Inaugural Community College Diversity Institute

Group Presentation Notes

**Title IX**

Ketwana D. Schoos, CCAC, presenter of Title IX workshop

Rene Arnold, Lone Star CC

John Thibodeau, Gateway Technical College

Key points of discussion

Title IX belongs with DEI office - focus is civil rights and equity for protected classes. A connection is still needed to HR and other offices.

We discussed the importance of a preferred name policy and preferred pronouns. This is a very sensitive issue for students and staff.

This is connected to LGBTQIA being included in Title IX as of June of 2021 (gender identity and sexual orientation are now included).

This can have big implications for students’ sense of belonging, retention, and public image as well as college processes (registration, external reporting, etc.)

Pregnancy accommodations are another poorly understood aspect of Title IX. Faculty have difficulty at times with having to make exceptions to rules.

We talked about the educational role of the Title IX office as well as the compliance function which people may see as threatening or punitive. The Title IX office is neutral and supportive of all parties involved in an issue. The investigative function may worry or scare people, but it is built around protecting everyone.

We talked about faculty’s desire to help students being in line with the goals of Title IX.

The expansion of domestic violence cases is also a big issue right now. Need to connect students and staff to resources in the community who support victims of domestic violence. Need to be sensitive to how this impacts the student experience.

Title IX can be a source of supportive resources from inside and outside the college. Need to have those connections.

Touched on student basic needs, which lives more in student affairs, but this can impact students in ways that impact inclusion and equity.

CDOs need to be able to connect Title IX to the overall mission of DEI and focus on how it educates, supports, and protects people in their diversity. Education and prevention work in Title IX helps head off the non-compliance issues and the investigations and consequences.