Concurrent Session

True Equity at the Intersection of Title IX & DEI

ATIXA National Conference 2022
Orlando, FL
PRESENTERS

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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
<table>
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<th>Complexities</th>
<th>Barriers</th>
<th>Application of Title IX</th>
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<td>• Demographics</td>
<td>• Lack of training</td>
<td>• Racial disparities</td>
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<td>• Resources</td>
<td>• Lack of awareness</td>
<td>• Gender inequities</td>
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<td>• Social Justice</td>
<td>• Social consciousness</td>
<td>• Lack of accountability</td>
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<td>• Cultural awareness (olto)</td>
<td>• Historical practices</td>
<td>• Institutional oversight</td>
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<td>• Balancing acts related to Title IX and DEI</td>
<td>• Popular culture and media</td>
<td>• Lack of connection</td>
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Consequences of Inequitable Practices

Key Factors: intersectional identity, complainant versus respondent

Consequences: Inadequate survey data, Inadequate support services

Respondent - Spotlighting, Increased sanctions and Findings of responsibility

Complainant - Underreporting

Students of Color  LGBTQIA+  Open/Closed Communities

Women  Athletics  International
Equitable Title IX Process

- Support
- Non-Discrimination
- Grievance
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 true 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

Advocacy → Education → Policy
Final Insights

Presenters

ATIXA

Participants

Community
Questions?
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