# 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





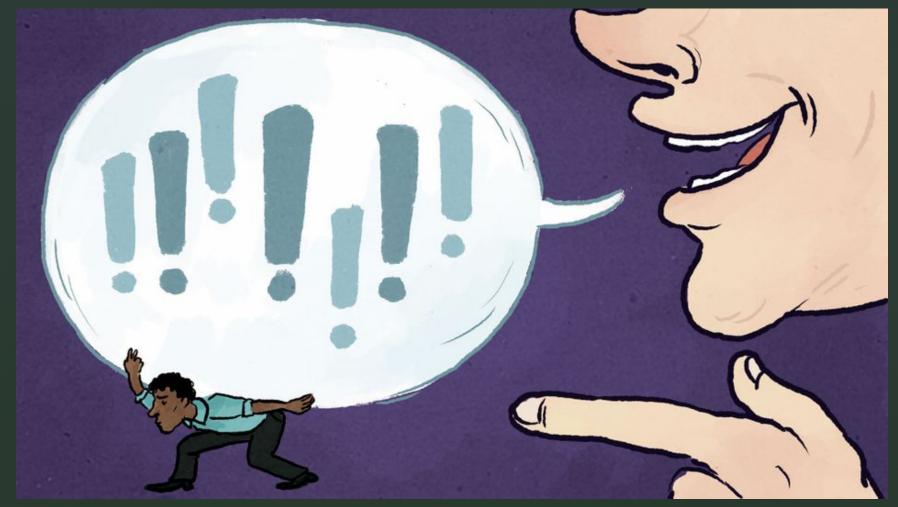
### **Diversity and Difference Matter!**

 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





Jeff Bezos Doesnt Pay Taxes @kooshamaad

Tweet

This reminds of my sophomorejunior 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



#### 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/wpcontent/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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