

KHSAA TITLE IX ANNUAL REPORT SUBMISSION STATUS REPORT 2009-2010

KHSAA Form T65 Revised 4/09

TO: KHSAA Member School Superintendents, Principals, and Athletic Directors

FROM: Brigid L. DeVries, Commissioner

Darren Bilberry, Assistant Commissioner

DATE: May 11, 2010

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School I	Russellville High School	Reviewed by	l Garv W. Lawson
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The following is a status report regarding the required 2009-2010 Title IX Annual Report submission of forms due into the KHSAA office by April 15, 2010. Appropriate KHSAA Audit Team personnel have reviewed these forms and the following is a summary of this review.

1. Checklist of Forms properly submitted in a satisfactory manner:

X	GE 19 (Annual Verification)	X	T-35 (Budget Expenses)
Х	T-1 (Summary Program Chart 1)	Х	T-36 (Budget Expenses)
Х	T-2 (Summary Program Chart 2)	Х	T-41 (Checkiist – Overail Interscholastic Program)
Х	T-3 (Summary Program Chart 3)	Х	T-60 (Corrective Action Plan)
Х	T-4 (Summary Program Chart 4)	Х	T-63 (Interscholastic Survey Results)

II.	Status	
A.	X	2009-2010 Forms are satisfactory and no further information or action is necessary at this time.
В.		Errors have been noted with respect to the following forms:
C.		The following forms were omitted and must be submitted by school representatives:
D.	X	According to the 2009-2010 data, the school appears to be meeting the standards established in: ☑Test 1 (Athletic participation is proportionate to enrollment) ☐Test 2 (History and continuing practice of program expansion) ☑Test 3 (Full and effective accommodation of interests and abilities)
E.	Х	Other Recommendation and Comments: According to calculations, data, and responses submitted, the school is meeting the standards established in both Tests 1 and 3 for the provision of athletic opportunities. The responses on the T-3 form appear to be supported by the information on the most recent student athletic interest survey. In the area of benefits, total athletic spending seems to be within acceptable parameters for the provision of parity.

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KENTUCKY HIGH SCHOOL ATHLETIC ASSOCIATION 2009-2010 ANNUAL VERIFICATION OF TITLE IX PROCEDURES

(To be submitted by April 15, 2010 along with other required forms)

The Russellville High School, Russellville, Kentucky

(Name of High School)

(City)

Title

TAPR 2 6 2010

certifies to the Kentucky High School Athletic Association that the following is an accurate and true representation of the facts surrounding compliance with 20 U.S.C. Sections 1681-1688, et. Seq. (also known as Title IX). I certify the following provisions in accordance with records at the school contained in the permanent Title IX file, at least one copy of which must be maintained in the Principal's office, and to the best of my knowledge have completed the following tasks:

I. Established a gender equity committee at the high school. (List committee personnel and provide attachment if necessary)

Phone Name Address «Supt., Principal, Student, Parent, Coach, Etc.) Athletic Director 1101 W 9th St. Russellville 270-847-9201 Phil Todd Coach Veronica Johnson 916 Sunset Ln. Russellville 270-847-0529 804 Milton Riley Rd. Russellville 270-847-7789 Coach Dedra Adler Parent 270-772-0937

108 W. 7th St. Russellville Robbie Carnall Student 527 E. 7th St. Russellville 270-893-6324 Nakia Daniel Paul Neal Sansom 4367 Nashville Rd. Russellville 270-726-3600 Student Coach 270-847-7976 404 S. Morgan St. Russellville Larry Johnson

II. Scheduled a minimum of three meetings during the 2009-2010 school year on the following dates:

. Ochedoled a minimitatin of thios	
August 10, 2009	
October 19, 2009	
February 22, 2010	

III Designated the following person(s) as the Title IX coordinator for the school:

III. Designated the in	PHOANLIA belacula an are time in	(OCC COLOR COLOR	
Name	Title	Address	Phone
Phil Todd	Athletic Director	1101 W. 9 th St.	270-726-8421

IV. Designated the following person(s) as the Title IX coordinator for the district:

IV. Designated the follow	any person(s) as the thic in	OCCIDITATOL TOT LITE GIOGIAN	
Name	Title	Address	Phone
Kaye Wilkins	Asst, Superintendent	353 S. Summer St.	270-726-8405
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School personnel are continuing to make periodic reviews of the boys' and girls' athletics program reflected in the Corrective Action Plan.

In addition to the above information, the above referenced school maintains a complete permanent file relative to Title IX records including copies of the self-assessment audit, all corrective action plans, and other related materials.

^principal's Signatuı

uperintendent Signature

School Board Chairpersons' Signature

(Send original copy to KHSAA - Maintain duplicate in Title IX school folder)





ACCOMMODATION OF INTERESTS AND ABILITIES SUMMARY PROGRAM CHART (Form T-1)

tunities. Test One - Proportionality

ripation Op	portunities: test	(Column 1)	(Column 2)	(Column 3)	(Column 4)
	Program	Enrollment	Percentage of Total Enrollment	Number of Interscholastic Participants (double and triple count)	Percentage of Total Participation
	CIBLS	135	45.6%	146	42.4%
Row 1	GIRLS	161	54.4%	198	57.6%
Row 2	BOYS			344	100%
Row 3	Totals	296	100%	3th grade students &	

Instructions:

*Number of 8th grade students & below used in Column 3 and Column 4 calculations:

- Determine the total number of pirts enrolled, (place in Row 1, Column 1). Determine the total number of boys enrolled, (place in Row 2, Column 1).
- Add the total number of girls and boys enrolled to determine total enrollment, (place in Row 3, Column 1). 2)
- Calculate the percentage of total enrollment that is female. (Divide Row 1, Column 1 by Row 3, Column 1 and place in Row 1, Column 2.) Calculate the percentage of total enrollment that is male. (Divide Row 2, 3) Column 1 by Row 3, Column 1 and place in Row 2, Column 2.) Note: Row 1, Column 2 plus Row 2, Column 2 should total 100%.
- Ask coaches to confirm the names of those individuals who are on the team as of the first date of regular season competition, and cross out the names of those who were cut from the team or quit the team prior 4) to the first regular season competitive event. Determine the total number of interscholastic athletics participants that are girls, (and place in Row 1, Column 3). In order to determine the total number of athletics participants, an individual should be counted each time he or she participates on a team. For example, if Jane Doe competes on the varsity volleyball team, the junior varsity wolleyball team, the junior varsity basketball team, and the varsity softball team, she should be counted as four participants (do not include club or intramural sports participants, cheerlaaders, dance teams, or pom squads). Calculate the same way for boys and girls. * In addition, should 8th grade students and below play on a Freshman, Junior Varsity, or Varsity team, they should also be counted for each team and sport on which they participate. If applicable, please asterisk in the above notation as to how many 8th grade students & below are included in the totals.
 - Using the same procedure, determine the total number of interscholastic athletic participants that are boys, (and place in Row 2, Column 3). Add Row 1, Column 3 plus Row 2, Column 3 to get total participants and place in Row 3, Column 3.
- 5) Calculate the percentage of female participation. (Row 1, Column 3 divided by Row 3, Column 3 and place in Row 1 Column 4.) Calculate the percentage of male participation. (Row 2, Column 3 divided by Row 3, Column 3 and place in Row 2, Column 4.) Note: Rew 1, Column 4 plus Row 2, Column 4 should total 100%.

Note: While being within three percent is not a formal compliance standard, if the percent listed in Row 1, Column 4 is within 3% of Row 1, Column 2, then it provides a good target within which compliance is likely.

Principal's Signature:



2009-2010 ACCOMMODATION OF INTERESTS AND ABILITIES SUMMARY PROGRAM CHART (FORM T-2)

PARTICIPATION OPPORTUNITIES: TEST TWO - PROGRAM EXPANSION

	<u> </u>	Column 1	Column 2	Column 3	Column 4	Column 5
Program		Number of Teams Currently Offered	Number of Participants	Number of Teams Added Since the beginning of the 2005-2006 School Year	Current Number of Participants for the 2009-2010 school year who are playing on teams added since the 2005-2006 School Year	Percent of Total Participation By Sex Added Since the beginning of the 2005-2006 School Year
GIRLS Row 1	varsity:	7	76	0	0	
Row 2	j.v.:	3	45	0	C	
Row 3	frosh:	2	25	0	0	
Row 4	total:	12	146	0	0	0%
BOYS Row 5	varsity:	8	114	0	0	
Row 6	j.v.:	4	62	0	0	
Row 7	frosh:	1	22	0	0	
Row 8	total:	13	198	0	0	0%

1) For Column 1, list the number of interscholastic teams offered for girls and boys at each competitive level (varsity, junior varsity, and freshman). For girls, total each of the entries in Rows 1, 2, and 3 into Row 4. For boys, total Rows 5, 6, and 2 into Row 8.

For Column 2, list the number of participants at each level. For girls, total each of the entries in Rows 1, 2, and 3 into Row 4. For boys, total Rows 5, 6, and 7 into Row 8. Note: The totals in Row 4 for girls and in Row 8 for boys must be the same as the totals in Form T-1, Column 3, Rows 1 and 2 respectively.

For Column 3, list the number of interscholastic teams that have been added in the last five years at each competitive level. Count each team added during the 5 year period only one time. e.g. Girl's junior varsity soccer was added 3 years ago count the team only once, not 3 times. For girls, total the entries in Rows 1, 2, and 3 into Row 4. For boys, total Rows 5, 6, and 7 into Row 8.

For Column 4, list the number of participants that are currently on each level of the teams that were added in the last five years. If a team was added previously but no longer exists, there are no current participants to be added for that team. For girls, total the entries in Rows 1, 2, and 3 into Row 4. For boys, total Rows 5, 6, and 7 into Row 8.

For Column 5, calculate the percentage of participants that have been added in the last five years. For girls, take the number in Column 4, Row 4 and divide by the number in Column 2, Row 4. For boys, take the number in Column 4, Row 8 and divide it by the number in Column 2, Row 8.

Note: If the percentage of surrent participants added in the last five years is 25% or greater for the underrepresented sex (most likely girls), compliance with Test Two may be possible. If less than 25%, then compliance with Test Three should be analyzed. <u>CAUTION</u>: 25% is not a fermal compliance standard.

Principal's Signature: AR Mys Date: 4/21/2010



2009-2010 ACCOMMODATION OF INTERESTS AND ABILITIES SUMMARY PROGRAM CHART (FORM T=3)

KHSAA FORMTS

Participation Opportunities Test Three Full Accommodation

FOR ANY QUESTION ANSWERED "YES" IDENTIFY THE RESPECTIVE SPORT(S).

	GIRLS (Yes / No)	BOYS (Yes / No)
1. Based on the responses from your most recent student survey, is there sufficient interest to form a viable interscholastic team for a sport not currently offered? If yes, what sport?	NO	No
2. For a sport not currently offered at the varsity level, is there sufficient interest based on your most recent Student Interest Survey to form a viable team for an interscholastic freshman team or junior varsity team?	No	No
3. For a sport currently offered at the interscholastic Junior Varsity or freshmen level, is there sufficient interest, based on your most recent Student Interest Survey, to form a varsity team?	1	No
4. If you answered YES to question (1), (2), or (3), are there enough high schools in the geographic area offering the sport (at the appropriate level) to allow for the development of a reasonable schedule of competition?	· \$	
5. If you answered YES to question (1), (2), (3), or (4), are there enough high schools in the geographic area offering the sport (at the appropriate level) to allow for the development of a reasonable schedule of competition?	[,]	

Remember, test three - full accommodation means addressing the unmet interest of the underrepresented sex (most likely girls), not the overrepresented sex (most likely boys).

Plans to Address Interest: Russellville has offered archery to it's curriculum due - past surveys.



2009-2010 ACCOMMODATION OF INTERESTS AND ABILITIES SUMMARY PROGRAM CHART (FORM T-4)

Levels of Competition Test One

		Column 1	Column 2	Column 3
	Team	Number of Teams	Number of	Percentage of
Girls	Levels	Currently Offered	Participants	Participants at Each Level
Row 1	varsity:	7	76	52%
Row 2	j.v.:	3	45	31%
Row 3	frosh:	2	25	17&
Row 4	total:	12	146	100%
Boys				
Row 5	varsity:	8	114	57.7%
Row 6	j.v.:	4	62	31.3%
Row 7	frosh:	1	22	11%
Row 8	total:	13	198	100%

- 1) Column 1, list the number of interscholastic teams offered for girls and boys at each competitive level; warsity, junior varsity, and freshman. (Refer to Form 1-2, Accommodation of Interests and Abilities, Summary Program Chart 2, Column 1.)
- 2) For Column 2, list the number of participants at each level. For girls, total the entries in Rows 1, 2, and 3 into Row 4. For boys, total the entries in Rows 5, 6, and 7 into Row 8. (Refer to Form T-2, Accommodation of Interests and Abilities, Summary Program Chart 2, Column 2.)
- 3) For Column 3, calculate the percentage of female and male participants at each level.

 For girls' varsity, junior varsity, and frosh, respectively:
 - Divide Column 2, Row 1 by Column 2, Row 4, and place the percentage in Column 3, Row 1
 - Divide Column 2, Row 2 by Column 2, Row 4, and place the percentage in Calumn 3. Row 2.
 - Divide Column 2, Row 3 by Column 2, Row 4, and place the percentage in Column 3, Row 3.

For boys' varsity, junior vanity, and frosh, respectively:

- Divide Column 2, Row 5 by Column 2, Row 8, and place the percentage in Column 3, Row 5.
- Divide Column 2, Row 6 by Column 2, Row 8, and place the percentage in Column 3, Row 6.
- Divide Column 2, Row 7 by Column 2, Row 8, and place the percentage in Column 3, Row 7.

Principal's Signature:	JA	11 Mye	Date:	4/21/2010
	/			/

ZUUS-ZUTU ACTUAL EXPENDITURES - PROGRAM COMPARISON CHART 1 --(FORM T-35) TO INCLUDE BOOSTER CLUB FUNDING



												u art
Sports	Equipm Supt	Equipment and Supplies	Travel	lev	Awa	Awards	Coaches (to in supplem extended el dollar i requi	Coaches' salaries (to include supplemental and extended employment; dollar amount required)	Facilities improvements	ities ements	Publications (if sport-specific)	ations specific}
·	Expen	Expenditures	Expenditures	ditures	Expen	Expenditures	Expen	Expenditures	Expen	Expenditures	Expen	Expenditures
	School	Booster	School	Booster	School	Booster	School	# Coaches for all	School	Booster	School	Booster
·								# Teams for all levels				
G basketball	4923.31	0	2395.27	0	273.50	0	14200.00	4x3	1800.00	0	0	0
B basketball	12291.21	0	4295.75	0	478.00	0	14200.00	4x3	0	0	0	0
G softball	7488.73	0	3038.61	0	146.00	0	6300.00	3X2	2800.00	0	0	0
B baseball	3965.99	0	1935.03	0	236.55	0	6300.00	3X2	0	0	0	0
G cross country	N/A		N/A		N/A		N/A		N/A		N/A	
B cross country	N/A		N/A		N/A		N/A		N/A		N/A	. 38
G golf	3936,50	0	1741.60	0	64.13	0	2575.00	1/1	N/A			Bra
B golf	3936.50	0	1741.60	0	64.13	0	2575.00	1/1	N/A			
G soccer	N/A		N/A									
B soccer	1997.27	0	2263.47	0	537.77	0	5150.00	2X2	0	0	0	0
G swimming	745.03	0	288.32	0	25.00	0	2000.00	1/1	N/A		N/A	
B swimming	745.03	0	288.32	0	25.00	0	2000.00	1/1	N/A		N/A	
1 Total expenditures on T-35 and T-36 on the 2009-2010 year report due by April 15, 2010 of each school year, should reflect the total monies spent (rounded off to nearest	 ss on T-35 al	nd T-36 on th	te 2009-2010	year report	due by April	15, 2010 of e	each school ye	ear, should ref	lect the total	monies spe	nt (rounded o	ff to nearest

dollar) for the entire school year of 2008-2009 ending June 30, 2009.
Booster Club Funding/Contributions must be included in the apove expenditures total. (Note: It is illegal for coaches to be paid by Booster Clubs -- Reference KHSAA Bylaw 27) Total expenditures on T-35 and T-36 on the 2009-2010 year report due by Apr dollar) for the entire school year of 2008-2009 ending June 30, 2009.

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Principal's Signature: 上部二10de

Date:

ZUUN-ZUTU ACTUAL EXPENDITURES - PROGRAM COMPARISON CHART 2 - (Form T36) TO INCLUDE BOOSTER CLUB FUNDING



Sports	Equipm	Equipment and supplies	Ta	Travel	Awards	ırds	Coache (to suppler ext employr	Coaches' salaries (to include supplemental and extended employment; dollar amount required)	Faci	Facilities improvements	Publications (if sport-specific)	Publications sport-specific)
	Expen	Expenditures	Expen	Expenditures	Expen	Expenditures	Expe	Expenditures	Expen	Expenditures	Expen	Expenditures
	School	Booster	School	Booster	School	Booster	School	# Coaches	School	Booster	School	Booster
					·			levels / # Teams for all levels				
G track	13852.5	0	540.60	0	109.95	0	2300.0	2/,				
B track	13852.5	0	540.60	0	109.95	0	2300.0	2/1				
G tennis	1112.00	0	537.03	0	62.02	0	2000.0	1/,				
B tennis	1112.00	0	537.03	0	62.02	0	2000.0	1/1				
G volleyball	2799.08	228.00	4732.51	0	397.10	0	4150	2x2				
B wrestling												
G (list sport)									-			3
B football	7004.22	0	4111.62	0	644.40	0	18700	5x3	0	0	0	0
G (list sport)												
B (list sport)												-
						7. 0400 14	to older believe	one of the part of the part (rounded off to pearest dollar) for the entire	chont (ross	and off to no	arest dollari	for the eni

Total expenditures on T-35 and T-36 on the 2009-2010 year report due by April 15, 2010, should reflect the total monies spent (rounded off to nearest dollar) for the entire school year of 2008-2009 ending June 30, 2009.

Booster Club Funding/Contributions must be included in the above expenditures totals. Indicate percentage of total expenditures for each gender. (If disparities are obvious, list on your Corrective Action Plan (T-60) what action you will take to correct the problem.

Percentage	42%	58%	400%	Date: 4/21/2010
Expenditures	\$84,611.14	\$116,000.96	Total: \$290,612.10	10:010
Gender	Bovs	Girls		

Principal's Signature: __

Date:

SCHOOL NAME_Russellville_

2009-2010 TITLE IX CORRECTIVE ACTION PLAN (FORM T-60)

DIRECTIONS

- 1. For Column 1, indicate the intended area (Opportunities or Benefits) which needs corrective action in order to achieve gender equity. For Column 2, write the suggested change or activities that will correct the area in need of alteration. For Column 3, include the estimated completion date for the changes or activities.
- encourages compliant schools to identify items for improvement (Column 1), activities to accomplish the improvement It is possible to attain compliance with Title IX and no longer need "corrective" action. However, the KHSAA strongly (Column 2) and a timetable for completion (Column 3) that will strengthen the athletic program. ٨i
 - You may copy this form as needed. Please attach corrective action plans along with audit forms and submit by April က

COLUMN 1	COLUMN 2	COLUMN 3
SPECIFIC ITEM FOR CORRECTION/ IMPROVEMENT	PLAN FOR SUGGESTED CHANGE	START DATE AND COMPLETION DATE OF CORRECTIVE ACTION
Equipment and supplies advantage on form T-41 was due mainly because of our football program and our Boy's basketball team purchasing two sets of uniforms.	Our girls program has already ordered two sets of uniforms; along with warm-up shirts for the 2010-11 season.	Summer 2010 completion
Curriculum added	Due to the survey that was taken from the 2008-09 survey. Russelfville High has added Archery as an x-tra curricular activity for both gender.	Fall 2009 completion.
Facility Improvements	Continue to up-grade our softball field's dug-outs and adding additional fencing.	Spring 2010
Facility Improvement	Addition of new floor tiling, lockers, and designing to our girl's basketball locker room.	Winter 2009

Principal's Signature:__



2009-2010 KHSAA TITLE IX ATHLETICS AUDIT (Form T-41) Checklist - Overall Interscholastic Athletics Program

- DIRECTIONS:

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For the Areas of Compliance (Opportunities and Benefits) listed on the left hand side of the page, place a checkmark under the appropriate column identifying whether your school provided an advantage to the Girls' Program, or to the Boys' Program or to Neither Program. A review of T-35 and T-36 spending patterns might be helpful in completing this form.

	ADVANTAGE TO:				
Areas of Compliance:	GIRLS' PROGRAM	BOYS' PROGRAM	NEITHER PROGRAM		
OPPORTUNITIES					
Accommodation of Interest and Abilities			X		
BENEFITS					
Equipment and Supplies		X			
Scheduling of Games and Practice Time			X		
Travel and Per Diem Allowances			X		
Coaching			X		
Locker Rooms, Practice and Competitive Facilities			X		
Medical and Training Facilities and Services			X		
Publicity			X		
Support Services			X		
Housing and Dining			X		
Tutoring			X		
Athletic Scholarships			· · · · · · · · · · · · · · · · · · ·		

If an advantage/inequity is indicated, corrective action should be shown on the Corrective Action Plan, Form T-60.

Principal's Signature:_

Date:



INTERSCHOLASTIC ATHLETICS SURVEY (FORM T-63) Summary of Student Responses

	School Year:	2009-10					
	School Name:		F	Russellville	High Scho	ool	
	Scribol Mairie.	Enrollment				······································	
		(9-12 Grade):	(SHOU	ILD AGREE	WITH FORM	T-1, COLUM	N 1, ROW 3)
	• •	Number of 9-11	Grade St	udents Si	urveved: 1	95	
							*
95.2 3650 - 4		Number of 8 th G	rade Stu			, 	
	Date:	*	, 1	April 1	18, 2010		
	Completed By:			March	22, 2010		
	instructions:						
		ize the Student A	thletics Ir	nterest Su	urvevs For	m T-61 by	listing the total
1/5.1		of responses on t			-		maning and total
	· · · · · · · · · · · · · · · · · · ·	e Other Category			•	he sports a	as well as the
		of students who a	•		_		
	Please s	ign and date this	Summar	y Form (T	-63) and r	mail this <u>S</u> u	ummary Form
	- Carlotte	ne KHSAA by Apr		_			,
	However	, these Forms sh	ould be r	naintaine	d in your f	iles in the	event they are
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ŕ.		s, etc. or advisee/a					
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	·····	ountry (Boys)	A de	\$11	50		
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	4 Golf (Girl	•	, et				
	7 Golf (Boy			.1			
	3 Soccer (0	•	÷				
	19 Soccer (F			0.9	*		
*	_16 Volleybal	ll (Girls) 🐷 🔻	. 13				

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List Intramural Sports students are interested in adding: (From Student Survey T-6‡ Question 6)

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Volleyball boys Ping- pong padminton	15
	37
	28
articipation in Non-School Sports Ac	
From Student Survey T-61 Question 7)	
B	I Manuscriptor and
Sport	Number 12
Slow pitch softball	12
Basketball	21
Swimming	13
3owling	15
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KHSAA TITLE IX RE-VISIT (FORM T-50) 2009-2010 SCHOOL YEAR

School Name:Russellville	High
The following persons are to be id	lentified:
School District Title IX Coordinate	
Name	Kaye Wilkins
Professional Title	Assistant Superintendent
Phone Number	270-726-8405
Address	S. Summer St. Russellville, KY 42276
School Title IX Coordinator: 🕟	
Name	Phil Todd
Professional Title	Athletic Director
Phone Number	270-726-8421
Address	1101 W. 9th St. Russellville, KY 42276

The following signatures verify the authenticity of the documents included and certify to the KHSAA that the following is an accurate and true representation of the facts surrounding compliance with 20 V.S.C.Sections 1681-1688, it. Seq. (also known as Title IX).

	SIGNATURE	DATE
Principal	Jet P. Myer-	4/21/2010
School Title IX Coordinator	Phil Lord	4/21/2010
Superintendent	Le m. Smith	4/21/2010
District Title IX Coordinator	Raye M. William	4/21/10
School Board Chairperson	James & Melan	4/2-1/10



KHSAA TITLE IX RE-VISIT (FORM T-50) 2009-2010 SCHOOL YEAR

(Continued)

		,
School Name:	Kussellville	High

Gender Equity Review Committee Members:

MEMBER NAME	TITLE	SIGNATURE	DATE	(√) *
Veronica Johnson	Coach	Venenica m. Johnson	4/21/10	
Larry Johnson	Asst. Coach	Law on	4/21/10	
Dedra Adler	Coach	Dudra Adlon		
Robbie Carnall	Parent	Pobbie Cause	4/21/10	
Nakia Daniel	Student	naria Daniel	4/21/10	
Paul Neal Sansom	Student	Pul lanon	4/21/10	
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		-		

• - Please check (✓) if Gender Equity Review Committee members have reviewed this final submission.