

## Title IX Audit for Trinity College Athletes

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To: Whitley, Pamela N. <pamela.whitley@trincoll.edu>

February 28, 2022

Dear Members of the Trinity Community,

In November 2021, President Berger-Sweeney [shared a message](#) with our community about Trinity's athletic facilities and issues of gender equity. That message contained a set of commitments and next steps, including a Title IX audit by an independent law firm. I am writing to you today to share that after reviewing several proposals from law firms, Trinity has hired Education & Sports Law Group to conduct the audit.

The audit will assess the college's athletic offerings, including issues of equity, facilities, and resources. The two lawyers who will conduct the audit, Attorney [Phil Catanzano](#) and Attorney [Janet P. Judge](#), bring decades of experience in the areas of intercollegiate athletics, education, and civil rights. To support and facilitate the firm's audit, the college has put in place a steering committee, which includes representation from the offices of Diversity, Equity, and Inclusion (Anita Davis) and Athletics (Joe DiChristina), with the support of Trinity's General Counsel. I will serve as the convener of the Athletics Title IX audit.

This month, Education & Sports Law Group will begin its work, which includes three phases. Phase One incorporates much of the planning and facility reviews. Phase Two is the bulk of the data gathering through interviews with coaches, students, and related staff. Phase Three is the feedback process, which often involves findings and recommendations.

**Scope of the Interviews:** There are 13 components under Title IX, and 12 of those components will be relevant to Trinity. The 12 components include the following: (1) provision of equitable participation opportunities; (2) provision and maintenance of equipment and supplies; (3) scheduling of games and practice times; (4) travel and per diem expenses; (5) opportunity to receive coaching, assignment and compensation of coaches; (6) opportunity to receive academic tutoring, assignment and compensation of tutors; (7) provision of locker rooms and practice and competitive facilities; (8) provision of medical and training services; (9) provision of housing and dining services; (10) recruitment; (11) publicity; and (12) support services. The only component that is not relevant is scholarship aid, since Division III institutions are not allowed to provide athletically related scholarship aid.

Project teams have been established for both Sheppard Field and the Softball Field. The teams include representation from students, faculty, Facilities, Athletics (including coaches), and Advancement. The teams will convene this month for their work on those facilities.

Our goal is for the firm to complete its work by the end of the semester, and to provide its findings and recommendations soon thereafter. The college will use the findings and recommendations to develop and enact short- and long-term strategies, with the goal of ensuring fair and equitable experiences for all our student athletes.

We will provide periodic updates during the process, including sharing a summary of the firm's final findings and recommendations for next steps. We welcome your input at any time as we move forward in this important work.

Sincerely,

Pamela N. Whitley  
Assistant Vice President for DEI and Compliance

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