Title IX Coordinator and Administrator Training & Certification Course

Level Five – Bias & Cultural Competencies

The Level Five course has a heavy emphasis on practical skills that Title IX Coordinators, Administrators, and Deputies need to fulfill their duties to their campuses, and take their expertise to the next level. A major component of the two-day course will focus on how bias, either conscious or unconscious, can impact our decision-making. The course will include an in-depth exploration of defining and reducing microaggressions, coupled with a train-the-trainer focus, offering attendees practical tools and teaching materials that can be applied to their schools and organizations. Because bias and microaggressions can often lead to heated debates on campus and lead to threats of violence, attendees will be coached on de-escalating a potential crisis.

Sample Agenda
Day One

Early Morning: Understanding Bias (90 min)
- Complete bias survey/quiz
  - Discussion of common biases with brief examples
    - Gender, gender identity
    - Race/ethnicity
    - Mental health (Autism Spectrum Disorder, personality disorders, thought disorders)
    - Physical disabilities
    - Community members from different countries (international)
- Introduction
  - Understanding we all have bias
  - Result of a cognitive process, habit learned
  - Implicit or expressed, intentional or unintentional
  - Problems
    - Missed data due to creation of blinders
    - Inability to build rapport, make solid referral
    - Ignoring of evidence
  - Common types of bias
- Understanding the root causes of bias

- o Past experience
- o Family and early childhood experiences
- o Institutional pressures
- o Stereotypes, societal norms
- o Politics and religion
- o Gender identity, race, sexual orientation

Late Morning: Specific Population Awareness (90 min)
- Sexual orientation/gender identity overview
- GLBTQ---I
- *Southern Comfort* documentary clip
- Terms and language (trans, transitioning)
- Barriers to reporting
- Special considerations for reporting
- Case study

Early Afternoon: Mitigating Bias (90 min)
- Develop an awareness of potential bias
- Addressing group bias/conformity and groupthink
- Focus on process, use of checklists and procedures
- Avoiding gut decisions, focus on evidence
- Developing 13th man, devil's advocate thinking to check yourself
- Self---care to avoid stress/burnout related to bias

Late Afternoon: Experiencing Microaggressions and Harmful Language (90 min)
- Defining microaggressions
- Making the invisible visible
- Case examples
- Common sources
  - o Race/ethnicity
  - o Gender identity, sexual orientation
  - o Physical disability, mental disability
  - o Generational, religious, political
- Train---the---trainer: advice on teaching microaggression awareness to college students

Day Two

Early Morning: Addressing Microaggressions (90 min)
- Barriers to reporting
- Considerations during the investigation
- Addressing campus protests
- Five step approach in prevention (Sue)
- Case studies and examples

Late Morning: Crisis management and de---escalation skills (90 min.)
- What is a crisis?
- Working with students with mental health and substance abuse problems
- Addressing harm to self: QPR, SPRC guidelines, and management techniques
- Addressing harm to others: risk factors and management techniques
- Applying change theory, harm reduction, and solution---focused approaches to intervention and management
- Practical skill training on motivational interviewing techniques and avoiding traps

Early Afternoon: Assessing Threat to Reporting Party
- Overview of risk factors
  - Review of risk factors for sexual violence
  - Risk factors for lethal violence
- Awareness of how bias can create blind spots
- Developing a risk mitigation plan based on Structured Professional Judgment (SPJ)
  - Title IX and BIT working together
  - Role of law enforcement, conduct, advocates, and counseling
  - Case management (strategies, tactics, logistics)
  - Length of plan and re---evaluation, or lifting of measures
  - Role of no---contact order and retraining order
- Developing a system---wide plan to target bias and reduce risk

Late Afternoon: Bringing it All Together
- Video case studies
- Discussion of potential threat and mitigation of threat in these cases
- How bias presents in these cases impacting plan development