

Gender Equity Information on State Education Agency (SEA) Websites¹

I. Purpose of Report

In order to achieve the goals of the Feminist Majority Foundation's (FMF) Title IX Action Network to advance gender equity in education, FMF has been encouraging Title IX coordinators in State Education Agencies (SEAs) to use their SEA websites to help people contact them and to learn about Title IX and related state laws and policies to protect against sex discrimination. We did our first analysis of this information on SEA websites in 2005.

Similarly, FMF has been using its own website www.feminist.org/education to provide information on Title IX and related gender equity activities. Its Title IX Action Network web pages focus on Title IX gender equity coordinators at all levels (state, school district, and schools). The FMF 2004 report on the "History, Status, and Future Roles of Title IX Gender Equity Coordinators"² and the additional information on "The Role of Government in Advancing Gender Equity" in Chapter 5 of the 2007 *Handbook for Achieving Gender Equity through Education*³ describe the importance of Title IX coordinators. They point out that if the legal requirement for Title IX coordinators in each "recipient" organization is followed, there would be 50,000 to 150,000 Title IX coordinators in educational institutions across the U.S.

FMF's Title IX Action Network web pages contain the above 2004 report on Title IX gender equity coordinators as well as a current list of state Title IX coordinators.⁴ The 2004 report indicated that in a survey of state Title IX coordinators, twelve of the 20 respondents indicated some information on Title IX on their SEA's websites. In 2005 FMF conducted a detailed analysis of "Title IX on State Education Agency (SEA) Websites"⁵ and found that 16 states clearly posted contact information on their state Title IX coordinators on their SEA web site. Also 20 states provided some general Title IX information on their websites.

The 1972 Title IX and Section 504 of the Rehabilitation Act of 1973 are important federal civil rights laws that prohibit discrimination on the basis of sex for Title IX, and disability for Section 504. Section 504 was modeled after Title IX but is a bit broader since it also applies to recipients of federal financial assistance outside of education. The key first sentence of Title IX says, "No person in the United States shall, on the basis of

¹ This 2008 report was prepared by Lisa Plotkin, a Spring 2008 intern at the Feminist Majority Foundation with the assistance of Sue Klein, Ed.D, Education Equity Director, Feminist Majority Foundation.

² Christina Baulch, 2004. "History, Status, and Future Roles of Title IX Gender Equity Coordinators" Feminist Majority Foundation, Arlington, VA (See "Read more about Title IX Coordinators" on <http://www.feminist.org/education/NetworkCoordinators.asp>)

³ Susan Klein, et. al. Editors, *Handbook for Achieving Gender Equity through Education, 2nd Edition*, 2007. New York, Lawrence Erlbaum Associates Publishers, Taylor and Francis Group. (See <http://www.feminist.org/education/handbook.asp>)

⁴ <http://www.feminist.org/education/NetworkCoordinators.asp>. See also Appendix B

⁵ Jessica Walker, 2005. "Title IX on State Education Agency (SEA) Websites" Feminist Majority Foundation, Arlington, VA. (see <http://www.feminist.org/education/NetworkCoordinators.asp>)

sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any educational program or activity receiving federal financial assistance” (Title IX of the Education Amendments of 1972). Section 504 says, “No otherwise qualified individual with a disability in the United States... shall, solely by reason of her or his disability, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving federal financial assistance” (Section 504 of the Rehabilitation Act of 1973).

This 2008 report on “Gender Equity Information on State Education Agency (SEA) Websites” shows continued progress. It highlights good examples of gender equity information from states with substantial well organized and helpful gender equity information as well as areas where there is a great deal of room for improvement by many states.

How Title IX Relates to Other Education Equity Responsibilities

Key federal civil rights laws prohibiting discrimination in education are each somewhat unique in their coverage and requirements. Both the federal 1972 Title IX and the 1973 Section 504 civil rights laws have regulations that require the appointment of coordinators to help in their implementation. For example, the 1975 Title IX regulations specify the designation of “at least one employee to coordinate its efforts to comply with and carry out Title IX responsibilities and the development and use of grievance procedures.” However, these 1975 regulations didn’t mention that this information should be provided on the Internet and websites because this technology was not then available.

The 1964 Civil Rights Act (CRA) Title VI which “prohibits discrimination on the basis of race, color, and national origin in all programs or activities that receive federal financial assistance” was used as a model for Title IX (But Title IX is narrower because it is limited to education). However, unlike Title IX and Section 504, CRA Title VI regulations do not require a coordinator to assist with implementation.

Expectations

State level Title IX and Section 504 coordinators, if trained properly, can provide leadership to other equity coordinators in their states. In many cases states have equity offices or coordinators who also have responsibility for CRA Title VI, CRA Title VII (employment) and many state equity laws including laws prohibiting discrimination on the basis of age, sexual identity or sexual orientation. A goal, in writing this report, is to have it be used as a catalyst for communication among Title IX coordinators and others with responsibility for compliance with civil rights. It should also provide ideas on how states can use the web to educate their public about gender equity and related aspects of education equity.

By the time of our next update of this 2008 report on SEA websites, we hope to find an increase in states providing substantial information about Title IX and other aspects of gender equity on their websites to help their constituents stay informed and fight sex discrimination. Already several states, like Connecticut and Florida, have risen to the challenge and provide excellent examples of how SEA websites can aid in the implementation of, and adherence to, Title IX.

Easily accessible information about Title IX, Section 504, and the required coordinator contact information is an invaluable first step in making sure equity is achieved in all aspects of publicly supported education. Parents and students should know their rights under these key federal provisions so that they know when those rights are being infringed upon. Furthermore, parents and students need to know who to contact if they feel they are being discriminated against or if they have additional questions. Therefore, SEA websites should clearly post coordinator contact information on their websites as well as general information regarding Title IX and Section 504 and other federal and state equity laws, policies and guidelines. Additionally clearly posted information on SEA websites is a great way to ensure public accountability and help coordinators share resources and network with one another across the nation.

II. Methodology

How was this Research Conducted?

As a 2008 spring intern working for the Education Equity program at the Feminist Majority Foundation (FMF), I followed up on the previously discussed 2005 FMF report “Title IX on State Education Agency (SEA) Websites.” This 2008 report highlights the progress made on SEA websites in the last three years and the continued challenges. Section 504 was included in the 2005 report and in this analysis as a point of comparison to see how well states are using their websites to aid their constituents in learning about non discrimination on the basis of sex as well as disabilities since the two laws have similar implementation requirements.

From February through April 2008 I helped update the FMF list of Title IX Coordinators in the states and territories and conducted a website search of all U.S. state education agency websites, as well as the websites for the District of Columbia and Guam.⁶ The search was conducted using a within site Google search and exactly the same search terms were used as in the 2004 report to maintain consistency in our analysis over time. The search terms were based on the most common language for Title IX coordinators and Title IX-related information as well as Section 504-related information. Search terms primarily used were: “Title IX coordinators,” “Title IX,” “equity coordinators,” “gender equity,” “sex equity,” “section 504,” and “504 coordinators.” Additionally, I investigated which states, if any, had information posted about single-sex public schools also using search terms based on the most common language associated with single-sex schools. Search terms used were: “single-sex,” “single-sex schools,” and “sex segregation.”

⁶ American Samoa and Guam were not included in this analysis as they do not have State Education Agency websites.

To record findings from the exhaustive March and April 2008 search of all SEA websites, I used an Excel spreadsheet along with explanatory notes. (See Appendix A, “2008 SEA Web Site Features”). The notes highlight which states have model websites, which state websites are particularly lacking in information related to gender equity, which state websites provide a significantly greater amount of information about Section 504 than Title IX, and which states provide information or guidance on single-sex education in public schools.

III. Findings/Results

Brief Summary of 2004 and 2005 Results

Pre-2005 data is limited because, as mentioned previously, only 20 states responded to the 2004 survey asking if there was Title IX information on their SEA website. Out of the 20 responses received only 12 states indicated that they had information about Title IX on their SEA websites with one responding that a webpage was in development. The 2005 report found that 16 states⁷ had Title IX coordinators posted clearly on their websites, 12 states⁸ had Section 504 coordinator information posted clearly on their websites, 20 states⁹ had Title IX-related content on their websites, 23 states¹⁰ had Section 504-related content on their websites, and 3 states¹¹ provided district lists of Title IX and other equity coordinators

Summary of 2008 Results

State Title IX Coordinator Contact Information on Websites

Twenty-seven states have State Title IX coordinators posted clearly on their websites.¹² This is up considerably from the 16 in the 2005 report. In many instances the names of the Title IX coordinators are posted in equal opportunity or civil rights sections of the website. In other cases they are posted under career and technical education programs where they also serve as vocational education equity experts¹³. This search for the required Title IX coordinators was particularly frustrating because many states have not clearly indicated on their websites that the person they have designated as Title IX coordinator actually has that responsibility. For example, FMF identified through e-mail and phone calls that the Iowa Title IX coordinator as Helene Grossman. However, a search for Helene Grossman on the Iowa Department of Education website will find her

⁷ AZ, CT, DC, FL, GA, IL, KS, KY, ME, MI, NV, NC, WA, UT, WV, WY

⁸ FL, GA, HI, KS, LA, ME, MS, NE, OH, RI, UT, WY

⁹ AK, AZ, CA, CT, DC, FL, GA, IL, KY, MA, ME, MI, MT, NV, NJ, NY, NC, TX, WA, WI

¹⁰ AK, DE, FL, GA, HI, KY, LA, MA, ME, MI, MN, MS, MT, NE, NY, ND, OR, TN, TX, UT, VT, WI

¹¹ CT, FL, GA

¹² AZ, CO, CT, DE, FL, GA, HI, ID, IL, KY, LA, ME, MD, MI, NV, NM, NC, OH, OK, OR, RI, SC, TN, UT, VT, WA, WY.

¹³ There is a related national list of state equity contacts for career and technical education at http://www.napequity.org/nape_directory.htm.

contact information, but not mention her Title IX responsibilities! This type of situation was repeated in Alaska, Massachusetts, and Minnesota.

States have different configurations of Title IX coordinators and several states have divided up Title IX responsibilities among different coordinators. For example, New Mexico has designated one Title IX coordinator for public education department issues and another for program issues. This is not necessarily reflected on the websites. Out of the 7 states¹⁴ with more than 1 Title IX coordinator only 2 websites¹⁵ clearly list the coordinators together in one central location. In some additional cases, like in Minnesota, Title IX coordinators have been designated for higher education as well as for the elementary and secondary levels.

Only 5 states provide lists of school district or other Title IX coordinators on their websites.¹⁶ However, many states have forms available online showing that they are working on collecting this data to ensure compliance with state and federal laws prohibiting discrimination. Such forms include a summary report of Title IX compliance deficiencies in local school districts and school district guides for eliminating discrimination. Additionally, in talking with some state Title IX coordinators we have learned that they maintain lists of other Title IX coordinators in their state, but do not put them on their websites. Rather, they use these lists internally to communicate within their state.

State Section 504 Coordinator Contact Information on Websites

Seventeen states have Section 504 coordinator information posted clearly on their websites¹⁷, which is up from 12 states in 2005. States like Colorado, Delaware, Florida, and Louisiana are commended for their extremely accessible Section 504 coordinator information.

General Title IX Information on Websites

It was extremely difficult to locate gender equity or general Title IX-related content on SEA websites. I found that 34 states now have general information regarding Title IX on their website.¹⁸ This is up 14 states since 2005! However, some states do not provide substantial information about Title IX while other states focus exclusively on one Title IX concern like sexual harassment or athletics. For example, Nebraska has a great web page about Title IX and its sexual harassment applications, but largely ignores other key aspects of the law. Also California's website focuses on issues surrounding student pregnancy which, while important, is certainly not the only issue under the umbrella of Title IX.

¹⁴ HI, NM, OR, TX, NE, CA, SD

¹⁵ HI, NM

¹⁶ CT, FL, GA, NV, NC

¹⁷ CO, DE, FL, GA, HI, KY, LA, ME, MN, NH, NC, OH, OR, RI, UT, WY

¹⁸ AL, AZ, CA, CO, CT, DE, FL, GA, HI, ID, IL, IN, KY, LA, ME, MD, MA, MI, MN, MO, MT, NV, NH, NJ, NM, NY, NC, OH, SD, TN, TX, UT, WA, WI

Other states simply have no general information posted at all. Oklahoma, for instance, lists their Title IX coordinator information very clearly on their website, but then gives no Title IX related content at all or at least none that is easily accessible. Pennsylvania provides information on how to file a grievance report if one feels they have been discriminated against on the basis of their sex, but posts no basic information about rights guaranteed under Title IX. How is a person supposed to file a grievance report for being discriminated against if he or she is unaware of what constitutes sex discrimination?

Many states provide links to the U.S. Department of Education's Office for Civil Rights general Title IX provisions. Others provide model grievance reports, frequently asked questions about Title IX or sexual harassment, coordinator roles and responsibilities, coordinator trainings, and information on how Title IX applies specifically to athletics, sexual harassment and employment in the school. A few states link to gender equity organization websites and others provide examples of how to proceed as a teacher when he or she witnesses sex discrimination against themselves or their students.

The provisions in the 1975 Title IX Regulations prohibiting most sex segregation in public K-12 public education were weakened in 2006 to allow single sex education with fewer safeguards against sex discrimination. The National Coalition for Women and Girls in Education and others have requested that these major changes to the 1975 Title IX regulations be rescinded.¹⁹ But in the meantime there are efforts in many states to start more single sex schools and classes. There are also state laws that prohibit various types of sex segregation in education. Thus, in our 2008 study we looked for information on sex segregation policies and guidance on state websites. The overwhelming majority of SEA websites provided no information about the subject. However, we found one state that provided an inaccurate, outdated power point about single-sex education. Once we contacted the state Title IX coordinator and pointed out the problems, it was removed. South Carolina was the only state that provided substantial, supportive information about single sex schools, like sample gendered lesson plans. These lesson plans appear to reinforce traditional gender stereotypes, particularly the plans that are centered on the idea that boys are active and girls are passive. They also posted more lesson plans for boys than for girls and linked to information advocating sex segregation in education.

General Section 504 Information on Websites

Thirty-three states now have easily accessible general information about Section 504 and discrimination related to disabilities or handicap posted on their websites.²⁰ Hawaii and Kentucky, for example, have really clear, straightforward web pages detailing Section 504 responsibilities and procedures. However, many states have no information on 504 at all, although they may have related information on the American for Disabilities Act and federal and state special education funding and programs.

Comparison of Title IX Information and Section 504 Information

¹⁹ *Title IX at 35: Beyond the Headlines*, National Coalition for Women and Girls in Education, 2008.

www.ncwge.org.

²⁰ AL, AZ, CO, CT, DE, FL, GA, HI, IN, KY, LA, ME, MD, MA, MI, MN, MO, MT, NE, NH, NM, NY, NC, ND, OH, OR, SC, SD, TN, TX, UT, VT, WI

As in the 2005 analysis there is no major difference in the number of states that provide Title IX information and the number of states that provide Section 504 information. However, it is important to note that out of the 16 states that had absolutely no Title IX-related content on their websites in 2008, 5 of those states had Section 504 information posted.

IV. Highlights: State Websites that serve as models for providing Title IX Coordinator Information

Several states are taking the initiative and providing substantial easily accessible and accurate information about gender equity in education. For example:

Connecticut <http://www.sde.ct.gov/sde/cwp/view.asp?a=2626&q=320472>

Connecticut maintains its status that it was given in the 2005 report as a model website. Connecticut has a whole section of its website devoted to Title IX. As noted in the 2005 report, it has both a school district and category directory of Title IX gender equity coordinators as well as information about the history, status, and future roles of Title IX coordinators. The website additionally provides gender equity and sexual harassment resources, a how to guide to filing a complaint electronically, and links to publications from the American Association of University Women and National Women's Law Center.

Florida <http://www.fldoe.org/eeop/>

Florida also maintains its status as a model website. In addition to its great searchable directory of equity coordinators in both school districts and community colleges, the website also has substantive information posted about both Title IX and Section 504. For example, Florida provides training to help teachers and administrators recognize and prevent sexual harassment. The site also links to a women's studies database, the National Women's History Project, and the Women's Sports Foundation.

Georgia http://public.doe.k12.ga.us/pea_policy.aspx?PageReq=PEAEquity

Georgia also maintains its status as a model website. The website provides a useful table of equity coordinators for all its local school systems. Additionally, the website links to the Georgia Department of Education "Gender Equity in Sports" manual which gives an overview of all local school district sports requirements and regulations under Title IX as well as how to go about bringing a new sport to a school. The manual also explains compliance reporting, and lists the possible penalties for Title IX noncompliance

Michigan http://www.michigan.gov/mde/0,1607,7-140-6530_6555_35057---,00.html

Michigan is added to the list this year as a model website! In addition to posting the Title IX coordinator contact information clearly, the website has a whole section called "Title IX-Gender Equity Act" where a wealth of online gender equity resources can be accessed. Michigan provides a link to "Zoey's Room," an online technology resource for middle school girls as well as posting the latest FMF Title IX Action Network alert. The website also links to the U.S. Department of Justice Title IX Legal Manual, sexual

harassment laws, and provides a sample high school athletic budget sheet to ensure statewide compliance with Title IX.

New Hampshire www.ed.state.nh.us/education/

New Hampshire is added to the list this year as a model website! This truly exceptional website has a whole section reserved for Title IX that provides definitions of terms, coordinator roles and responsibilities, sexual harassment policies, and guidelines for how to file a grievance report. The website provides a lengthy list of outside resources and links to The National Coalition of Women and Girls in Education, The National Women's Law Center, the American Association of University Women, and many other gender equity advocacy organizations.

North Carolina www.ncpublicschools.org/

North Carolina is added to the list this year as a model website! North Carolina devotes a whole section of their website to Title IX and education equity. The site provides a list of helpful organizations and agencies, like the National Alliance for Partnerships in Education. North Carolina also provides a "North Carolina Toolkit" to address sex segregation in high school career and technical education. The webpage also provides the latest news and updates from the House of Representatives and the U.S. Department of Education regarding gender equity and Title IX.

V. Summary Recommendations

This report has shown great progress in using SEA websites to provide information on gender equity, but continued analyses should provide more insights on the coverage of important gender equity topics and effective dissemination and implementation strategies. For example, further analysis of sex-segregation in SEA websites needs to be completed in the coming years as more and states are examining its viability. If a state is allowing single-sex education they should post accurate procedural guidelines for establishing a single-sex school or program. They should also insist on the review and posting of evaluation reports on single sex activities to help educators and the public learn if they helped decrease sex discrimination or if they had other positive or negative outcomes.

Hopefully this 2008 report will encourage states to use the model websites that we have identified to help them improve their own Title IX web pages. For many states a good first step is posting an electronic list of district Title IX coordinators. We also encourage states to reference materials from gender equity organizations such as the National Coalition for Women and Girls in Education. For a list of gender equity organizations see <http://www.feminist.org/gateway/feministgateway-results.asp?category1=education> as well as www.ncwge.org.

Appendix A: 2008 SEA Web Site Features

State	Title IX Coordinator	Clear on Website	Title IX Info	504 Info	504 Coordinator
Alabama	James Nuckles	No	No	No	No
Alaska	Hal Spackman	No	Yes	Yes	No
American Samoa	Claire Tuia Poumele	N/A	N/A	N/A	N/A
Arizona	Manuel V. Cisneros	Yes	Yes	Yes	No
Arkansas	Oliver Dillingham	No	No	No	No
California	Sharon Felix-Rochon	No	Yes	No	No
Colorado	Arti Winston	Yes	Yes	Yes	Yes
*Connecticut	William Howe	Yes	Yes	Yes	No
Delaware	William S. Bowles	Yes	Yes	Yes	Yes
D.C.	Julia Martas	No	No	No	No
*Florida	Adeola Fayemi	Yes	Yes	Yes	Yes
*Georgia	Julie Lewis	Yes	Yes	Yes	Yes
Guam	Margaret E. Cruz	No	No	No	No
Hawaii	Raymond Fujino	Yes	Yes	Yes	Yes
Idaho	Shannon Page	Yes	Yes	No	No
Illinois	Cheryl Bradley	Yes	Yes	No	No
Indiana	Risa Regnier	No	Yes	Yes	No
Iowa	Helene Grossman	No	No	No	No
Kansas	Rod Bieker	No	No	No	No
Kentucky	Laura Graham	Yes	Yes	Yes	Yes
Louisiana	Patrick Weaver	Yes	Yes	Yes	Yes
Maine	Leslie Gamble	Yes	Yes	Yes	Yes
Maryland	Linda Shevitz	Yes	Yes	Yes	No
Massachusetts	Valian Norris	No	Yes	Yes	No
*Michigan	Roberta E. Stanley	Yes	Yes	Yes	No
Minnesota	Sara Winter	No	Yes	Yes	Yes
Mississippi	Ethel Cain Carson	No	No	No	No
Missouri	Shawn Brice	No	Yes	Yes	No
Montana	Kathy Bramer	No	Yes	Yes	No
Nebraska	Nancy Rowch	No	No	Yes	Yes
Nevada	Garry Wyatt	Yes	Yes	No	No
*New Hampshire	Brenda Cochrane	No	Yes	Yes	Yes
New Jersey	Mary Conrad	No	Yes	No	No
New Mexico	Bernard Raymond	Yes	Yes	Yes	No
New York	Michael Moon	No	Yes	Yes	No
*North Carolina	Belinda S. Black	Yes	Yes	Yes	Yes
North Dakota	John Dasovick	No	No	Yes	No
Ohio	Elizabeth Badurina	Yes	Yes	Yes	Yes
Oklahoma	Joni Younts	Yes	No	No	No
Oregon	Winston Cornwall	Yes	No	Yes	Yes
Pennsylvania	Marian Echols-	No	No	No	No

	Clark				
Puerto Rico	Hilda Ortiz	N/A	N/A	N/A	N/A
Rhode Island	Marvin L. Abney	Yes	No	No	Yes
South Carolina	Patrice T. Green	Yes	No	Yes	No
South Dakota	Shelby Frame	No	Yes	Yes	No
Tennessee	Tiffany Baker	Yes	Yes	Yes	No
Texas	Elvis Shoaf	No	Yes	Yes	No
Utah	Richard Gomez	Yes	Yes	Yes	Yes
Vermont	Barbara Crippen	Yes	No	Yes	No
Virginia	Patricia I. Wright	No	No	No	No
Washington	Shirley McCune	Yes	Yes	No	No
West Virginia	David Perine	No	No	No	No
Wisconsin	Barbara Bitters	No	Yes	Yes	No
Wyoming	Kenya Haynes	Yes	No	No	Yes

*Model Websites

Appendix A Continued Notes on State Websites²¹

Red= Website particularly lacking

Blue= Great model website

****= More information about Section 504 than Title IX**

Alabama: Coordinator information and additional Title IX information is not clearly listed. Section 504 information and coordinator are also not listed. In fact, when I searched “Title IX,” “Title IX Coordinator,” “Sex Equity,” “Gender Equity,” and “Section 504” all of the searches resulted in 0 documents found.

****Alaska:** Coordinator information not posted clearly on website. Additional Title IX power point information posted, however, the information lacks substance. There is great Section 504 information posted like FAQ’s, however, no 504 coordinator information available.

****Arizona:** Coordinator information and additional Title IX information posted clearly on the website. However, focuses exclusively on sexual harassment. Great power point about Section 504, but no coordinator listed clearly.

Arkansas: Information buried under a Services Directory. I could not locate the Equity Plans/Programs division where Title IX information is said to be located.

American Samoa: Not applicable.

California: Coordinator is listed as manager of Equal Opportunity Office and is moderately difficult to find. Has additional fact sheet about Title IX which was found very easily when I searched “Title IX.” However, it caters towards issues surrounding student pregnancy and not much else. There is no clear Section 504 coordinator information or general content related information posted.

****Colorado:** If you search “Title IX” general information about Title IX is provided along with the name of the coordinator. There is detailed section 504 information and coordinator contact information available after I searched “Section 504.”

Connecticut: If you search “Title IX” great information about Title IX is available and easy to find, including a link to FMF and other gender equity organizations, and the coordinator contact information is listed clearly. Section 504 information posted (link to federal government), but no coordinator information listed. Recommend state as model website.

²¹ These notes are informal and not necessarily comprehensive or parallel. They were used to keep track of information as the report was being prepared and they have not been formatted for consistency.

Delaware: If you search “Title IX” the coordinator information is posted along with additional Title IX information. Section 504 coordinator information listed in this PDF. Great page about Section 504 and really easy to find.

District of Columbia: No Title IX or Section 504 information found. No coordinator information is posted.

Florida: Great web page under the Office of Equity & Access. Coordinator listed clearly. There are great links about Title IX and Section 504 and Section 504 coordinator contact information is available. Recommend state as model website. Great article on the Office of Equity & Access website about how sex segregated schools are not the answer. Article can be viewed at: <http://www.fldoe.org/eop/aauw598.asp>.

Georgia: Has a great pdf which lists all of the Title IX and Section 504 equity coordinators by local school systems!
<http://public.doe.k12.ga.us/DMGetDocument.aspx/equitycoordinators.pdf?p=4BE1EECF99CD364EA5554055463F1FBBF5D074D5FB1F2CAEB3B63B3ECB220CDD26C2114F3C57D8D243AB1AA23E5C3F1D&Type=D> Also has great additional information about Title IX and Section 504. Recommend state as model website.

Guam: The search for “Title IX” found 0 results. The search for “Section 504” found 0 results. No additional information found on the website about coordinators.

****Hawaii:** Found coordinator’s name under “site map: civil rights.” It was moderately difficult to find. Great page about Section 504 that was really easy to find. The page lists the Section 504 coordinator as well as additional background information about Section 504.

Idaho: Coordinator is listed clearly when you search “Title IX.” However, no additional information is available about Title IX or other aspects of gender equity. Search for “Section 504” found 0 results. Search for “Section 504 coordinator” found 0 results.

Illinois: Coordinator information is very clearly posted under “Accountability: Educational Equity Contacts”. Additional Title IX information is available on the Accountability page. No clear Section 504 information or Section 504 coordinator listed.

Indiana: Indiana has different coordinators for each district. Has additional information Pdf information about Title IX. Has Section 504 information. It would appear that in addition to different Title IX coordinators for each state, Indiana also has different Section 504 coordinator information which was not clearly stated on their website.

Iowa- Has information about Title I, II, III, IV, V, VI, & X clearly posted after you search for “Title IX” but there is no mention of Title IX! Search for coordinator Helene Grossman mentions nothing about her Title IX responsibilities. There is no information posted about Section 504 nor is there a coordinator listed.

Kansas: The website says under their EEO link that “the following person has been designated to handle inquiries regarding the non-discrimination policies”, but then they don’t give a name, just the over arching position of General Counsel and a phone number. Search for “Section 504” and “Section 504 coordinator” found 0 results. No additional information about Title IX or sex equity was found.

****Kentucky:** Has uploaded pdf of 2005-2006 Title IX Audit Revisits Summary of Deficiencies at:
<http://education.ky.gov/users/spalmer/KHSAA%20Title%20IX%20Chart%20April%2006.pdf>

Great webpage about Section 504 with definitions, FAQ’s and coordinator information clearly posted! Good webpage about Title IX and equity resources. However, website lists Claude Christian as gender equity contact when he we have learned that he has been replaced by Laura Graham. An outdated and alarming power point was located on the website about sex-segregation in public schools, but once the coordinator was contacted it was removed.

****Louisiana:** <http://www.doe.state.la.us/lde/hr/2309.html>. Clearly posted Title IX Coordinator information, however, there is little information about Title IX and sex equity. There is substantial information about Section 504 including resources for students and educators and coordinator information.

Maine: Very clear coordinator information posted for both Title IX and Section 504. Also lists 504 information and Civil Rights information.

Maryland: Coordinator clearly posted on website and there is additional information about Title IX. Section 504 information posted with resources; however, coordinator is not clearly posted. Recommend state to be added to list of model websites.

****Massachusetts:** Website has Title IX information. However, there is no clear designation of a specific Title IX Coordinator. The person we have for our list, Valian Norris, is simply listed in the directory of Human Resources with no mention of Title IX responsibilities. Has additional civil rights information, including detailed section about section 504. However, there is no clear listing of a Section 504 coordinator, only instructions to contact the Office of Civil Rights.

Michigan: Very clear coordinator information posted along with additional Title IX information. Tries to link to FMF new action alert, but link is unsuccessful.
http://www.michigan.gov/mde/0,1607,7-140-6530_6555_35057---,00.html. Site has posted Section 504 information, but no coordinator information listed. Recommend state to be added to the list of model websites.

****Minnesota:** Has information about Title IX & Sports. Also has information about Section 504 and other aspects of Title IX & Title VII. However, Title IX Coordinator is not posted clearly on the website. Section 504 coordinator information clearly listed.

Mississippi: Lists coordinator as Director of Human Resources with no mention of her Title IX responsibilities. I cannot find any information about section 504 or other areas of equity. Section 504 coordinator not clearly listed.

Missouri: Coordinator not easily identifiable. However, when you search “Title IX” it takes you to a great page that lists information about Title IX and Section 504 http://www.dese.mo.gov/divcareered/civil_rights_links.htm. However, Section 504 coordinator information not listed.

Montana: There is information about the Office for Civil Rights programs requirements under Title IX, Title VI, and Section 504. Coordinator is not clearly listed. Section 504 coordinator not clearly listed.

****Nebraska:** Coordinator information is not clearly posted. When I searched “Title IX” there is information about sexual harassment and the site does recommend contacting the state Title IX coordinator. However, there is no name posted just the contact information for the state department of education. Also, there is no information about what Title IX actually is and all of the other aspects of sex equity that it covers. There is a great pdf about Section 504 and coordinator information is posted.

Nevada: Very clear Title IX coordinator information and additional Title IX resources at <http://www.doe.nv.gov/titleix.html>. However, I cannot locate Section 504 information or coordinator.

New Hampshire: Very clear Title IX information on website. Has FMF info, Girls Inc, National Coalition for Women and Girls at <http://www.ed.state.nh.us/education/doe/titleIX/>. However, despite this great website the coordinator is not listed clearly. Great Section 504 information posted when I searched “Section 504” and coordinator is also listed very clearly. Recommend state to be added to the list of model websites.

New Jersey: Coordinator not clearly posted. Additional Title IX information available, but nothing clearly posted about Section 504. Nor is the Section 504 coordinator information posted.

New Mexico: Coordinators were posted clearly. However, our list has different information than what is on the website seen at <http://www.ped.state.nm.us/qab/policy10/index.html> Section 504 information available, but no coordinator listed.

****New York:** Has additional Title IX information and Section 504. Title IX coordinator and Section 504 coordination information not clearly posted.

North Carolina: Coordinator information and other aspects of equity clearly posted at <http://www.ncpublicschools.org/federalprograms/titleIX/>

Also has excellent information about Section 504 including coordinator contact information: <http://www.ncpublicschools.org/parents/disabilities/section504/>. Recommend state to be added to the list of model websites.

****North Dakota:** Title IX coordinator information is eventually located on the website, but it is not clear at all. No additional Title IX information found. Great page about Section 504 easily located, but no specific coordinator information listed.

Ohio: Has information about Title IX and holds training sessions for Title IX Coordinators. Title IX coordinator information clearly posted on the Civil Rights section. Additionally posts limited information about Section 504 and coordinator is listed as the same as the Title IX one.

Oklahoma: Title IX Coordinator very clearly posted on website when I searched their staff directory. However, there was no additional Title IX information to be found on website! Nor was there Section 504 or coordinator information listed.

****Oregon:** Title IX Coordinator posted information clearly found, but different name than what is on our list <http://www.ode.state.or.us/search/page/?id=827> Has great section 504 information which lists our listed Title IX Coordinator as Section 504 coordinator, but no other additional Title IX information.

Pennsylvania: Title IX coordinator is not listed clearly. A search for “Title IX” found results about filing a grievance report, but no information was listed about what Title IX actually is.

Rhode Island: Coordinator clearly listed under Equity & Access page. No other additional information regarding Title IX or Section 504. However, it does have Section 504 coordinator information available.

South Carolina: Career Technology Gender Equity Coordinator listed under Civil Rights page. No other Title IX information. Section 504 information available, but no coordinator listed. Extensive information about single-sex education.

South Dakota: Coordinator contact information not listed clearly. There is additional Title IX information available after search for “Title IX” including information about how to file a grievance report. Really great webpage about Section 504 under the Office of Career & Technical education which was located very easily after a search for “Section 504.” However, 504 coordinator not clearly indicated.

Tennessee: Coordinator information and other aspects of equity clearly posted at <http://tennessee.gov/education/doc/TOCRIXBrochure.pdf> , but different coordinator information than is on our list. Information posted about Section 504, but no coordinator name listed.

Texas: Coordinator information not clearly posted. Has other information about Title IX and Section 504. However, no Section 504 coordinator listed.

Utah: Has everything posted.

****Vermont:** Coordinator information clearly posted. However, no additional information about Title IX posted. There was Section 504 information posted, but no coordinator listed.

Virginia: Coordinator not clearly listed. No additional information about Title IX posted. There is no Section 504 information or coordinator listed.

Washington: Coordinator information and other aspects of equity clearly posted. There is no Section 504 information or coordinator listed.

West Virginia: Coordinator not clearly listed. (This is problematic because the 2005 report indicated that WV had coordinator information clearly posted) No additional Title IX information posted. There is no Section 504 or coordinator information posted.

Wisconsin: Coordinator not clearly listed. Has additional Title IX information. Has Section 504 information, but no coordinator information posted.

Wyoming: Coordinator is clearly listed. However, no additional Title IX information or Section 504 information posted.

Appendix B



2008 State Title IX Gender Equity Coordinators

The attached list was developed by the Title IX Action Network and the Education Equity Program of the Feminist Majority Foundation. It is an early step in efforts of the Network to identify and work with Title IX coordinators at all levels of education throughout the U.S.

Title IX is our federal law that says, "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." (*Title IX of the Education Amendments of 1972*).

Title IX prohibits discrimination against girls and boys, women and men, students and employees, in all levels of education. In accordance with the 1987 Civil Rights Restoration Act, Title IX applies to all institutions with education programs and activities that receive federal financial assistance. For example, it prohibits sex discrimination in facilities, access to courses, athletic and academic opportunities, career guidance, student financial aid, health and insurance benefits, employment in educational institutions, and sexual harassment. In addition to schools and all but two colleges, it covers scientific laboratories, prisons, museums, and a variety of other public and private institutions.

Title IX regulations specify that each recipient of federal financial assistance "designate at least one employee to coordinate its efforts to comply with and carry out Title IX responsibilities" and that names and contact information for Title IX coordinators be made public. If everyone complies with this law there should be over a hundred thousand Title IX coordinators making sure that all students and staff are informed of their rights and protections against sex discrimination. However, it is difficult to find these coordinators so it is not surprising that a recent study found that fewer than 20 percent of teachers understand what Title IX covers and only a miniscule percent of students and parents are aware of their rights under Title IX. More Title IX coordinators doing their job in a proactive way with support from their employers and external advisers can prevent sex discrimination rather than just helping those who have suffered from discrimination file complaints.

State Title IX coordinators While State Education Agencies (SEAs) are required to designate at least one Title IX coordinator, some states designate more than one. These coordinators address policy issues related to Title IX and other state gender equity laws. The roles and responsibilities of Title IX designees vary widely. These roles range from only advising their institutions on internal Title IX issues to providing leadership in gender equity by identifying, training, assisting, and helping Title IX coordinators in the school districts, community colleges or postsecondary institutions in their state. Some of these SEA Title IX coordinators help conduct periodic gender equity assessments or investigate complaints of non-compliance with Title IX. The attached list contains contact information on Title IX coordinators from all SEAs. However, some states have several state education agencies focusing on different levels of education such as elementary and secondary, and postsecondary and we hope to identify additional Title IX coordinators in each. The following list indicates Title IX coordinators who also serve as gender equity specialists for career and technical education programs.

School District Title IX coordinators are often district office employees with related human resources or diversity office assignments. Ideally they would network with each other and the state Title IX coordinator(s) and they would maintain contact information on Title IX coordinators in each school in their district. District Title IX coordinators often replicate the networking and assistance pattern established by state Title IX coordinators and help train and provide assistance to individual school Title IX coordinators and others interested in gender equity.

School level Title IX coordinators are often interested teachers or staff with related assignments such as the school Title I coordinator or even the principal. Postsecondary institutions should have one or more Title IX coordinators. These coordinators are often found in human resources, athletics, or diversity offices. At all levels of education, in addition to school Title IX gender equity coordinators there may also be other school or school district equity or diversity coordinators. These individuals can share strategies and provide support to address multiple educational equity issues. We encourage them to work with an advisory group of internal and external supporters who know and care about advancing gender equity.

For more information on The Title IX Action Network composed of Title IX coordinators and equity allies, please visit: www.feminist.org/education or <http://www.feminist.org/education/TitleIXcoordinatorsNetwork.asp>.

Title IX Coordinators in State Education Agencies

Alabama

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American Samoa

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Arizona

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Raymond Fujino

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Idaho

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Illinois

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http://www.isbe.net/accountability/html/equity_contacts.htm

Alternate Gender Equity Contact
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Indiana

Note: Indiana has Title IX Coordinators
for districts. Contact your district for
more information.
To find your school's district go to:
<http://www.doe.state.IN.US>
Or contact: Risa Regnier
Indiana Department of Education
Room 229, State House
Indianapolis, IN 46204-2798
Phone: 317-232-0506
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New York

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***North Carolina**

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Tennessee

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Tennessee Department of Education
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E-mail: elvis.shoaf@tea.state.tx.us
Website: <http://www.tea.state.tx.us/>
Note: Title IX Coordinators are in sections:
--Consolidated Administrative Funds
--Persistently Dangerous Schools
--Private Schools
--Maintenance of Effort
Formula Funding,
Phone: 512-463-8525
--School Prayer
--Boys Scouts of America Equal Access Act
--Equal Access to Public School Facilities
Legal Chris.Maska@tea.state.tx.us
Phone: 512-463-9720

Utah

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Fax: 801-538-7596
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Website: <http://www.usoe.k12.ut.us/equity/>
Notes: Gomez is monitor for state civil rights compliance for Title IX and State Civil Rights Monitory Officer for Title VI, Title IX, Sec. 504, Title VII

Vermont

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Website: <http://www.state.vt.us/educ/>

Virginia

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Virginia Department of Education
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Website: <http://www.pen.k12.va.us>
Notes: It is preferred to contact Ms. Wright's assistant Juanita Tabor by e-mail (Juanita.taylor@doe.virginia.gov) or by the phone number listed above.

Washington

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Website: www.k12.wa.us/Equity/default.aspx
May also be some additional people to list.

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West Virginia Department of Education
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Fax: 304-558-0882
Website: <http://wvde.state.wv.us/>
E-mail: dperine@access.k12.wv.us

Wisconsin

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Website: <http://www.dpi.state.wi.us/>

Wyoming

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Cheyenne, WY 82002-0050
Phone: 307-777-3672
E-mail: khayne@educ.state.wy.us
Website: www.state.k12.wy.us

Notes

* These State websites have lists of
Title IX coordinators (for school
districts and/or other categories)
**Some Title IX coordinators also
serve as career or vocational technical
education state gender equity
coordinators. See **National Alliance
for Partnerships in Equity (NAPE)**
[http://www.napequity.org/
nape_directory.htm](http://www.napequity.org/nape_directory.htm)

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<http://www.feminist.org/education> , (703) 522-2214

Please send updates to: sklein@feminist.org

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