivity training in conjunction with diversity training for all members of the staff. 			
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#4 Goal: Provide quality active participation experiences to all student-athletes and equitable access to all support services.			
<i>Action Step</i>	<i>Person(s) Responsible</i>	<i>Timeline</i>	<i>Results</i>
<ul style="list-style-type: none"> Establish roster management guidelines, policies, and procedures to ensure that all teams are offering quality active participation opportunities . 			
<ul style="list-style-type: none"> Assess athletic training coverage to all sports with consideration to NCAA-published injury rations in each sport and data collected by the athletic training staff to evaluate whether future changes or additions in staffing are needed, particularly in the coverage provided to women’s sports. 			
<ul style="list-style-type: none"> Continue current equitable medical polices and access to the athletics training facility to all student-athletes without limitation. 			
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#5 Goal: Provide athletics financial aid to women and men at same proportion as their respective rate of participation (or within the acceptable disparity recognized by the Office of Civil Rights).			
<i>Action Step</i>	<i>Person(s) Responsible</i>	<i>Timeline</i>	<i>Results</i>
<ul style="list-style-type: none"> For 2010-2011, the goal is for the financial aid percentage provided to females to be within 1% of the female participation rate. The 2010-2011 participation rate goal for females is 45%. The financial aid goal for females is 44%. 			
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#6 Goal: Continue to review and assess the expansion of opportunities for females and take steps to ensure that the competitive athletics interests and abilities of female students at the university are being met.			

<i>Action Step</i>	<i>Person(s) Responsible</i>	<i>Timeline</i>	<i>Results</i>
<ul style="list-style-type: none"> Coordinate with appropriate university departments the inclusion of varsity athletics interests questions on the student interest survey administered at the university's student orientation. This survey will be administered to all new students at the university participating in the orientation. 			
<ul style="list-style-type: none"> Monitor the responses on the student interest survey annually and discuss with appropriate administration any significant changes in student interests in sports. 			
<ul style="list-style-type: none"> Assess the secondary school participation in girls' sports in New Mexico through the request and analysis of data from the state high school athletic association that provides the number of teams in each sport/activity and the number of participants. 			
<ul style="list-style-type: none"> Continually review the expansion of programs by schools within the conference and region and assess any impact on the university's current or future programs. 			
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#8 Goal: Provide equitable treatment of all student-athletes with regard to modes and transportation, hotel accommodations, and meal allowances.			
<i>Action Step</i>	<i>Person(s) Responsible</i>	<i>Timeline</i>	<i>Results</i>
<ul style="list-style-type: none"> Assess the team travel budgets and provide increases where necessary to ensure equity in travel and accommodations. 			
<ul style="list-style-type: none"> Monitor meal allowances to ensure that all student-athletes are receiving equitable treatment. 			
<ul style="list-style-type: none"> Monitor hotel accommodations to ensure that all student-athletes are receiving equitable treatment. 			
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#9 Goal: Provide equitable support services (athletic assistant staff, office resources) and adequate office space to all sports.			
<i>Action Step</i>	<i>Person(s) Responsible</i>	<i>Timeline</i>	<i>Results</i>
<ul style="list-style-type: none"> Evaluate office spaces to ensure all coaches are receiving equitable treatment, particularly those coaching positions that work with women's teams. 			
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#10 Goal: Ensure the opportunity for all student-athletes to receive effective coaching by providing equitable number of coaches and by hiring and retaining experienced and quality coaches.			

<i>Action Step</i>	<i>Person(s) Responsible</i>	<i>Timeline</i>	<i>Results</i>
<ul style="list-style-type: none"> Evaluate all coaches' job descriptions/requirements and salaries to ensure that the salaries are in compliance with federal regulations stipulated in the Equal Pay Act and Title VII. 			
<ul style="list-style-type: none"> Provide an equitable number of coaches using a ____ student-athlete to coach ratio, particularly those coaching positions that work with women's teams. 			
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#11 Goal: Provide access to and exclusive use of comparable locker rooms on an equitable basis.			
<i>Action Step</i>	<i>Person(s) Responsible</i>	<i>Timeline</i>	<i>Results</i>
<ul style="list-style-type: none"> Ensure that future facility development plans accommodate locker rooms in an equitable manner. 			

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#12 Goal: Provide access and exclusive use of practice and competition facilities on an equitable basis.			
<i>Action Step</i>	<i>Person(s) Responsible</i>	<i>Timeline</i>	<i>Results</i>
<ul style="list-style-type: none"> Continue to schedule practice and competition facilities in accordance to WNMU polices that provide first priority to the team or teams in-season and then consideration to class conflicts that impact the participating student-athletes. 			
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#13 Goal: Provide quality and equitable facilities for practice and competition for women's sports.			
<i>Action Step</i>	<i>Person(s) Responsible</i>	<i>Timeline</i>	<i>Results</i>
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#14 Goal: Provide promotions and publicity in a manner that is equitable in its approach to achieve the realistic attendance goals; in being responsive to media requests, and in promoting the sport, coaches, and student-athletes.			
<i>Action Step</i>	<i>Person(s) Responsible</i>	<i>Timeline</i>	<i>Results</i>
• The introduction of any season opening event will ensure equality to men and women's teams.			
• Continue the current practice of			

producing schedule cards for the following: one combined schedule for volleyball, football, and cross country; another combined schedule for women's basketball and men's basketball.			
<ul style="list-style-type: none">• Direct more advertising to the promotion of women's sports.			
<ul style="list-style-type: none">• Ensure that staffing and promotions are equitable in men's and women's sports.			
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