



ATIXA Coordinator Level Five: Bias and Cultural Competencies Training & Certification Course Sample Agenda

Description:

Coordinator Level Five: Bias and Cultural Competencies is a two-day course focused on developing an understanding of bias, cultural competency, and intersectionality in Title IX work. Participants will engage in a variety of individual and group activities to explore their own biases and the potential impacts on Title IX work. ATIXA recommends that all Title IX team members – whether new or more seasoned – complete this course.

Learning Outcomes:

Participants will be able to...

- Identify types of biases that can affect Title IX processes
- Evaluate their own personal cultural competency and evaluate their institution's stage of cultural competence
- Identify campus needs for training and bias-reduction efforts
- Recognize and reduce microaggressions in the Title IX processes and systems
- Develop cultural competency skills and recognize opportunities to utilize such skills within their Title IX system
- Understand the tensions presented by free speech and academic freedom in bias mitigation work
- Gain insight into the concept of privilege and how that intersects with cultural competency

Day 1

11:00 AM – 6:00 PM

Cultural Competence

- What is Culture?
- Definition of Cultural Competence
- Cultural Competency Continuum
- Six Stages

Elements of Cultural Competence

- Open Attitude
- Self-awareness
- Awareness of Others
- Cultural Knowledge
- Cultural Skills

Intersectionality

Introduction to Bias

- Bias Origination
- Bias and Neurobiology
- Ladder of Inference

Types of Bias

- Implicit and Explicit
- Common Forms of Implicit Bias

Additional Forms of Bias

Impacts of Bias on Title IX Systems

- Required Definitions
- ATIXA Definitions
- Consent Construct
- Navigating First Amendment Protections

Day 2
11:00 AM – 6:00 PM

Privilege

- Privilege and Cultural Competency
- Privilege in Education

Leading Efforts to Mitigate Bias in Our Systems

Strategies to Mitigate Bias

- Investigations
- Decision-making

Opportunities to Address Bias and Cultural Competency

- Title IX System
- Intake

Microaggressions

- Categories
- Forms
- Impacts on Title IX Systems
- Prevention Tips

Free Speech Tensions

Discriminatory Policies and Practices

Tips for an Inclusive Title IX Office

- Bias-Free Writing
- Visibility/Invisibility

Training and Tools

- Current Requirements
- Group Activities
- Other Training Tools

Measuring Bias and Cultural Competence Training for Effectiveness

Note: Each training day will include one morning and one afternoon break (approximately 15 minutes each) and a one-hour lunch break. Training start and end times for in-person events are determined by the host site. All virtual training sessions take place from 11 AM – 6 PM ET unless otherwise specified.