

TITLE IX AND GENDER EQUITY RESPONSIBILITIES OF STATE EDUCATION AGENCIES (SEAS)

STAFFING

Every State Education Agency (SEA) that receives federal education funds is required by Title IX of The Education Amendments of 1972 to have a designee responsible for Title IX. In past years many SEAs appointed both a Title IX Coordinator and a Vocational Education Sex Equity Administrator. Title IX Coordinators/Designees can provide state level leadership, technical assistance, and coordinate activities that promote gender equity in public education throughout the state. This is accomplished by working directly with school district personnel in the areas of policy development, staff development, and the implementation of Title IX and other state statutory requirements related to educational equity. Coordinators can collaborate with other state institutions, organizations, and agencies, as well as with divisions and offices within SEA to fully implement Title IX.

SCOPE

Title IX, enacted as part of the Education Amendments of 1972, is the major law prohibiting sex discrimination in education. Regulations related to the law were implemented in 1975. Title IX states:

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 educational program or activity receiving federal assistance.

Title IX relates to the areas of:

- admissions
- access to courses and other educational activities
- career guidance and counseling services
- sexual harassment
- athletics
- physical education
- student financial data
- housing and facilities
- student health and insurance benefits
- marital or parental status and pregnancy
- education employment
- extracurricular activities

FUNCTIONS

Below is a listing of activities that could be part of an SEA Title IX Coordinators' responsibilities.

LEADERSHIP AND TITLE IX COMPLIANCE

1. Provide leadership, consultation, and technical assistance to local education agencies (LEAs) on gender equity and on the implementation of Title IX, including sharing current resources and disseminating updated information
2. Monitor Title IX compliance and implementation in the LEAs and within the SEA
3. Maintain an updated and active statewide network of local school district (LEA) Title IX Coordinators
4. Initiate technical assistance for administrators, school board members, and community members concerning legal, policy and programmatic responsibilities as set forth under state and federal laws requiring equal educational opportunity regardless of gender
5. Provide technical assistance to SEA and LEAs on complaints of discrimination on the basis of gender, and provide information on directives and policies from the Office for Civil Rights (such as *Guidance on Sexual Harassment in Schools* and *Compliance Guidelines for Equity in Interscholastic Athletics*)
6. Review and survey literature, research, and legal developments in Title IX and gender equity and disseminate information to SEA and LEA staff

TECHNICAL ASSISTANCE – PROFESSIONAL DEVELOPMENT

1. Conduct and provide workshops and conferences for teachers, administrators, and students on current gender equity issues such as:
 - Title IX Implementation
 - Equity and Federal Education laws (such as No Child Left Behind Act)
 - Equity and school improvement initiatives
 - Gender bias in classroom interaction, instructional practices, and assessments
 - Underrepresentation of women and girls in mathematics, science, and technology
 - Sexual harassment in schools
 - Expanding career options for females and males
 - Intersection of gender with other educational equity areas (such as race, national origin, disability, sexual orientation)
2. Provide leadership for the development of gender-fair instructional strategies and assessment techniques

3. Provide leadership for the development of gender-fair multicultural curriculum in elementary and secondary schools
4. Assist school districts in developing criteria for bias-free and gender-fair evaluation of textbooks and other instructional materials, including audiovisual, print, and electronic resources

CAREER AND TECHNICAL EDUCATION EQUITY

(Note: These responsibilities might be implemented by a career and technical education equity specialist in addition to an agency Title IX Coordinator)

1. Provide state leadership in equity in career and technical education
2. Coordinate programs to increase participation of females and males in non-traditional career and technical education programs
3. Coordinate state and federally funded career and technical education programs implemented by LEAs, community-based organizations, and community colleges that serve displaced homemakers, pregnant and parenting teens, single parents, and students in non-traditional careers
4. Provide technical assistance to career and technical education and school-to-work programs regarding strategies to meet the needs of underserved populations, including females, students of color, and individuals with disabilities
5. Provide professional development opportunities for LEA personnel to assist them in increasing the success of single parents, displaced homemakers and students pursuing non-traditional careers
6. Assist SEA in developing the section of the State Plan that related to programs and services for special populations students
7. Assist with the completion of the Consolidated Annual Report to the US Department of Education
8. Provide technical assistance to LEAs on the state's accountability system and monitor their progress on Core Indicator Four and the performance of special population students on all accountability measures
9. Collaborate with other state agency and programs that impact services to special population students in career and technical education programs
10. Administer the Perkins Act State Leadership set-aside funding for programs and services for students pursuing non-traditional careers

STATE POLICY AND PROGRAM INITIATIVES

1. Infuse gender equity provisions into SEA consolidated plans and into all SEA applications for individual government or private sector education grants
2. Infuse equity provision into all statewide school improvement and reform initiatives and integrate gender equity issues with those of other equity areas
3. Infuse equity provisions into SEA curricular frameworks, assessments, instructional outcomes, standards, policies, and practices
4. Work with state teacher education and certification programs to infuse gender equity issues into preservice teacher training

OUTREACH

1. Establish, connect, and communicate with state networks of community, education, and business groups to address equity issues
2. Develop a statewide advisory council on educational equity
3. Identify and disseminate information about promising and exemplary practices related to gender equity in education
4. Represent the SEA in state, regional, and national equity organizations and attend equity conferences and conventions
5. Maintain contacts with gender equity programs in other SEAs and with regional and national equity organization
6. Serve as a liaison for equity issues with the regional and national Office for Civil Rights and with other programs within the U.S. Department of Education
7. Provide recognition for state and local leaders in gender equity

Developed by the National Coalition for Women and Girls in Education