



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.cccaasports.org/services/gender>

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

College	Skyline College	Academic Year Reported (Same as EADA Report)	2016-2017
Title IX Coordinator (Name)	Dr. Angelica Garcia	Phone	(650) 738-4333
(Job title)	Vice President, Student Services	Email	garciaa@smccd.edu

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.cccaasports.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	1,187	48.08%	54	36.99%	85.18	31.18	4	13.5	Yes <input type="radio"/>	No <input checked="" type="radio"/>
Men	1,282	51.92%	92	63.01%						
Totals	2,469	100%	146	100%						
Compare full-time enrollment % to athletic participation % to determine underrepresented gender. Fill in the cells below accordingly: (Columns per above headings)										
Under-represented	1,187	48.08%	54	36.99%	85.18	31.18	4	13.5	Yes <input type="radio"/>	No <input checked="" type="radio"/>
Over-represented	1,282	51.92%	92	63.01%						

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

Skyline College utilizes several different methods of trying to identify interest and abilities related to our athletic programs. The practices and procedures are consistent with those utilized in determining whether or not to institute new programs on the campus. We participate in the CCCAA Apply survey and receive monthly reports related to athletic interest. Those surveys are then sent to the athletic director for review. In looking at survey data, students self-report their level of athletic ability (Beginning, Intermediate or Advanced). We consider those students who self-report at least an intermediate level of ability as having some potential to participate in the intercollegiate program based on further assessment. This information is tabulated to ascertain trends related to sports not currently offered at Skyline College. For those sports that are offered in which students indicate interest and ability contact information, if provided by the student, is forwarded to the appropriate coach for follow-up. For those sports that are not currently offered for which facilities exist on campus, the athletic director emails the student to find out about their previous level of participation (club, high school, collegiate, etc...) and about their particular interest at Skyline. We also conduct a publicized campus meeting in the fall and spring for not only students who expressed interest but general students about sports identified in the survey. Our goal is to get the word out to any student that we'll consider expanding the program based on their interest and needs. From the surveys that we receive through CCC Apply, we take the data and cross reference it with the schools located in our service area / contiguous district for trends on attendance. Currently, our service area in northern San Mateo County includes eight high schools. Counting all high schools in San Mateo County and in contiguous districts, Skyline College has over 100 high schools to draw from some of which are over 150 miles a day round trip from our campus. Given the wide area that is available and the fact that 13 other community colleges operate in the same region, we focus on local service area and contiguous high schools which make up the majority of students at Skyline College and include high schools which provide students to our athletic program. This gives us a list of approximately 20 high schools which would be considered "most likely" to feed into our program. We use the CIF census information to do an initial evaluation of participation rates and interest at those schools and if the possibility exists that enough students are available to build and sustain a program. If we deem interest and ability are there, we would reach out directly to those feeder schools and their staff to do an environmental scan about potential benefits and barriers to adding a program. At the same time, we would be working with those students on campus who indicated an interest to try and develop opportunities for them to build skills and abilities as we research. If we have both interest on campus and in our most likely feeder schools, we would then do our due diligence in investigating adding the program.

Such diligence would include answering the following questions: Is the sport sponsored by the CCCAA? Is it feasible to obtain opponents and have a conference affiliation that is competitive? Is it feasible either on or off campus to provide a facility for practice, training and competition? Does an adequate recruiting population exist? Is it feasible to hire a qualified coach that meets minimum qualifications? What are the relevant one-time and continuing costs, facility and operational issues for adding the sport? Are there any barriers that would impact the operation of the sport at Skyline College in accordance with all requirements by the conference and CCCAA? Is there anything else to consider? After completing our due diligence, we would then incorporate the addition of the program into our yearly unit plan for consideration by our Vice-President of Instruction, College President and College Council. Based on their approval and creation of a budget, we would begin the process of hiring a coach, creating the necessary curriculum and building a schedule. Skyline last did this with the addition of Women's Basketball in the 2006-2007 academic year. Creation of that program encompassed an almost three year process of research, advocacy and program creation / development. A coach was hired in spring 2006 to build a schedule and recruit resulting in the program getting off to a good start in their initial season. A final component plays into the process of adding a program, any program, at Skyline College that is related to our organization as a multi-campus district. Because we have three colleges in our district that are close geographically, our governing board is always concerned about duplication of programs as it relates to cost and staffing. The general understanding is that given interest, budget and ability the colleges are free to add programs. Still, such decisions often require discussion with the colleges involved. This is an extra layer of complexity that must be addressed in adding programs. As such, when we are approached by students about programs that we don't offer but are available at our sister colleges (Football, Women's Water Polo, Men's and Women's Cross-Country, Men's and Women's Swimming, Men's and Women's Track and Field, Women's Softball, Women's Golf and Women's Tennis), we do our best to make students aware of those opportunities. We do understand that in doing so this does not absolve us of our responsibility to provide programs at our own campus that meets the needs and ability of our current / future student population. Based on survey information from 2016-2017 and the follow-up measures noted above in the narrative, five sports were identified for further investigation. Those sports were Women's Beach Volleyball (4 indications of Interest), Women's Swimming and Diving (7 indications of interest), and Women's Track and Field (9 indications of interest). Currently, we do not have a swimming or beach volleyball facility on campus. We do have a track but with no space for any type of field activities. Thus, we identified track (no field events included) as the most likely activity for program expansion. While our due diligence has not yet determined that enough interest and ability exists to add track we have done the following:

1. We've contacted local feeder schools and recreation departments to use our facilities at no charge during this past year so students are aware of our campus and facilities. No high schools responded but the City of Milbrae did use our track for training

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 10/01/16 (mm/dd/year) to 09/30/17 (mm/dd/year)

Method of distribution: 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	39
Basketball	15	Basketball	42
Beach Volleyball	4		
Bowling	2	Bowling	3
Crew/Rowing	0	Crew/Rowing	0
Cross Country	1	Cross Country	7
Fencing	0	Fencing	0
Field Hockey	0	Football	20
Golf	0	Golf	1
Gymnastics	2	Gymnastics	1
Lacrosse	0	Lacrosse	0
Skiing/Snowboarding	0	Skiing/Snowboarding	0
Soccer	21	Soccer	51
Softball	3		
Swimming/Diving	7	Swimming/Diving	8
Tennis	2	Tennis	1
Track & Field	9	Track & Field	7
Volleyball	20	Volleyball	7
Water Polo	0	Water Polo	3
Wrestling	1	Wrestling	12
Other:	1	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 send an email to the California Interscholastic Federation (CIF) at sanctions@cifstate.org to request data regarding the total number of students participating in high schools within the recruitment area for sport(s) not currently offered in your college's program.

Sport(s) not currently offered in program	Number of students participating in high schools within the recruitment area	College interest survey results
Women's Track and Field	654 (All levels Frosh - Senior)	9 prospects
Women's Swimming and Diving	542 (All levels Frosh - Senior)	7 prospects
Women's Beach Volleyball	0 (All levels Frosh - Senior)	4 prospects

- 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			
Women's Track and Field	300		Email interested applicants; Hosting high school and recreation programs, Campus meeting	Response indicated a lack of interest
	<input checked="" 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		
	<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: Not applicable

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

Skyline College

Name of Institution

Joe Morello

Athletic Director (type or print)


(Please sign)

10/02/17

Date (mm/dd/year)

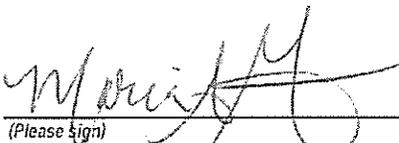
Additional Athletic Administrator (type or print)
(if applicable)

(Please sign)

Date (mm/dd/year)

Dr. Angelica Garcia

Title IX Coordinator (type or print)

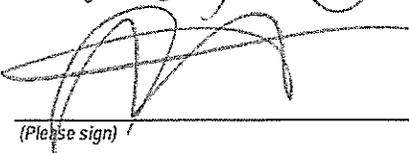

(Please sign)

10/02/2017

Date (mm/dd/year)

Dr. Regina Stanback-Stroud

College President (type or print)


(Please sign)

10/02/17

Date (mm/dd/year)

(7/1/17)

Equity in Athletics Disclosure Act Completion Certificate

Equity in Athletics Disclosure Act (EADA) data for

Skyline College

123509

were completed and locked on September 25, 2017.

Thank you for your participation in the 2017 data collection.

This certificate was prepared on September 25, 2017.