



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 3C2A 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 3C2A 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 Sierra College Academic Year Reported 2023-24
(Same as EADA Report)
Title IX Coordinator (Name) LaToya Jackson Phone (916) 660-7103
(Job title) Director of Diversity, EEO and Title IX Email ljackson7@sierracollege.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 3C2A 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						
	Total Number	Percentage (%)	Total Number	Percentage (%)					
Women	3285	52.58%	150	37.13%					
Men	2963	47.42%	254	62.87%					
Totals	6,248	100%	404	100%					
Compare full-time enrollment % to athletic participation % to determine underrepresented gender. Fill in the cells below accordingly: (Columns per above headings)					Exact Proportionality for Underrepresented Gender*	Number Needed to Reach Exact Proportionality for Underrepresented Gender	# of Teams Currently Offered for Under-represented Gender	Average Team Size for Under-represented 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.)
Under-represented	3285	52.58%	150	37.13%	281.60	131.60	11	13.6	Yes <input type="radio"/> No <input checked="" type="radio"/>
Over-represented	2963	47.42%	254	62.87%					

* For an example of exact proportionality calculations, please visit the following link to 3C2A Gender Equity: <http://www.cccaasports.org/services/gender>

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For the underrepresented gender in the athletic program, list the number of athletic participation opportunities added since 1972 or the founding of the college (if after 1972). Provide roster sizes in both the year of implementation and the current Reporting year. If a team was eliminated (suspended), report roster size for the year the team was eliminated (suspended):

[illegible]



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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:

Based upon interest survey results from CCCApply, as well as existing interest and ability within the current athletics department, Sierra College added beach volleyball, women's cross country and women's track in 2016 and 2017, respectively. At this point we now offer every CCCAA sponsored women's sport aside from badminton and women's wrestling. We continue to monitor interest surveys and verify whether or not the sport resides in our competitive radius.

For further information regarding Test Two, please visit the Gender Equity page from the 3C2A 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 3C2A 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 07/01/23 (mm/dd/yy) to 06/30/24 (mm/dd/yy)

Method of distribution: CCCApply

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	15	Badminton	na
		Baseball	81
Basketball	56	Basketball	104
Beach Volleyball	18		
Bowling	13	Bowling	22
Crew/Rowing	3	Crew/Rowing	7
Cross Country	17	Cross Country	23
Fencing	7	Fencing	12
Field Hockey	5	Football	160
Golf	22	Golf	39
Gymnastics	21	Gymnastics	8
Lacrosse	18	Lacrosse	24
Skiing/Snowboarding	17	Skiing/Snowboarding	20
Soccer	60	Soccer	63
Softball	47		
Swimming/Diving	41	Swimming/Diving	37
Tennis	33	Tennis	23
Track & Field	47	Track & Field	39
Volleyball	78	Volleyball	44
Water Polo	22	Water Polo	17
Wrestling	20	Wrestling	76
Other:		Other:	



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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 3C2A 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
Badminton	390	15
Women's Wrestling	1074	20

- 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	112		
Badminton	<input type="checkbox"/> A	<input checked="" type="checkbox"/> N/A	NA	
Women's Wrestling	<input checked="" type="checkbox"/> A	<input type="checkbox"/> N/A	We are currently analyzing if there is interest and ability in women's wrestling for SP 2026	
	<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: 4 Sports: cheerleading, rodeo, men's cross country

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 3C2A website at: <http://www.ccaasports.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 3C2A 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 3C2A 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 3C2A 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

Sierra College

Name of Institution

Rachel Johnson

Athletic Director (type or print)

Rachel Johnson

(Please sign)

10/30/24

Date (mm/dd/year)

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

(Please sign)

Date (mm/dd/year)

Dr. LaToya Jackson

Title IX Coordinator (type or print)

LaToya Jackson

(Please sign)

10/31/2024

Date (mm/dd/year)

William H. Duncan, IV

College President (type or print)

William H. Duncan, IV

(Please sign)

10/30/24

Date (mm/dd/year)

(7/1/24)