

Title IX – Its History, and the Use and Abuse of Title IX

September 17, 2025
5:30 to 7pm

Spotlight – Melissa
Follow Host view



Washington Online Branch

Panel discussion will be recorded / See at <https://wa-online.aauw.net/>

ADMINISTRATIVE ITEMS

- All participants will be on **MUTE**.
- Participants will **not have video control**. Participants will see our panelists, and PowerPoint.
- All participants will have the opportunity to ask questions during our Panelist and participant Q&A portion of the webinar
 - Please use the **Q & A function** in the Webinar to submit questions.
 - The panelists and the host can see the questions
 - If you are having a technical issue, submit via Q & A. We will try and address if feasible.
- Webinar will be recorded and posted on the AAUW WA Online Website <https://wa-online.aauw.net/> along with the Program PowerPoint which contains resources and background information on Title IX.

Agenda

- Welcome by AAUW-WA Online Branch President, Kelvie Comer and Land Acknowledgement (3 minutes)
- AAUW WA Online Program Lead, Melissa Johnsen - Introduces Facilitator, Carolyn Hayek(1 min)
- AAUW WA Online – Judy Rogers
 - Program Objective & Title IX Overview & Changes to Title IX - impact (15 min)
- Facilitator welcomes and introduces panelists ; Panelist Perspectives (5 min intro; 5 minutes each @ 15 minutes total)
- Facilitated Q&A (20 minutes)
- Facilitator - Audience Q&A (20 minutes)
- AAUW WA Online Branch - Call to Action (10 minutes)
- Closing and thank you by AAUW-WA Online Branch President (1 minutes)

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Melissa Johnsen

Welcome: AAUW Washington State Online President

- **Kelvie C. Comer, Ed.D.**
 - AAUW-Washington State Online Branch President
 - Bio in Appendix



Spotlight – Kelvie
Follow Host view

SEE <https://wa-online.aauw.net/>

Agenda: 3 mins

AAUW Vision & Mission & Values

- **AAUW VISION**

- Equity for all.

- **AAUW MISSION**

- To advance gender equity for women and girls through research, education, and advocacy.

- **AAUW VALUES**

- Nonpartisan. Fact-based. Principled. Inclusive and Intersectional.

Land Acknowledgement

AAUW Washington State Online Branch wishes to acknowledge that our branch spans the ancestral lands and traditional waters of many indigenous peoples.

We honor their indigenous cultures, histories, identities, and current realities

Disclaimer

- AAUW is a non-partisan organization; that means that we don't support one or another political party.
- AAUW supports policy not political parties or candidates.
- As we learn about Title IX, we may refer to political parties or politicians in the discussion

Carolyn Hayek – Facilitator

Carolyn Hayek

- Co-President Lake Washington Branch AAUW
- AAUW-Washington State Online Branch
- Former District Court Judge, King County
- Bio - Appendix



Agenda: 1 mins

Panel Objectives

What we hope to achieve with our panel discussion

Objective

Judy Rogers 2 min

Spotlight – Judy
Follow Host view

To explore the historical evolution, current landscape, and future implications of Title IX, with a focus on its impact on gender equity in education, athletics, and beyond.

Our panel will provide attendees with a deeper understanding of the legal, cultural, and political dimensions of Title IX—from its 1972 origins to the most recent developments in 2025.

Panelists will share insights on enforcement trends, lived experiences, and strategies for upholding gender equity in the face of evolving interpretations and challenges.

Call to Action – What can we do to amplify Title IX

Executive Summary: PRE-1972 - Highlights

- Education
 - Limited Access and Enrollment Opportunities
 - Inequity in Funding and Resources
 - Gender Bias in Curriculum and Classroom Experience
 - Legal Barriers and Lack of Protection
 - Pregnancy and Motherhood
 - Barriers in Graduate and Professional Education
- Athletics
 - In 1971, only **294,000 girls** played high school sports, compared to **3.7 million boys**.
 - In 1971, only **2% of college athletic budgets** went to women's sports programs before Title IX.
- Discrimination in Employment
 - In 1970, **only 3.8% of full professors** at colleges were women.
- Cultural and Legal Norms
 - Until the **Equal Credit Opportunity Act of 1974**, banks could legally deny women credit cards, mortgages, or business loans without a husband's or father's co-signature.
 - **Stat:** In the early 1970s, **only 43% of women** had a bank account in their own name
 - **Stat:** In 1969, **over 90% of job listings** in major newspapers were gender-segregated.

Detailed Pre 1972 in Appendix

Judy Rogers 2 min

Executive Summary: PRE-1972 - WHAT THIS MEANT FOR GIRLS AND WOMEN PRE 1972

- Generations of girls grew up **without access to equal education, sports, or leadership roles.**
- The gender pay gap was over **40%** in 1970.
- Women were largely excluded from **positions of power** in education, science, and public life.

Executive Summary: What is Title IX?

- **What is Title IX?**

Title IX is a federal civil rights law passed as part of the Education Amendments of 1972. It prohibits sex-based discrimination in any school or educational program receiving federal funding.

- **Key protections under Title IX include:**

- Equal access to educational opportunities regardless of sex or gender identity.
- Protection from sexual harassment and assault in school environments.
- Equal treatment in athletics and extracurriculars.
- Accommodations for pregnant and parenting students.
- LGBTQ+ student protections, including against gender identity discrimination.

Since Title IX, girls' participation in high school sports has increased by over 1,000%.

Today, women earn 57% of bachelor's degrees, compared to just 11% in 1970.

Women's share of college athletics funding and scholarships has increased significantly, reaching 40% or less of college athletics funding (contrasted to 2% pre 1972), according to a 2022 NCAA study.

Executive Summary: Title IX – January 2025 to date and Potential Impact 2025 to 2031

Judy Rogers 3 min

Details for Title IX Jan 20, 2025 to date & Potential Impact in Appendix

Title IX: Current State –

January 20, 2025, to Date

OVERVIEW

Spotlight – Judy
Follow Host view

OVERVIEW

Phase

Highlights

Executive Action

Reinstitution of the 2020 Title IX framework (Sexual Harassment); biological sex emphasized; gender identity excluded

Legal Developments

2024 rule vacated (*A Biden-era expansion of protections to include gender identity across all U.S. schools*); court injunctions upheld; House bill advocates sports-based sex restrictions

Investigations

Office of Civil Rights probes in multiple states on transgender policies in sports and facilities

Athletics Equity

NCAA settlement raises scrutiny under Title IX for equitable compensation

Title IX Enforcement - Potential Impact: 2025 – 2031

Spotlight – Judy
Follow Host view

OPINION

The approach to **Title IX enforcement from January 20, 2025, through January 2031**—assuming *continued alignment with the current policies initiated under the Trump administration*—will likely have far-reaching consequences across **education, athletics, gender equity, and civil rights**. Here's a forecast of the **possible impacts**: **OPINION**

OVERVIEW

Area	Possible Impact (2025–2031)
Gender Identity Protections	Eroded; increased marginalization of trans students
Sexual Misconduct Policy	More rights for accused; less survivor-centered approach
Athletics & Name Image & Likeness (NIL)	Legal redefinition of fairness; increased scrutiny of equity for female athletes
Federal–State Tensions	Legal challenges, especially in progressive jurisdictions
Education Culture	Polarized environments; advocacy likely to grow

Panelists: Questions & Answers – a Discussion

Our Panelists

Spotlight – Carolyn, Julie, Janine,
Domanic
Follow Host view

- **Dr. Julie McCleery**, Co-Director, UW Center for Leadership in Athletics, College of Education
 - **Dr. Janine Parry**, University Professor Emeritus of Political Science at the University of Arkansas where she held various academic appointments – including founding director of the Diane Blair Center’s annual Arkansas Poll – from 1998–2024.
 - **Dr. Domanic Vanthom**, WSU Vancouver, Vice Chancellor of Student Affairs and Deputy Title IX Coordinator
-
- **Each panelist** will provide a **5 min overview** of their perspective on Title IX
 - **Our facilitator** will then pose questions to our Panelists for **20 min**
 - **Our Attendees** will then take questions from our Audience **for 20 min**
 - **REMEMBER to use the Q&A TOOL to pose your Questions.**

Carolyn Hayek 5 Min

Panelists: Each panelist will provide a 5 min overview of their perspective on Title IX

- **Dr. Julie McCleery**
- **Dr. Janine Parry**
- **Dr. Domanic Vanthom**

Agenda: 15mins

AAUW WA Online Facilitator Carolyn Hayek Facilitated Q&A and Discussion with Panelists

Agenda: 20 mins

Stop Sharing Slide
Carolyn Hayek

AAUW WA Online Facilitator Carolyn Hayek Facilitated Attendee Questions

Agenda: 20 mins

Please submit your questions via Q&A



Carolyn Hayek

Stop Sharing Slide

Call to Action: Advocating for Title IX

Title IX: Community Activism

A Framework

Spotlight – Melissa
Follow Host view

Advocate

How Community Members Can Advocate

Know

Know the Law

- Stay informed about Title IX changes and your state's civil rights protections.
- Example: Some states uphold gender identity protections regardless of federal shifts.

Engage

Engage School Boards & Administrators

- Attend public meetings to voice support for inclusive policies and equitable funding.
- Advocate for student-centered updates to school handbooks and codes of conduct.

Support

Support Student-Led Efforts

- Encourage and amplify student voices, such as organizing awareness campaigns or equity audits. Example orgs: See Appendix for Organizations to engaged with . Advocates for Youth.
<https://www.advocatesforyouth.org/campaigns/know-your-ix/>

Partner

Partner with Advocacy Organizations

- Work with groups like the ACLU, GLSEN, AAUW or local gender equity coalitions for legal resources and action strategies. See Appendix for Organizations to engaged with

Monitor and Report

Monitor and Report Non-Compliance

- Submit concerns to the U.S. Department of Education's Office for Civil Rights (OCR) or appropriate state agencies.

Organizations Supporting Title IX: Governmental Agencies

FEDERAL

U.S. Department of Education – Office for Civil Rights (OCR)

- <https://www2.ed.gov/about/offices/list/ocr/index.html>

U.S. Department of Justice – Civil Rights Division

- <https://www.justice.gov/crt>

STATE

State Departments of Education

- Enforce local compliance and provide support

Organizations Supporting Title IX: Nonprofit Advocates

National Women's Law Center (NWLC)

- <https://nwlc.org>

American Association of University Women (AAUW)

- <https://www.aauw.org/issues/education/>
- <https://www.aauw.org/issues/civil-rights/>

ACLU (American Civil Liberties Union)

- <https://www.aclu.org>

Know Your IX

- <https://www.knowyourix.org>

Feminist Majority Foundation (FMF)

- <https://feminist.org>

Girls Inc.

- <https://girlsinc.org>

Women's Sports Foundation (WSF)

- <https://www.womenssportsfoundation.org>

League of Women Voters

- LWV: <https://www.lwv.org/take-action>

GLSEN

- <https://www.glsen.org>

Spotlight – Melissa
Follow Host view

Organizations Supporting Title IX: Nonprofit Advocates, continue

- [NASPA \(Student Affairs Administrators in Higher Education\)](#):
 - Provides resources and professional development opportunities for student affairs professionals working on Title IX implementation.
- [ATIXA \(Association of Title IX Administrators\)](#):
 - An organization for Title IX and civil rights compliance professionals in schools, offering training and resources, [according to ATIXA](#).
- [The Women's Sports Foundation](#):
 - Focuses on Title IX's impact on athletics and ensuring equitable opportunities for women and girls in sports.
- [Families Advocating for Campus Equality \(FACE\)](#):
 - Supports students and families affected by inequitable Title IX processes and advocates for policy changes, [according to Nesenoff & Miltenberg LLP](#).
- [The Foundation for Individual Rights in Education \(FIRE\)](#):
 - Works to promote due process in campus adjudicatory procedures, including Title IX proceedings, according to Nesenoff & Miltenberg LLP.
- **University Title IX Offices:**
 - Many universities have designated Title IX offices that handle complaints, provide support, and implement prevention programs.
- [Campus Security Authorities \(CSAs\)](#):
 - Under the [Clery Act](#), certain individuals on campus are required to report crimes, including sexual violence, to the designated body, [according to the Clery Center](#).

TACTICS

'How to' Contact Your Elected Officials (State & Federal) About Title IX

1. Know Your Goal

- Ask them to support/enforce Title IX and oppose weakening protections

2. Identify Your Representatives

- Federal: <https://www.congress.gov/members> or <https://house.gov>
- State: <https://openstates.org>

3. Choose Contact Method

- Phone: Call and leave a message (Most Effective)
 - Leave a concise message with their office staff.
 - Example:
"I'm a constituent from [City, State], and I'm calling to urge [Name] to strongly support Title IX enforcement to protect all students. Please oppose any efforts to weaken these protections."
 - Use tools such as 5call.org <https://5calls.org/>
- Email/Form: Use official website. Personalize your message; mention you are a constituent.
- Letter: Send a personal note. Especially effective for state-level officials or if sent in groups.
- Social Media: Tag and post publicly
 - Tweet/ X / BlueSky or message using respectful, public posts to raise visibility.
 - Tagging them helps spread awareness.

4. Make It Personal

- Share why Title IX matters to **YOU**
 - Elected officials respond better to stories than statistics alone.
 - Share why Title IX matters to you or your community.
 - If you're a parent, educator, student, or advocate—say so.

5. Encourage Others

- Organize calls, letter-writing, or community action
- Attend town halls or community events and ask questions.

Resources:

- ACLU: <https://action.aclu.org>
- American Association of University Women (AAUW):
<https://www.aauw.org/issues/education/>
<https://www.aauw.org/issues/civil-rights/>
- LWV: <https://www.lwv.org/take-action>
- NWLC: <https://nwlc.org>

Thank you for joining us!

Agenda: 1 mins

- Our Attendees
- Our Panelists
- If you would like a Recording of the Panel, please contact AAUW WA Online.
Johnsen.Melissa@gmail.com
- A PDF of the presentation will be posted on our Website. <https://wa-online.aauw.net/>

Thank you!

Panel discussion will be recorded.

APPENDIX

Kelvie Comer - AAUW Washington State Online President

BIO



Kelvie C. Comer, Ed.D.
AAUW-Washington State
Online Branch President
United States

Professional Highlights

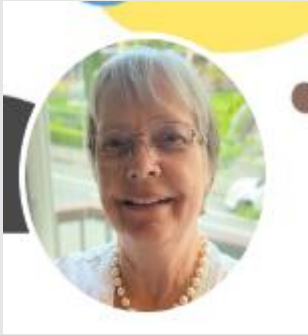
- Principal, Independent Non-Profit Organization Management Consultant
- AAUW Washington State President (2012 - 2016), AAUW Nominating Committee, Chair. (2014-2015); also serve on AAUW-WA Tech Trek Committee, Professional Women's Night Chair, Corporate Fundraising
- Dean of Education, Health, and Human Services; Central Michigan University
- Interim Provost, Alma College, Michigan
- Dean of the School of Professional Studies and Graduate School, Eastern Connecticut State University
- Interim Dean, College of Fine and Applied Arts, The University of Akron, Ohio

Education

- Temple University, Doctor of Education (Ed.D.), Master of Education (M.Ed.),
- Penn State University, Bachelor's Degree, Secondary Education, English/Language Arts Teacher Education

Carolyn Hayek - AAUW WA Lake Washington Branch

President BIO



**Carolyn
Hayek -
AAUW- Lake
Washington
President**

- Carolyn Hayek is a Phi Beta Kappa graduate of Carleton College, Northfield, MN, with a BA Degree in Psychology. She earned a J.D. at the University of Chicago Law School and began her legal career with a business practice law firm in downtown Seattle.
- After a few years, she established her own firm in Federal Way, where her practice emphasized family law, estate planning, and real estate, especially condominium law.
- She left private practice in 1982 to accept an appointment by the King County Council to serve as a District Court Judge, a position she retained for 13 years, which included 3 election cycles, where she was uncontested. She eventually took early retirement to pursue other interests.
- Within AAUW, she has served as president of four branches, including the WA Online Branch, where she was the founding president. She also served many years on the state board of AAUW, including 2 years as president. She has held leadership positions in the national AAUW organization as well.

Pre 1972 / Title IX Detailed References

Pre-1972: Setting the Stage for Title IX Education

EDUCATION

- **Limited Access and Enrollment Opportunities**
 - **College Admissions Discrimination:** Many colleges and universities had formal or informal quotas limiting the number of women admitted. Some elite schools were entirely male-only.
 - **Vocational Tracking:** Girls were often steered toward "domestic sciences" or secretarial programs, while boys were encouraged to pursue science, technology, engineering, and math (STEM).
- **Inequity in Funding and Resources**
 - **Disparate Investment:** Educational institutions routinely invested far less in programs and opportunities for girls and women.
 - **Scholarships:** Athletic and academic scholarships for women were extremely rare.
- **Gender Bias in Curriculum and Classroom Experience**
 - **Stereotyping:** Textbooks often reinforced gender stereotypes—portraying men as leaders and women as caretakers.
 - **Teacher Expectations:** Teachers frequently held lower academic expectations for girls, particularly in math and science.
- **Legal Barriers and Lack of Protection**
 - **No Legal Recourse:** Prior to Title IX, there were no federal protections to address gender-based discrimination in education.
- **Pregnancy and Motherhood:** Pregnant students and young mothers could be expelled or denied re-entry to school.
- **Barriers in Graduate and Professional Education**
 - **Medical, Law, and STEM Fields:** Women were vastly underrepresented and often openly discouraged or denied admission.
 - In 1970, women earned only 7% of law degrees and 9% of medical degrees in the U.S.



Pre-1972: Setting the Stage for Title IX Athletics

ATHLETICS

- In 1971, only **294,000 girls** played high school sports, compared to **3.7 million boys**.
- In 1971, only **2% of college athletic budgets** went to women's sports programs before Title IX.
 - At many colleges, women's teams received **no funding at all** and had to raise their own money for uniforms and travel.
- **Athletic scholarships for women were virtually nonexistent** before 1972.
 - Fewer than 32,000 women competed in intercollegiate athletics pre-1972



Pre 1972: Setting the Stage for Title IX

Discrimination in Employment

DISCRIMINATION IN EMPLOYMENT

- In 1970, **only 3.8% of full professors** at colleges were women.
- Many institutions practiced "pregnancy bans":
 - women were fired for becoming pregnant.
- Married women were often deemed "less committed" and **passed over** for promotion or tenure.



Pre 1972: Setting the Stage for Title IX

Cultural & Legal Norms

CULTURAL & LEGAL NORMS

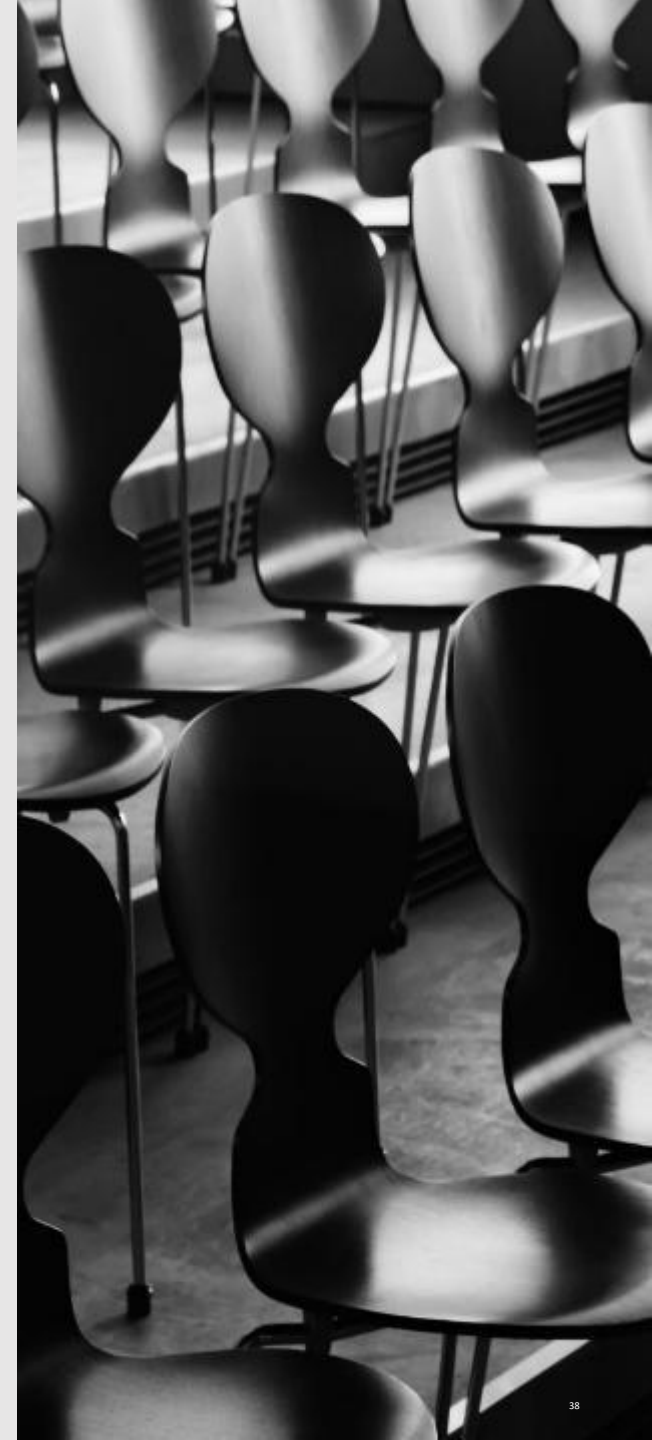
- Until the **Equal Credit Opportunity Act of 1974**, banks could legally deny women credit cards, mortgages, or business loans without a husband's or father's co-signature.
 - **Stat:** In the early 1970s, **only 43% of women** had a bank account in their own name
- Newspapers regularly listed jobs in “**Help Wanted—Male**” and “**Help Wanted—Female**” columns until the 1973 Supreme Court ruling in *Pittsburgh Press Co. v. Pittsburgh Commission on Human Relations* declared the practice unconstitutional.
 - **Stat:** In 1969, **over 90% of job listings** in major newspapers were gender-segregated.
- **No federal law prohibited** sex discrimination in education until Title IX.
 - **Stat:** In 1971, only **7% of all law degrees** and **9% of medical degrees** were earned by women.
- **Lack of legal protection:** There were few laws protecting women from discrimination in education, and those that existed were rarely enforced.
 - **Stat:** Fewer than **15% of colleges and universities** had grievance procedures for gender-based complaints before 1972.



Pre 1972: Setting the Stage for Title IX, Impact to Girls & Women

WHAT THIS MEANT FOR GIRLS AND WOMEN PRE 1972

- Generations of girls grew up **without access to equal education, sports, or leadership roles.**
- The gender pay gap was over **40%** in 1970.
- Women were largely excluded from **positions of power** in education, science, and public life.



What is Title IX?

Title IX: Key Protections

- **What is Title IX?**

Title IX is a federal civil rights law passed as part of the Education Amendments of 1972. It prohibits sex-based discrimination in any school or educational program receiving federal funding.

- **Key protections under Title IX include:**

- Equal access to educational opportunities regardless of sex or gender identity.
- Protection from sexual harassment and assault in school environments.
- Equal treatment in athletics and extracurriculars.
- Accommodations for pregnant and parenting students.
- LGBTQ+ student protections, including against gender identity discrimination.

Title IX: History

June 23, 1972:

Title IX, an update to civil rights law that extends an existing ban on sex discrimination to education, is signed into law by President Richard Nixon.

1975:

President Gerald Ford signs regulations related to Title IX athletics, requiring athletic departments to implement the law within 3 years.

1976:

The NCAA files a lawsuit challenging the legality of Title IX, claiming that no athletics programs receive direct federal funding. The lawsuit is dismissed in 1978.

September 1980:

The first use of Title IX in a sexual misconduct case, *Alexander v. Yale* establishes the precedent that sexual harassment is a form of discrimination and therefore illegal. That paved the way for future lawsuits like the 2016 case against USA Gymnastics doctor Larry Nassar.

Title IX: History, continued

1984:

In a major setback for Title IX, the [Supreme Court](#) rules in *Grove City College v. Bell* that the law only applies at schools that receive direct federal funding. This excludes most athletic programs, so newly formed women's teams see huge cuts. The decision is reversed in 1988.

February 1992:

The Supreme Court rules that plaintiffs may sue for monetary damages under Title IX in *Franklin v. Gwinnett County Public Schools*. The first monetary award is granted a year later to Howard basketball coach Sanya Tyler for \$2.4 million (later reduced to (\$1.1 million).

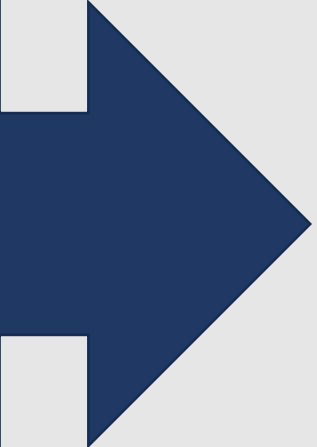
October [2002](#):

Title IX is renamed the "[Patsy T. Mink Equal Opportunity in Education Act](#)," in honor of its major author.

2022:

According to a 2022 survey by Pew Research, 63 percent of people say Title IX has had a positive impact on gender equality—but 37 percent think it still hasn't done enough to increase athletic opportunities for women and girls.

Title IX: Impact



- **Increased participation in athletics:**

Title IX significantly boosted women's participation in sports, especially at the high school and collegiate levels

- **Broader educational opportunities:**

The law has opened doors for women in various educational fields, including admissions, academic majors, and teaching positions

- **Focus on gender equity:**

Title IX has played a crucial role in advancing gender equity in education and related activities.

- **Ongoing challenges:**

While Title IX has made significant progress, challenges remain in addressing issues of sexual violence, and ensuring equal treatment for all students

TITLE IX: THE NUMBERS

Since Title IX, girls' participation in high school sports has increased by over 1,000%.

Today, women earn 57% of bachelor's degrees, compared to just 11% in 1970.

Women's share of college athletics funding and scholarships has increased significantly, reaching 40% or less of college athletics funding (contrasted to 2% pre 1972), according to a 2022 NCAA study.

YES! **BUT** Much More to Do - AND Going Forward More Challenging to Achieve Continued Progress

- **Student Debt and Affordability Challenges -**
 - **Women hold nearly two-thirds of all student loan debt, with Black women carrying the highest average balances, compounding financial insecurity.**
 - At the same time, congressional proposals to cut access to Pell Grants and eliminate Graduate PLUS loans threaten to make graduate education even less attainable, especially for women and students of color.
- **Escalating Attacks on Civil Rights –**
 - From assaults on Title IX and Title IV protections to sweeping efforts to dismantle the U.S. Department of Education, these attacks threaten to **roll back decades of progress and leave women and girls more vulnerable to discrimination and harassment in schools and on campuses.**
- **Underrepresentation in STEM and Leadership Fields -**
 - Women, especially women of color, remain significantly underrepresented in STEM disciplines. Women earn just 22% of engineering doctorates, limiting access to high-growth, high-paying careers.
- **Underrepresentation in Academic Leadership –**
 - Women — **particularly women of color** — also remain underrepresented in faculty and administrative leadership roles.
 - **They make up only 32% of full professors, limiting decision-making power and mentorship opportunities.**
- **Non-Tuition Barriers –**
 - Challenges including affordable childcare, support for pregnant and parenting students, and access to reproductive healthcare disproportionately impact women pursuing higher education.
 - **Latina students, in particular, face layered challenges — with 23% parenting while in college.**

Title IX: January 20, 2025, to Date

Details

**Federal Regulatory Shift – Enforcement of 2020 Rule
Legal Landscape – Court Actions & Legislative Activity
Transgender Participation & Title IX Investigations
Implications for Athletics & NIL Payments**

Details

Federal Regulatory Shift – Enforcement of 2020 Rule

- **January 20, 2025:**

- President Trump’s Executive Order 14168 (“**Defending Women from Gender Ideology Extremism...**”) instructed all federal agencies to enforce Title IX protections based on *biological sex*, explicitly excluding gender identity
 - [apnews.com+10parkerpoe.com+10nypost.com+10parkerpoe.com+6en.wikipedia.org+6mcgrathtraining.com+6](#).

- **January 31, 2025:**

- The Department of Education’s Office for Civil Rights (OCR) issued a “**Dear Colleague**” letter reinstating enforcement of the 2020 Title IX regulations—prioritizing biological sex and due process protections, reversing the 2024 Biden-era model
 - [parkerpoe.com+3ed.gov+3aalrr.com+3](#).

- **February 4, 2025:**

- Office of Civil Rights (OCR) clarified via **updated guidance that all federal-funded schools must apply the 2020 framework**, ensuring ongoing cases align with these rules
 - [mcgrathtraining.com](#).

- **June 2, 2025:**

- In recognition of **Title IX Month**, OCR launched **investigations** into the University of Wyoming and Jefferson County (CO) schools over **policies giving gender-identity-based access to women-only spaces**
 - [hunton.com+15ed.gov+15ogletree.com+15](#).

Legal Landscape – Court Actions & Legislative Activity

- **January 9, 2025:**

- A federal court vacated the 2024 Title IX rules, halting the Biden-era expansion of protections to include gender identity across all U.S. schools
 - [mcgrathtraining.com+4politico.com+4williamsmullen.com+4](#).

- **House Legislation (Jan–Feb 2025):**

- The “**Protection of Women and Girls in Sports Act**” passed the House, aiming to bar transgender girls from girls’ sports—pending Senate action
 - [en.wikipedia.org+1en.wikipedia.org+1](#).

- **Ongoing Appeals:**

- Female NCAA athletes filed an appeal asserting the recent NCAA settlement violates Title IX by **disproportionately favoring men’s revenue sports—currently under review by the Ninth Circuit**
 - [ctinsider.com+3apnews.com+3apnews.com+3](#).

Transgender Participation & Title IX Investigations

- **Executive Order 14201 - Feb 2025:** Trump issued a **federal ban on transgender women participating in women's sports at all levels under Title IX**, prompting NCAA compliance changes
 - [littler.com+2en.wikipedia.org+2parkerpo e.com+2](#).

State & District-Level Investigations

- **Federal investigations:** OCR has opened probes into **Minnesota, Connecticut (Canton, Bloomfield, Cromwell)**, and educational institutions in **Wyoming** and **Colorado**, focusing on whether gender-identity-based policies violate Title IX protections for females

[ed.gov+3ctinsider.com+3ogletree.com+3](#)

- **Connecticut** (Canton, Bloomfield, Cromwell)—for transgender athlete policies
 - [en.wikipedia.org+2ctinsider.com+2sfchronicle.com+2](#)
- **Minnesota**—after a trans athlete's participation in a girls' softball team triggered a probe
 - [mainemorningstar.com+15ctinsider.com+15sfchronicle.com+15](#).
- **Maine**—OCR threatened to withhold federal funding and referred the case to DOJ over MDOE's refusal to bar trans athletes
 - [en.wikipedia.org+7whitefordlaw.com+7statelinesportsnetwork.net+7](#).
- **Wyoming, Colorado, California, San Jose State University**—similar scrutiny for gender-based sports/facilities policies

Details

Implications for Athletics & NIL Payments

- Jan 2025:
 - **Name, Image, and Likeness (NIL) Guidance for Athletics**
 - The Office for Civil Rights (OCR) issued a fact sheet clarifying that NIL compensation falls under “athletic financial assistance.” Schools must ensure NIL benefits meet Title IX standards—covering benefits, opportunities, publicity, and treatment for both male and female athletes
 - [k-12legalinsights.com+15jacksonlewis.com+15universitybusiness.com+15](#).
- Feb 12, 2025:
 - OCR **rescinded Biden-era NIL guidance** that required strictly proportional payments by gender, stating there's no statutory basis under Title IX to enforce gender parity in NIL distribution
- June 5, 2025:
 - **The NCAA athlete compensation settlement was finalized, but Title IX compliance is now a focal concern**—institutions risk noncompliance if female athletes don't receive equitable NIL and compensation benefits .
 - **Athletics Revenue Sharing & NCAA Settlement**
 - OCR's initial Jan–Feb guidance implied that future **NCAA NIL settlements**—like the \$2.7–\$2.8 B athlete compensation deal—must comply with Title IX
 - [aseaofblue.com](#).
 - Meanwhile, **female athletes have appealed** the NCAA settlement, arguing the allocation of funds favors men and violates Title IX
 - [apnews.com+1apnews.com+1](#).

OPINION

2025-2031 Title IX Regulation: Potential Key Trends, Policy Shifts and Impacts

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GENDER EQUITY IN ATHLETICS

- **Key Trends:**
 - Federal investigations into schools allowing **transgender athletes** in girls' sports.
 - Title IX applied to **NIL (Name, Image, Likeness)** and **athletics revenue sharing**.
- **Possible Impact:**
 - Re-segregation of sports based on sex assigned at birth.
 - Institutions may:
 - Rework athletics policies under threat of investigation.
 - Face Title IX scrutiny if female athletes receive fewer NIL benefits or resources than male peers.

NARROWED PROTECTIONS FOR LGBTQ+ STUDENTS

- **Policy Shift:**
 - Enforcement based on **biological sex only** (per EO 14168), excluding **gender identity**.
- **Possible Impact:**
 - **Transgender and nonbinary students** may face loss of protections related to:
 - Sports participation
 - Bathroom and locker room access
 - Gender-affirming pronouns and policies
 - Increased litigation by civil rights groups and affected students.
 - Potential *chilling effect* on schools adopting inclusive policies for fear of losing federal funding.

OPINION

2025-2031 Title IX Regulation: Potential Key Trends, Policy Shifts and Impact

FEDERAL FUNDING & LEGAL RISK

- **Agency Enforcement:**
 - OCR and DOJ expected to aggressively investigate districts and institutions with inclusive gender policies.
- **Possible Impact:**
 - **Withholding or conditioning of federal funds** for non-compliance.
 - **Legal uncertainty for states and districts** that adopt or maintain inclusive laws (e.g., CA, MA, NY).
 - Surge in **federal and state litigation** over the clash between state anti-discrimination protections and federal Title IX enforcement.

DUE PROCESS IN SEXUAL MISCONDUCT CASES

- **Return to 2020 Rule:**
 - Emphasizes procedural fairness, live hearings, and cross-examination in Title IX investigations.
- **Possible Impact:**
 - **Stronger protections for accused students**—particularly in higher education.
 - Critics argue this may **discourage survivors from reporting** misconduct.
 - Growing need for schools to invest in Title IX training, advisory services, and legal compliance.

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CULTURAL AND EDUCATIONAL IMPACT

- **Cultural Impacts:**
 - Emphasis on “sex-based rights” may shape curricula, staff training, and institutional messaging.
- **Possible Impact:**
 - School climates may shift depending on regional politics:
 - In conservative regions, more alignment with federal directives.
 - In progressive areas, defiance or workaround laws may result in **legal standoffs**.
 - Student advocacy and campus protest activity may rise in response to perceived rollbacks.

Resources

Resources

- Civil Rights Division, US Department of Justice
<https://www.justice.gov/crt/title-ix-education-amendments-1972>
- United States Courts <https://www.uscourts.gov/about-federal-courts/educational-resources/educational-activities/14th-amendment-and-evolution-title-ix>
- [USCODE-2021-title20-chap38.pdf](https://www.govinfo.gov/content/pkg/USCODE-2021-title20/pdf/USCODE-2021-title20-chap38.pdf)
- Washington Women Lawyers: <https://www.wwl.org/>
- Washington Office of Superintendent of Public Instruction
<https://ospi.k12.wa.us>
- University of Washington Office of the Title IX Coordinator
 - Email: titleix@uw.edu Phone: 206-221-7932
 - Coordinators:
 - Valery Richardson – Title IX coordinator
 - Kiana Swearingen – Deputy Title IX coordinator for education and prevention
 - Nik Arnold - Deputy Title IX coordinator
- Washington State University Title IX Coordinator
 - Email titleix.coordinator@wsu.edu Phone: 509-335-8288
 - Holly Ashkannejhad – Director of Compliance and Civil Rights
- Seattle Colleges (North Seattle College, Seattle Central College, South Seattle College, Georgetown Campus, NewHolly Campus, Health Education Center, Seattle Maritime Academy, and Wood Technology Center) <https://www.seattlecolleges.edu/administration/human-resources/office-title-ix-coordinator>
- List of coordinators at each campus:
<https://www.seattlecolleges.edu/administration/human-resources/title-ix-coordinators>
- Community and Technical Colleges – Washington State Board; Title IX in educational programs
- <https://www.sbctc.edu/colleges-staff/programs-services/athletics-administration/title-ix>
 - Jamie Traugott – director of Student Services & K12 Alignment
 - Email: jtraugott@sbctc.edu Phone: 360-704-3929
- US Dept. of Education Office of Civil Rights
[Nondiscrimination Based on Pregnancy or Related Conditions & Parental, Family, or Marital Status \(PDF\)](#)
- U.S. Department of Education's 2022 Proposed Amendments to its Title IX Regulations Fact Sheet
[FACT SHEET: U.S. Department of Education's 2022 Proposed Amendments to its Title IX Regulations](#)
- Department of Education Reverts to Trump's 2020 Title IX Rule
- [Department of Education reverts to Trump's Title IX rule](#)

References

General & Historical Context

- U.S. Census Bureau – Educational Attainment Data (1971): <https://www.census.gov/data/tables/time-series/demo/educational-attainment/cps-historical-time-series.html>
- U.S. Department of Education – Title IX Law Overview: https://www2.ed.gov/about/offices/list/ocr/docs/tix_dis.html
- NCWGE – Title IX at 45 Report: <https://www.ncwge.org/TitleIX45/TitleIX45-ExecutiveSummary.pdf>

Education & Access Statistics

- NCES – Digest of Education Statistics: <https://nces.ed.gov/programs/digest/>
- AAUW – History of Women’s Education: <https://www.aauw.org/resources/research/>
- Harvard Archives – Coeducation Timeline: <https://library.harvard.edu/about/news/2022-06/celebrating-title-ix>

Athletics & Participation

- Women’s Sports Foundation – Progress Without Equity: https://www.womenssportsfoundation.org/articles_and_report/progress-without-equity/
- NFHS – High School Sports Participation Archive: <https://www.nfhs.org/sports-resource-content/high-school-participation-survey-archive/>
- Women’s Sports Foundation – Chasing Equity Report: https://www.womenssportsfoundation.org/articles_and_report/chasing-equity-the-triumphs-challenges-and-opportunities-in-sports-for-girls-and-women/

Employment & Discrimination

- AAUW – Tenure Denied Report: <https://www.aauw.org/resources/research/tenure-denied/>
- Department of Education – Title IX at 50 Report: <https://www2.ed.gov/documents/title-ix/title-ix-50th.pdf>

Cultural & Legal Barriers

- Smithsonian – Before Title IX Article: <https://americanhistory.si.edu/blog/title-ix>
- ACLU – Women’s Rights Project: <https://www.aclu.org/issues/womens-rights>
- National Women’s Law Center – Title IX History: <https://nwlc.org/resource/title-ix-the-landmark-law-that-transformed-womens-equality/>

Impact & Progress

- Department of Labor – Pay Gap Historical Data: <https://www.dol.gov/agencies/wb/data/earnings>
- AAUW – The Simple Truth About the Gender Pay Gap: <https://www.aauw.org/resources/research/simple-truth/>
- Women’s Sports Foundation – Her Life Depends on It III: https://www.womenssportsfoundation.org/articles_and_report/her-life-depends-on-it-iii/
- NCAA – Athletic Scholarships Overview: <https://www.ncaa.org/sports/2021/2/8/estimating-college-athletic-scholarships.aspx>

References

- - Title IX Law: <https://www.justice.gov/crt/title-ix-education-amendments-1972>
- - Bostock v. Clayton County: https://www.supremecourt.gov/opinions/19pdf/17-1618_hfci.pdf
- - 2020 Title IX Rule (DeVos): <https://www2.ed.gov/about/offices/list/ocr/docs/titleix-regs-unofficial.pdf>
- - Biden 2022 Proposed Rule: <https://www.ed.gov/news/press-releases/fact-sheet-us-department-education-releases-proposed-changes-title-ix-regulations>
- - Athletics Primer: <https://www2.ed.gov/about/offices/list/ocr/docs/interath.html>
- - NIL Stats (Opendorse): <https://opendorse.com/resources/nil-market-report/>
- - OCR Case Database: <https://www2.ed.gov/about/offices/list/ocr/docs/investigations/open-investigations/index.html>
- - ACLU LGBTQ Rights: <https://www.aclu.org/news/topic/lgbtq-rights>
- - Lambda Legal: <https://www.lambdalegal.org>
- - NCES Education Data: <https://nces.ed.gov/>
- - GAO Title IX Reports: <https://www.gao.gov>

PANELIST BIOS

Dr. Julie McCleery



Dr. McCleery is a Professor of Practice at the University of Washington (UW) and the Co-Director of the UW's Center for Leadership in Athletics. A researcher and advocate who specializes in interdisciplinary work in youth sports, women's sports, coaching, and play equity, she is passionate about co-creating interventions that center joy, safety, and quality in sport. She is the co-founder of the King County Play Equity Coalition, a collective action network of over 100 organizations in King County, WA dedicated to closing the play equity gap. She was on the US National Rowing Team as an athlete and as a coach.

She has a Masters from Harvard, a PhD from UW, and is pursuing her JD at Seattle University. She loves hiking with her dogs and reading historical fiction.

Dr. Janine Parry



- University Professor Emeritus of Political Science at the University of Arkansas where she held various academic appointments – including founding director of the Diane Blair Center’s annual Arkansas Poll – from 1998–2024. Although she remains active in the profession, she currently assorted service-sector jobs in Spokane, Washington.
- An enthusiastic teacher of more than 6,000 students at all levels, including many who now serve as elected or appointed public servants, Dr. Parry has authored/coauthored more than 50 scholarly publications on voter behavior, women in politics, ballot measures, and more, and provided political analysis to regional, national, and international news outlets including the *New York Times*, NPR, the Associated Press, the BBC, and many more.
- Dr. Parry has had many public service hats, including steering a Status of Women in Arkansas report for the Institute for Women’s Policy Research in 2002, directing the university’s Teaching and Faculty Support Center, chairing the Faculty Senate, and serving on the board of the incomparable Fayetteville Public Library.
- I Sr. Parry has wo amazing adult children - twins!, as well as three adult stepchildren, and partnered with writer/valet/adventurer, Matt McGowan.

Dr. Domanic Vanthom

With over 25 years of dedicated experience in higher education, Dr. Domanic Vanthom serves as Vice Chancellor of Student Affairs and Deputy Title IX Coordinator at WSU Vancouver. A recognized leader in campus safety and student advocacy, Dr. Vanthom has specialized expertise in intimate partner violence (IPV) prevention, bystander intervention training, and fostering inclusive campus environments.

Dr. Vanthom earned a Bachelor of Science in General Science from Oregon State University, a Masters of Education in Higher Education Administration from the University of Arizona, and a Doctor of Education in Postsecondary Education from Portland State University.

