

Governors State University

Student Affairs and Enrollment Management: Reaching Vision 2020

Focus Area: Athletics and Recreation

Leader(s): Anthony Bates (Director of Athletics) and Dean Jennings (Program Director of the Athletic and Recreation Center)

Implementation Year: 2017 - 2018

Goal 3: Establish a culture of inclusion and gender equity by meeting and exceeding all Title IX compliance and educational requirements.

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| Objective 1: | Continue to meet and exceed our Title IX compliant male female athlete, fiscal and facility resources ratio as we expand into new sports programs both competitive and recreational. |
| Action Items | Ensure our Athlete male to female ratio is in proportion to the greater GSU male to female demographic. The male to female demographic will be monitored on a semester basis. |
| Indicators and Data Needed (Measures that will appraise progress towards the strategic objective) | Enrollment demographic and scholarship operation budgets to ensure that we are Title IX compliant. Coach Burrell has put together a Plan regarding title IX that she indicated we are doing a good job following the plan. |
| Responsible Person and/or Unit (Data collection, analysis reporting) | Athletic Director and Assistant Athletic Director |
| Milestones (Identify Timelines) | Ongoing |
| Desired Outcomes and Achievements (Identify results expected) | Expansion of sports programs both competitive and recreational while maintaining Title IX compliance. We have maintained the balance of Title IX compliant and established a gender plan for our sports department |
| Achieved Outcomes and Results | Achieved |
| Analysis of Results (Where outcomes met? Exceeded? Progress towards goal. Implications for AY18 Objectives.) | We have always exceeded this goal due to our athletic waivers , travel and gear budgets being the same. |

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| Objective 2: | Maintain an environment of one team that represents the University in all of its cultural diversity. |
| Action Items | Continue to ensure that all participants are treated equally without bias towards race, ethnicity, gender, religion, or sexual orientation. The Department Directors will handle each report of bias in a timely thorough manner. |
| Indicators and Data Needed (Measures that will appraise progress towards the strategic objective) | We will continue to watch and be aware of situations that may be race , religion, or sexual orientation . |
| Responsible Person and/or Unit (Data collection, analysis reporting) | Department Directors and Assistant Directors. |
| Milestones (Identify Timelines) | Ongoing |
| Desired Outcomes and Achievements (Identify results expected) | To continue our legacy of the most diverse Illinois state University. |
| Achieved Outcomes and Results | Achieved |
| Analysis of Results (Where outcomes met? Exceeded? Progress towards goal. Implications for AY18 Objectives.) | We have exceeded this goal. I haven't come across any issues with our student – athletes . we actually are becoming even more diverse . |

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| Objective 3: | Facilitate educational workshops such as the Title IX seminar that all athletes are required to attend. |
| Action Items | We are working with Health services to tape in on their seminars because we don't have funding to bring someone in. |
| Indicators and Data Needed (Measures that will appraise progress towards the strategic objective) | 100% attendance and compliance by athletes |
| Responsible Person and/or Unit (Data collection, analysis reporting) | Athletic Director and Associate Athletic Director. |
| Milestones (Identify Timelines) | 2016 and 2017 |
| Desired Outcomes and Achievements (Identify results expected) | 100% attendance and compliance by athletes |
| Achieved Outcomes and Results | Achieved |
| Analysis of Results (Where outcomes met? Exceeded? Progress towards goal. Implications for AY18 Objectives.) | Nikki talks with our student-athletes at the beginning of the year and during the year our student –athletes engage in seminars with GSU planned events. |