



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	Canada College	Academic Year Reported (Same as EADA Report)	2017-18
Title IX Coordinator (Name) (Job title)	Dr. Char Perlas	Phone	(650) 306-3236
	Vice President Student Services	Email	perlasc@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	962	50.71%	44	32.35%						
Men	935	49.29%	92	67.65%						
Totals	1,897	100%	136	100%						
Compare full-time enrollment % to athletic participation % to determine underrepresented gender. Fill in the cells below accordingly: (Columns per above headings)										
Under-represented	962	50.71%	44	32.35%	94.66	50.66	4	11.0	<input type="radio"/> Yes	<input checked="" type="radio"/> No
Over-represented	935	49.29%	92	67.65%						

* For an example of exact proportionality calculations, please visit the following link to CCCAA Gender Equity:
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TEST TWO: HISTORY OF AND CONTINUING PRACTICE OF PROGRAM EXPANSION FOR THE UNDERREPRESENTED GENDER

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):

History of intercollegiate athletic teams added since 1972	Year Implemented	Number of Participants on Team in Year Implemented	Number of Participants on Team During Reporting Year
Women's Volleyball	2012/2013	15	14
Women's Tennis	2015/2016	8	7
Women's Golf	2006/2007	7	6
History of intercollegiate teams eliminated since 1972	Year Eliminated	Number of Participants on Team Prior to Elimination (pre-season or prior year)	
Men's Tennis - Insufficient # participants	2006	10	
Women's Tennis - No availability of coach	2003	8	
Women's Badminton - Lack of Funding	1995	7	
Women's Softball - Removal of Facility	1975	16	



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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 on the student athletic interest survey results, interest in Women's and Men's Cross Country, Women's Basketball, and Men's and Women's Swimming is an on-going discussion. The plans to build a new Kinesiology & Wellness Building which will include two swimming pools may attract more interest in the sport of aquatics and general classes. The hiring of a coach, development of a budget, and season of schedule would follow the new facility upgrade. Athletic Administrators will continue to monitor student interest and available CCCAA Intercollegiate competition opportunities in Beach Volleyball and Women's Basketball.

In verification with our Dean of Planning, Innovation, and Effectiveness, Cañada College's CCCSurvey Administrator artificially produced an increase in numbers due to "fake applicants" to Cañada for the 2017-18 reporting year. Upon further review, the data of the 2017-18 interest survey reflects numbers similar to 2014-2017 reporting years. Cañada College's CCCSurvey Administrator was hacked by an anonymous account, which consequently altered the numbers.

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For further information regarding Test Two, please visit the Gender Equity page from the CCCAA website: <http://www.ccaasports.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.ccaasports.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 07/01/17 (mm/dd/year) to 06/30/18 (mm/dd/year)

Method of distribution: CCCSurvey Administration

NUMBER OF COLLEGE APPLICANTS INTERESTED IN ATHLETIC PARTICIPATION IN SPECIFIC SPORTS (One Full Academic Year)			
Women's Sports	Number Interested	Men's Sports	Number Interested
Badminton	171	Badminton	0
Basketball	135	Baseball	304
Beach Volleyball	NA	Basketball	387
Bowling	58	Bowling	101
Crew/Rowing	21	Crew/Rowing	31
Cross Country	34	Cross Country	28
Fencing	14	Fencing	23
Field Hockey	18	Football	357
Golf	40	Golf	38
Gymnastics	43	Gymnastics	37
Lacrosse	15	Lacrosse	13
Skiing/Snowboarding	19	Skiing/Snowboarding	24
Soccer	61	Soccer	216
Softball	19		
Swimming/Diving	63	Swimming/Diving	106
Tennis	56	Tennis	96
Track & Field	15	Track & Field	33
Volleyball	47	Volleyball	83
Water Polo	16	Water Polo	22
Wrestling	15	Wrestling	51
Other:	6	Other:	20



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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
Cross Country	41/10	See pg. 3
Women's Basketball	67/11	See pg. 3
Swimming	120/14	See pg. 3

- 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	15 mi		
Cross Country	<input checked="" type="checkbox"/> A	<input type="checkbox"/> N/A	See pg. 3	
W. Basketball	<input checked="" type="checkbox"/> A	<input type="checkbox"/> N/A	See pg. 3	
Swimming	<input checked="" type="checkbox"/> A	<input type="checkbox"/> N/A	See pg. 3	
	<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: _____

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.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 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

Canada College

Name of Institution

Mike Garcia

Athletic Director (type or print)

Mike Garcia
(Please sign)

10-15-18

Date (mm/dd/year)

Dr. Tammy Robinson

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

Tammy R
(Please sign)

10/18/18

Date (mm/dd/year)

Dr. Char Perlas

Title IX Coordinator (type or print)

Char Perlas
(Please sign)

10-10-18

Date (mm/dd/year)

Dr. Jamillah Moore

College President (type or print)

Dr. Jamillah Moore
(Please sign)

10/18/18

Date (mm/dd/year)

(7/1/17)