



STATEMENT OF COMPLIANCE OF TITLE IX GENDER EQUITY

FORM R-4

(Adopted 4/1/10 effective 7/1/10) (Adopted 6/22/11 effective 7/1/12) (Adopted & effective 7/2/12) (Adopted 3/28/13 effective 7/1/13) (Adopted 2/12/15 effective 7/1/15) (Adopted 4/2/15 effective 7/1/15) (Adopted 6/12/15 effective 7/1/15) (Revised 3/31/16 effective 7/1/16)

In compliance with State Ed Code Sections 78223, 66271.6, 66271.8, and 67360 et seq. and Federal gender equity laws pertaining to equitable athletic participation opportunities for men and women, respective community colleges, governed under the California Community College Athletic Association, must complete and report the three-part test as indicated on this Form R-4. The three-part test includes: (1) participation proportionate to full-time undergraduate enrollment; or (2) continued program expansion for the underrepresented gender; or (3) fully and effectively accommodating the underrepresented gender. This report provides a member institution with the opportunity to demonstrate compliance using the "three part test," but does not assess compliance with the program components identified by the Federal Office of Civil Rights.

This Form R-4 shall be completed, signed, and electronically submitted (email attachment), along with verification that the most-recent Equity in Athletics Disclosure Act (EADA) Report has been filed and locked, to the CCCAA Director of Membership Services and a copy to the all-sports conference commissioner by November 1 of each year. The original is to be retained in the President's office on campus, as well as a copy in the College's Title IX Coordinator's office. Failure to complete and file all pages of the Form R-4 and verification that the EADA Report has been filed by November 1 will result in the forfeiture of all completed contests until the form is received by the CCCAA Office. Verification can be provided by submitting an electronic copy of the completion certificate available on the bottom of the Survey Navigation /Status screen of the EADA by the individual who submitted/locked the online EADA Survey or a screenshot of the EADA webpage which states the EADA Survey was locked. See completed example at <http://www.ccaasports.org/services/gender>

Please type (tab to the blank lines) to complete the information in the spaces provided

College	<u>Monterey Peninsula College</u>	Academic Year Reported (Same as EADA Report)	<u>2021-22</u>
Title IX Coordinator (Name) (Job title)	<u>David Betts</u> VP of Human Resources & Employee Relations	Phone	<u>(831) 646-3038</u>
		Email	<u>dbetts@mpc.edu</u>

TEST ONE: PARTICIPATION PROPORTIONATE TO FULL-TIME UNDERGRADUATE ENROLLMENT

Please indicate the rates of full-time undergraduate enrollment and athletic participation. For a formal definition of "participation." please visit the following link to CCCAA Gender Equity: <http://www.ccaasports.org/services/gender>.

Rates of Athletic Participation Compared to Rates of Full-time Undergraduate Enrollment										
Program	Rate of Full-time Undergraduate Enrollment		Rate of Participation in Athletics		Exact Proportionality for Underrepresented Gender*	Number Needed to Reach Exact Proportionality for Underrepresented Gender	# of Teams Currently Offered for Underrepresented Gender	Average Team Size for Underrepresented Gender	Does the college comply with substantial proportionality: (If average team size is less than the number needed to reach exact proportionality, then the college does not comply with Test One.)	
	Total Number	Percentage (%)	Total Number	Percentage (%)						
Women	1,061	49.37%	57	28.22%					Yes	No
Men	1,088	50.63%	145	71.78%					<input type="radio"/>	<input checked="" type="radio"/>
Totals	2,149	100%	202	100%						
Compare full-time enrollment % to athletic participation % to determine underrepresented gender. Fill in the cells below accordingly: (Columns per above headings)										
Under-represented	1,251	58.21%	63	31.19%	179.37	116.37	6	10.5	<input type="radio"/>	<input checked="" type="radio"/>
Over-represented	1,088	50.63%	156	77.23%						

* For an example of exact proportionality calculations, please visit the following link to CCCAA Gender Equity: <http://www.ccaasports.org/services/gender>



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Please describe the practices and procedures by the college to identify existing athletic interests and abilities, respond to those interests, and expand the program for the underrepresented gender to meet those interests. Note any currently-approved plan for program expansion:

Type here:

The college uses feedback from students, athletic coaches, as well as survey results to determine and respond to interest in intercollegiate athletics. The college has conducted interest surveys for ten years. Results from the interest surveys indicate interest in three women's sports: (1) cross country, (2) swimming/diving, and (3) beach/sand volleyball. Each of these areas is discussed below. In addition, we discuss an additional women's sport, soccer, as the college has struggled with actual participation in this sport.

(1) Cross Country

In the fall of 2015 the college made the decision to hire a full-time instructor/coach with responsibilities in men's and women's track and field. To maximize the potential of this position, a decision was made to reinstate the men's and women's cross country programs (which had been discontinued a few years earlier). As student interest surveys indicated sufficient interest in cross country, and a full-time instructor/coach available to recruit and support the student athletes, it was felt that the programs would be successful. The plan came to fruition in the Fall 2016; the college was able to compete with a full squad for both men's and women's teams.

2) Swimming/Diving

The college has monitored the survey results related to women's swimming/diving on an annual basis. Aside from the 2014-15 year, there has been interest in women's swimming since the athletic interest survey was fully implemented in the 2012-13 year. In response to the survey results, the college hosted two meetings since 2014 to better gauge interest in women's swimming. Students who expressed interest in women's swimming via the interest survey were invited to the meeting. In addition, the Athletic Director also extended the invitation to the entire student population via an "ALL USERS" email sent to all students enrolled at the college. The meeting was also advertised through flyers that were placed at strategic locations throughout the campus. The first meeting, held in spring 2014, drew only two interested students. The second meeting, held in fall 2019, was to gauge interest in women's swimming or in women's beach/sand volleyball. We used the same advertisement process for the fall 2019 meeting that it used in spring 2014. Twenty-two students attended the fall 2019 meeting with about half interested in beach/sand volleyball and the other half in women's swimming.

(3) Beach/Sand Volleyball

During the past four years, results from the athletic interest survey indicated interest in women's beach/sand volleyball. On the most recent survey, conducted during 2019-20, there were seventeen (17) women applicants who expressed interest in this sport (a team consists of 10-12 players). As noted above, in the fall 2019 semester, the college held a student interest meeting to gauge interest in both women's swimming and women's beach/sand volleyball. On October 24th, 2019, subsequent to the student interest meeting, a meeting was held between Vice President of Student Services, Laurence Walker, and Dean of Student Services, Lyndon Schutzler, to discuss the direction of a response. It was determined that the sport with the highest probability of success (in terms of fielding a team) was women's beach/sand volleyball. In consultation with the college president, David Martin, a decision was made to offer women's beach/sand volleyball in the 2020-21 year. The college established a Women's Beach Volleyball team in spring 2021 with 12 participants competing.

(4) Soccer

The college established a women's soccer team in fall 2008. Interest in women's soccer, measured by the interest survey, has been strong and consistent since the survey was implemented in the 2012-13 year. However, actual participation has waned in interest years, and the college had to temporarily suspend the team due to an insufficient number of players. The college will continue to monitor the survey results as well as the number of high school participants in its recruiting area. The college will reinstate team if there are enough participants. In response to the 2021-2022 survey results for women's soccer and the available participation in the recruiting area, the college will host an interest meeting in spring of 2023 to better gauge interests for reinstating women's soccer.

For further information regarding Test Two, please visit the Gender Equity page from the CCCAA website: <http://www.cccaasports.org/gender.asp>



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TEST THREE: FULLY AND EFFECTIVELY ACCOMMODATE THE UNDERREPRESENTED GENDER

An institution meets Test Three if it offers every team for the underrepresented sex for which there is sufficient interest and ability for a viable team and sufficient competition for that team in the area where the institution's teams normally compete. If the three factors of interest, ability, and available competition exist for a team not currently offered to the underrepresented gender, then the institution does not meet Test Three. For additional information please see the April 10, 2010 "Dear Colleague" letter from the Office of Civil Rights posted on the Gender Equity page of the CCCAA website at:

<http://www.cccaasports.org/services/gender>

Please provide the total number of applicants interested in athletic participation in the following sports for summer, fall, and spring terms. Also, indicate the dates for data collection and method of survey distribution.

Dates of data collection: From 07/01/21 (mm/dd/yy) to 06/30/22 (mm/dd/yy)

Method of distribution: The college uses a supplemental survey in the college application (Open CCC Apply).

NUMBER OF COLLEGE APPLICANTS INTERESTED IN ATHLETIC PARTICIPATION IN SPECIFIC SPORTS <i>(One Full Academic Year)</i>			
Women's Sports	Number Interested	Men's Sports	Number Interested
Badminton	8	Badminton	0
		Baseball	26
Basketball	15	Basketball	34
Beach Volleyball	8		
Bowling	2	Bowling	5
Crew/Rowing	0	Crew/Rowing	2
Cross Country	8	Cross Country	10
Fencing	0	Fencing	2
Field Hockey	2	Football	53
Golf	4	Golf	11
Gymnastics	1	Gymnastics	1
Lacrosse	3	Lacrosse	7
Skiing/Snowboarding	1	Skiing/Snowboarding	6
Soccer	31	Soccer	54
Softball	21		
Swimming/Diving	13	Swimming/Diving	19
Tennis	16	Tennis	7
Track & Field	20	Track & Field	33
Volleyball	24	Volleyball	11
Water Polo	4	Water Polo	8
Wrestling	3	Wrestling	9
Other:	5 (cheer/dance)	Other:	0



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Additionally:

- 1) For the underrepresented gender, identify the sports offered in the high school interscholastic athletic programs in your recruitment areas that are not currently offered your intercollegiate program. Also, identify whether the number of students participating at the high school level suggests that there would be enough interest and ability to offer a team in that sport at your institution. Please use the CIF data that is available on the Gender Equity page of the CCCAA website under Membership Services.

Sport(s) not currently offered in program	Number of students participating in high schools within the recruitment area	College interest survey results
Women's Swimming/Diving	1,659	13
Women's Soccer	2,643	31

- 2) For any sports identified under step 1, identify whether there is enough competition at an appropriate competitive level for that sport in the area where your current intercollegiate teams normally compete.

Sport(s) identified under step 1	Intercollegiate competition available (A) or not available (N/A) in the area, based on institution's mile radius* of competition:		Action Plan	Outcome
	Miles	150		
Women's Swimming/Diving	<input checked="" type="checkbox"/> A	<input type="checkbox"/> N/A	As noted in the previous section, the college has conducted two interest meetings in the past few years.	The most recent interest meeting was for women's swimming/diving and women's beach/sand volleyball.
	<input type="checkbox"/> A	<input type="checkbox"/> N/A		The college has added women's beach/sand volleyball and will continue to monitor survey results for swimming/diving.
Women's Soccer	<input checked="" type="checkbox"/> A	<input type="checkbox"/> N/A	The college will monitor student interest and will reinstate team if there are enough participants.	
	<input type="checkbox"/> A	<input type="checkbox"/> N/A		
	<input type="checkbox"/> A	<input type="checkbox"/> N/A		
	<input type="checkbox"/> A	<input type="checkbox"/> N/A		

- 3) Within the reporting year, how many written requests have been submitted to the College or athletic department to initiate additional sports?

Number: 0 Sports: N/A

Again, if there is sufficient interest and ability for a team not currently offered, and there is sufficient competition at an appropriate level for that team, then the institution does not comply with Test Three.

For further information regarding Test Three, please refer to Valerie Bonnette's *Title IX and Intercollegiate Athletics: How It All Works — In Plain English* on pages 52-53, or visit the Gender Equity page from the CCCAA website at: <http://www.cccaasports.org/services/gender>



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Upon completion, the institution's athletic director(s), Title IX coordinator, and college president must sign this Form R-4 and forward a copy, along with verification that the most-recent Equity in Athletics Disclosure Act (EADA) Report has been filed and locked, to the CCCAA Director of Membership Services and a copy to the all-sports conference commissioner by November 1 of each year. The original is to be retained in the President's office on campus, as well as a copy in the College's Title IX Coordinator's office. Failure to complete and file all pages of the Form R-4 and verification that the EADA Report has been filed by November 1 will result in the forfeiture of all completed contests until the form is received by the CCCAA office.

Please indicate which of the three tests the institution meets for compliance with Title IX by checking the appropriate box below

- Test One - Participation Proportionate to Full-time Undergraduate Enrollment
- Test Two - Continuing Practice of Program Expansion for the Underrepresented Gender
- Test Three - Fully and Effectively Accommodate the Underrepresented Gender
- Program is Under Review*

*Programs under review will be provided with recommendations for compliance by the CCCAA Board or designate. Failure to comply with the recommendations may result in the college being deemed "not in good standing" per Article 1.5.4.G.

Disclaimer: An institution's compliance status under the three-part test does not affect or determine the institution's compliance with the other 12 program components reviewed under Title IX (i.e., scholarships, equipment, scheduling, travel, tutoring, coaching, facilities, medical and training facilities and services, housing and dining facilities and services, publicity, support services, and recruitment of student-athletes).

The signatures below indicate that the Form R-4 process has been completed as required in Article 1.5.4.G

Monterey Peninsula College

Name of Institution

Wendy Bates

Athletic Director (type or print)

(Please sign)

10/31/22

Date (mm/dd/year)

Additional Athletic Administrator (type or print)
(if applicable)

(Please sign)

Date (mm/dd/year)

David Betts

Title IX Coordinator (type or print)

(Please sign)

10/31/22

Date (mm/dd/year)

Mark Zacovic

College President (type or print)

(Please sign)

10/31/2022

Date (mm/dd/year)

(7/1/20)

Equity in Athletics Disclosure Act Completion Certificate

The Equity in Athletics Disclosure Act (EADA) data for

Monterey Peninsula College

(119067)

were completed and locked on **October 30, 2022**.

Thank you for your participation in the 2022 data collection.

This certificate was prepared on **October 31, 2022**