

# Diversity and Inclusion in Title IX: Resources and Best Practices

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# Agenda

- Identifying Populations
- Defining Important Terminology
- DE&I Matters in Title IX Protections
- Action and Applications
- Research and Resources



# Traditionally Underserved Populations

- Ethnically diverse persons
- Racially diverse persons
- LGBTQIA+ persons
- Religiously diverse persons
- People with disabilities
- First-generation college students
- SES diversity





# Terminology

- Diversity
- Equity
- Equality
- Inclusion
- Ally
- Intersectionality
- Stereotype
- Power
- Discrimination
- Oppression



# Diversity and Difference Matter!

- Students from diverse backgrounds can experience higher susceptibility to experiencing violence or discrimination that is protected under Title IX.
- There are significant gaps in research surrounding various historically underrepresented and marginalized groups (i.e. LGBTQ+, BIPOC, disabled, undocumented populations)
- There are many potential reasons for why students – especially of diverse backgrounds – may not feel as if they can or should report.





# Stereotype Threat Theory and Microaggressions





## Tweet



**Jeff Bezos Doesnt Pay Taxes**  
@kooshamaad



This reminds of my sophomore-junior year at UA when a string of white women made false reports ranging from robbery to rape to kidnapping against a "dark skin 6ft male" week after week. And not a single one of those women faced any consequences.



'This could have been a Breonna Taylor:'  
Police stormed a Black student's dorm aft...  
[washingtonpost.com](https://www.washingtonpost.com)



# Actions and Applications

- What are ways to effectively exhibit allyship and advocacy in your role?
- Do you have some advantages in life that other people might not traditionally have? How do you help those who do not have them?
- Brainstorm what institutional and social barriers to reporting may exist?





# Research and Resources

- Know Your Title IX
  - <https://www.knowyourix.org/issues/statistics/>
- Teaching Tolerance
  - <https://www.tolerance.org/professional-development/self-guided-learning>
- Racial Justice Toolkit
  - <https://thetoolkit.wixsite.com/toolkit/beyond-allyship>
- Title IX Best Practices
  - [https://cdn.atixa.org/website-media/atixa.org/wp-content/uploads/2016/10/12193055/CAMPUSIX2016\\_Electronic-Distribution.pdf](https://cdn.atixa.org/website-media/atixa.org/wp-content/uploads/2016/10/12193055/CAMPUSIX2016_Electronic-Distribution.pdf)
  - Learning How to Best Serve LGBTQ Victims & Survivors (43) How Public Institutions are Positioned to Serve the Transgender Community (83)

# Thank You! Questions?

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