



Baltimore City Council Informational Hearing Council Bill 23-0175R – Parity in Women's Sports

BALTIMORE CITY
PUBLIC SCHOOLS

August 10, 2023

Purpose:

To brief the City Council on the accessibility and resources available to women's sports in relation to Title IX of the Education Amendments of 1972.

Title IX Compliance – Three Prong Test

“No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.”

Athletic Participation Opportunities – The Three-Prong Test

- Substantial Proportionality or
- History & Continuing Practice of Program Expansion or
- Accommodating Student Interest

Prong One: Substantial Proportionality

Substantial proportionality requires proof that a school's ratio of female athletics participation is close to the ratio of female enrollment at the school. Typically, a difference of less than 5% is considered acceptable.

Prong Two: History & Ongoing Practice of Program Expansion

Schools may demonstrate making improvements by adding opportunities and improving existing opportunities within the last three-to-five years.

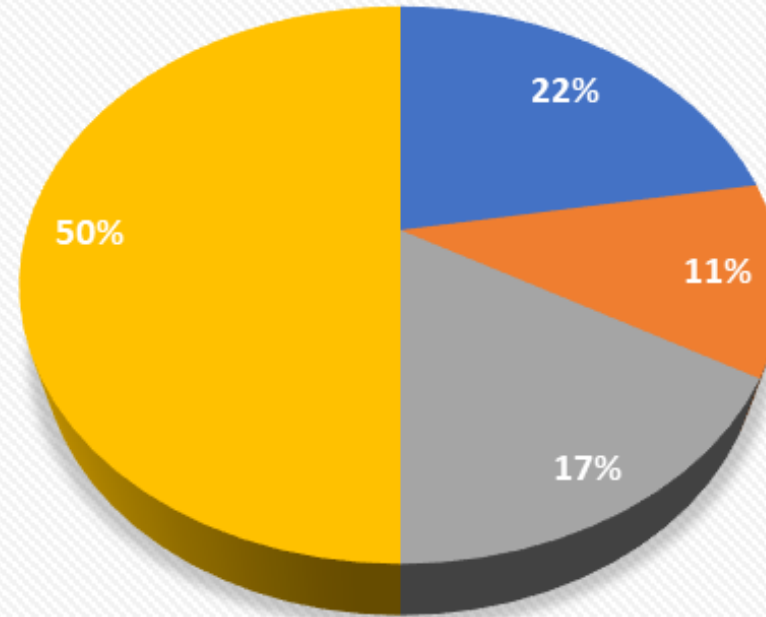
Prong Three: Accommodating Student Interest

Schools may demonstrate they are "fully" and "effectively" accommodating the athletic interests and abilities of female students. This can be determined by:

- Student interest survey
- Review non-scholastic sports programs to assess trend in girls' sports interests
- Review what other schools, leagues and state associations are doing to meet student interest



Gender Equity in Team Offerings



■ MALE/FEMALE OFFERINGS (Basketball, Lacrosse, Soccer, Wrestling)

■ MALE OFFERINGS (Baseball, Football)

■ FEMALE OFFERINGS (Badminton, Softball, Volleyball)

■ COED OFFERINGS (Dance, Cross Country, Indoor Track, Swimming, Tennis, Track & Field, Unified Bocce- Indoor, Unified Bocce- Outdoor, Unified Tennis)



Athletic Sport Offerings

MALE/FEMALE OFFERINGS ¹	MALE OFFERINGS	FEMALE OFFERINGS	COED OFFERINGS ²
Basketball	Baseball [*]	Badminton	Dance
Lacrosse [*]	Football [*]	Softball	Cross Country
Soccer [*]		Volleyball	Indoor Track
Wrestling [*]			Swimming
			Tennis
			Track & Field
			Unified Bocce-Indoor
			Unified Bocce-Outdoor
			Unified Tennis
4	2	3	9

¹ Separate Teams may have a slight rule modifications for female teams.

² Teams may be considered Mixed (coed) when a specific gender cannot meet the minimum squad size.

^{*} Female participation may occur on male teams.



SY 23 Sport Participation Data

<i>Participants</i>	Schools	Total Boys	Schools	Total Girls	TOTAL (Participants)	Percentage (Boys)	Percentage (Girls)
Badminton	0	0	13	223	223	0.0%	100.0%
Baseball	14	265	1	2	267	99.3%	0.7%
Basketball	19	518	16	340	858	60.4%	39.6%
Cross Country	15	194	16	160	354	54.8%	45.2%
Field Hockey	0	0	1	12	12	0.0%	100.0%
Football	14	981	2	2	983	99.8%	0.2%
Lacrosse	10	216	4	68	284	76.1%	23.9%
Soccer	10	298	5	81	379	78.6%	21.4%
Softball	0	0	12	203	203	0.0%	100.0%
Swimming & Diving	7	79	7	80	159	49.7%	50.3%
Tennis	7	91	7	98	189	48.1%	51.9%
Indoor Track	15	359	16	296	655	54.8%	45.2%
Track and Field	18	416	19	353	769	54.1%	45.9%
Volleyball	0	0	17	468	468	0.0%	100.0%
Wrestling	12	222	6	19	241	92.1%	7.9%
TOTALS		3639		2405	6044		

Gender Equity Self-Audit Report

City Schools requires participating high schools to perform an internal assessment to evaluate conformity to the Title IX standards.

We understand improvement starts with awareness. The Office of Civil Rights (OCR) data has predominately been a central office responsibility. In an effort to improve female sport participation number, central office must engage schools in Title IX assessment and accountability.

Future Considerations

City Schools is committed to providing equitable and positive experiences for all athletes but a continued commitment to equity is the compass that guides our work. We are looking to continue providing girls with opportunities to play, identify and support opportunities for program expansion (including sub varsity teams), and using middle school sport expansion to increase high school sport participation.

Let Them Play

It is common for schools to face uncertainty with participation numbers and levels each season. In sports, where a girls' team is not offered, girls may try out for the boys' team.

MARYLAND HIGH SCHOOL LACROSSE
BRICK WALL GOALIE
AWARD

15+ SAVES
IN A
GAME



BOYS & GIRLS HIGH SCHOOL LACROSSE
MARYLAND HIGH SCHOOL
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LYIKEA ANDERSON
PATTERSON
HIGH SCHOOL

15 SAVES
VS DIGITAL HARBOR

MarylandHighSchoolLacrosse.com





Athletic interest surveys must be used to inform decisions around potential program expansion.

The Maryland Public Secondary Schools Athletic Association is currently examining the potential of adding cheerleading as a state sponsored sport. City Schools is actively engaged and represented on the task force.

Flag football was offered as a coed program for our middle school program. The interest level of students will be analyzed, and the potential examined for adding flag football as a girls' high school sport offering.

NFL teams in several cities have shown considerable interests in the addition of girls' flag football as a competitive state offering.



Middle School: The Pipeline



It is critical to expose and engage female student athletes earlier to sport. The district offered clinics are low investment opportunities to experience a variety of sports. The goal is to nurture the middle school sports program, so it eventually serves as a feeder to our high school level opportunities.



Next Steps

- Continue middle school expansion
- Reinitiate the interest survey
- Continue working with individual schools on participation barriers & initial interest in common sports
- Ensure school leaders are aware of proportionality and plan accordingly with district supports

Questions?

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