



Association of
Title IX Administrators

Concurrent
Session

True Equity at the Intersection of Title IX & DEI

ATIXA National Conference 2022
Orlando, FL

PRESENTERS



Warren R. Anderson, Ed.D. - Vice President for Diversity, Equity, and Inclusion - Bradley University

Jennifer L. Ball, Ph.D. - Chief Inclusion Officer, Title VI/IX/ADA Coordinator - Clarkson University

Sharon Perry-Fantini - Vice President for Diversity, Equity, and Inclusion - Iowa State University

SESSION OVERVIEW

- Detail historical inequities with Title IX and its implementation on American educational institutions
- Identify patterns of disparate treatment of minoritized populations in pursuit of sex and gender-based discrimination
- Discuss complexities of ensuring equity for minoritized populations in K-12 and Higher Ed settings
- Dissect consequences of inequitable practices in various settings
- New regulations' impact on true equity
- ATIXA's role in ensuring equity for member organizations
- Institutional best practices related to equitable practices

Ground Rules - Presenters & Participants

Presenters

- Respectful to participants' perspectives
- Allow time for reflection and engagement
- Thoughtful exchanges and interactions
- Respectfully challenge ideas and assumptions
- Ensure fun

Participants

- Respect is key
- No such thing as a wrong answer or question
- Encourage fellow participants
- Engage to a high degree
- Honest reflection and institutional respect
- Positive energy is the only requirement

DEI & Title IX

Complexities

- Demographics
- Resources
- Social Justice
- Cultural awareness (olto)
- Balancing acts related to Title IX and DEI

Barriers

- Lack of training
- Lack of awareness
- Social consciousness
- Historical practices
- Popular culture and media

Application of TIX

- Racial disparities
- Gender inequities
- Lack of accountability
- Institutional oversight
- Lack of connection

Consequences of Inequitable Practices

Students of Color

LGBTQIA+

Open/Closed
Communities

Women

Athletics

International

Key Factors: intersectional identity, complainant versus respondent
Consequences: Inadequate survey data, Inadequate support services
Respondent - Spotlighting, Increased sanctions and Findings of responsibility
Complainant - Underreporting

Equitable Title IX Process



Institutional Best Practices

- How does YOUR institution/system work to ensure equity throughout the Title IX grievance process?
- Has your institution/system run into issues or barriers in an effort to ensure equity in the Title IX grievance process?
- Can an institution/system truly ensure equity if inequities exist specifically for marginalized populations across your institution/system?
- What would you like to see implemented in all Title IX grievance processes to ensure true equity for all marginalized populations?

ATIXA's role in ensuring Equity in Title IX



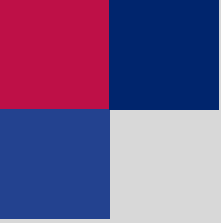
Final Insights

Presenters

Participants

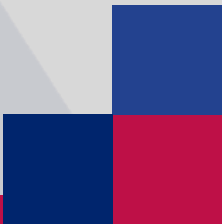
ATIXA

Community



Association of
Title IX Administrators

Questions?



ATIXA 2022

Orlando, FL

- ❖ Dr. Warren R. Anderson
Wranderson@Bradley.edu
- ❖ Dr. Jennifer L. Ball
Jball@Clarkson.edu
- ❖ Dr. Sharon Perry-Fantini
Sharonp1@iastate.edu

THANK YOU!



Association of
Title IX Administrators

LIMITED LICENSE AND COPYRIGHT. By purchasing, and/or receiving, and/or using ATIXA materials, you agree to accept this limited license and become a licensee of proprietary and copyrighted ATIXA-owned materials. The licensee accepts all terms and conditions of this license and agrees to abide by all provisions. No other rights are provided, and all other rights are reserved. These materials are proprietary and are licensed to the licensee only, for its use. This license permits the licensee to use the materials personally and/or internally to the licensee's organization for training purposes, only. These materials may be used to train Title IX personnel, and thus are subject to 34 CFR Part 106.45(b)(10), requiring all training materials to be posted publicly on a website. No public display, sharing, or publication of these materials by a licensee/purchaser is permitted by ATIXA. You are not authorized to copy or adapt these materials without explicit written permission from ATIXA. No one may remove this license language from any version of ATIXA materials. Licensees will receive a link to their materials from ATIXA. That link, and that link only, may be posted to the licensee's website for purposes of permitting public access of the materials for review/inspection, only. Should any licensee post or permit someone to post these materials to a public website outside of the authorized materials link, ATIXA will send a letter instructing the licensee to immediately remove the content from the public website upon penalty of copyright violation. These materials may not be used for any commercial purpose except by ATIXA.