

## Twenty Tips for Developing a Title IX Action Plan

1. Establish a campus wide committee to work with the athletics department in addressing gender equity. Include individuals with decision making authority or the ability to influence decision-makers, whenever possible. Representatives might include coaches, legal counsel, Student Affairs personnel, Central Administration personnel, faculty senate member, financial/budget officer, admissions personnel, Athletic Advisory Committee representative, athletics department administrators, public relations personnel, student-athletes, financial aid officer, affirmative action/equity officer.
2. Evaluate existing situation.
3. Invite OCR representatives or other Title IX consultants to visit campus and assist with evaluation and development of strategies.
4. Identify other community resources that may be of assistance.
5. Inform staff of Title IX regulations and existing situation.
6. Establish training sessions to educate and sensitize staff.
7. Identify those individuals who will help champion the cause for equity.
8. Attend seminars or conferences to develop better understanding of the law and its implementation.
9. Work with local and state high schools to identify common solutions.
10. Review goals and priorities. Review the way you're doing business.
11. Identify ways of meeting goals.
12. Write an action plan, short and long term. In developing the action plan, include all components of the Title IX evaluation requirements. Many of these can be addressed immediately; even if participation ratios have not been achieved. The action plan could include the following:
  - Increase women's participation opportunities.
  - Add women's sports
  - Generate new revenue.
  - Enhance marketing of the program.
  - Explore additional funding options. (Internal, external, student fees, state funds where possible)
  - Reallocate existing resources.

- Determine ways to reduce expenses. Think of ways to do more with less.
  - Consider zero-based budgeting. If the athletics program was just being developed and you were applying requirements of Title IX, what would your program look like? What changes are needed to accomplish this with your existing program?
  - Work with conference members in identifying common strategies if compatible with your philosophy, categorize sports into different tiers for levels of support, but guarantee equitable distribution for men and women.
  - Develop a process for recognizing interest levels to initiate new programs and up-grade club sports.
  - Keep evaluation process active and responsive.
13. Develop change strategies.
  14. Be creative in all instances.
  15. Keep appropriate campus groups informed of progress. (Trustees, Budget Committees, Athletic Advisory Committees, etc.) Submit reports at least semi-annually.
  16. Develop public relations strategies, especially if consideration is being given to elimination of teams or other major programmatic changes.
  17. Establish a time-line for change.
  18. Develop consensus based on facts, logic, and the spirit of fairness.
  19. Help people understand consequences of lack of compliance.
  20. Help people feel comfortable with change.

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