

# Policy Design Through an

**Equity**

**Lens**

Elizabeth Trayner, Ed. D.

She, her, hers

Seattle University

AVP Institutional Equity

Title IX Coordinator/504 Coordinator

ATIXA Advisory Board Member



# What does “Anti-Racism” mean to you?



[Poll Everywhere](#)



Text ELIZABETHTRAYNER387 to 22333  
once to join

Tip: If you are adding more than one word then  
include an \_ between words to keep them together





STOP  
RACISM

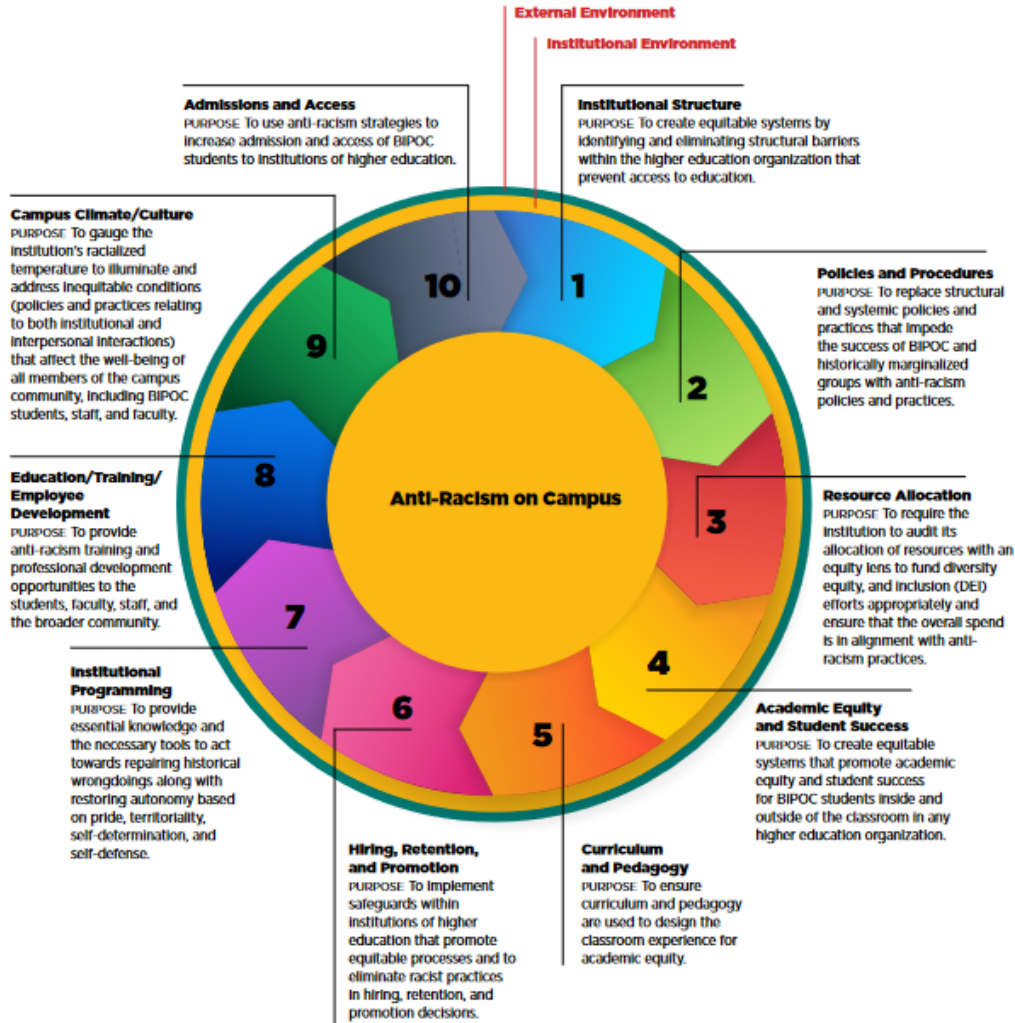
## Anti-Racism

The active process of identifying and challenging racism, by changing systems, organizational structures, policies and practices, and attributed to redistribute power in an equitable manner.

Center for the Study of Social Policy

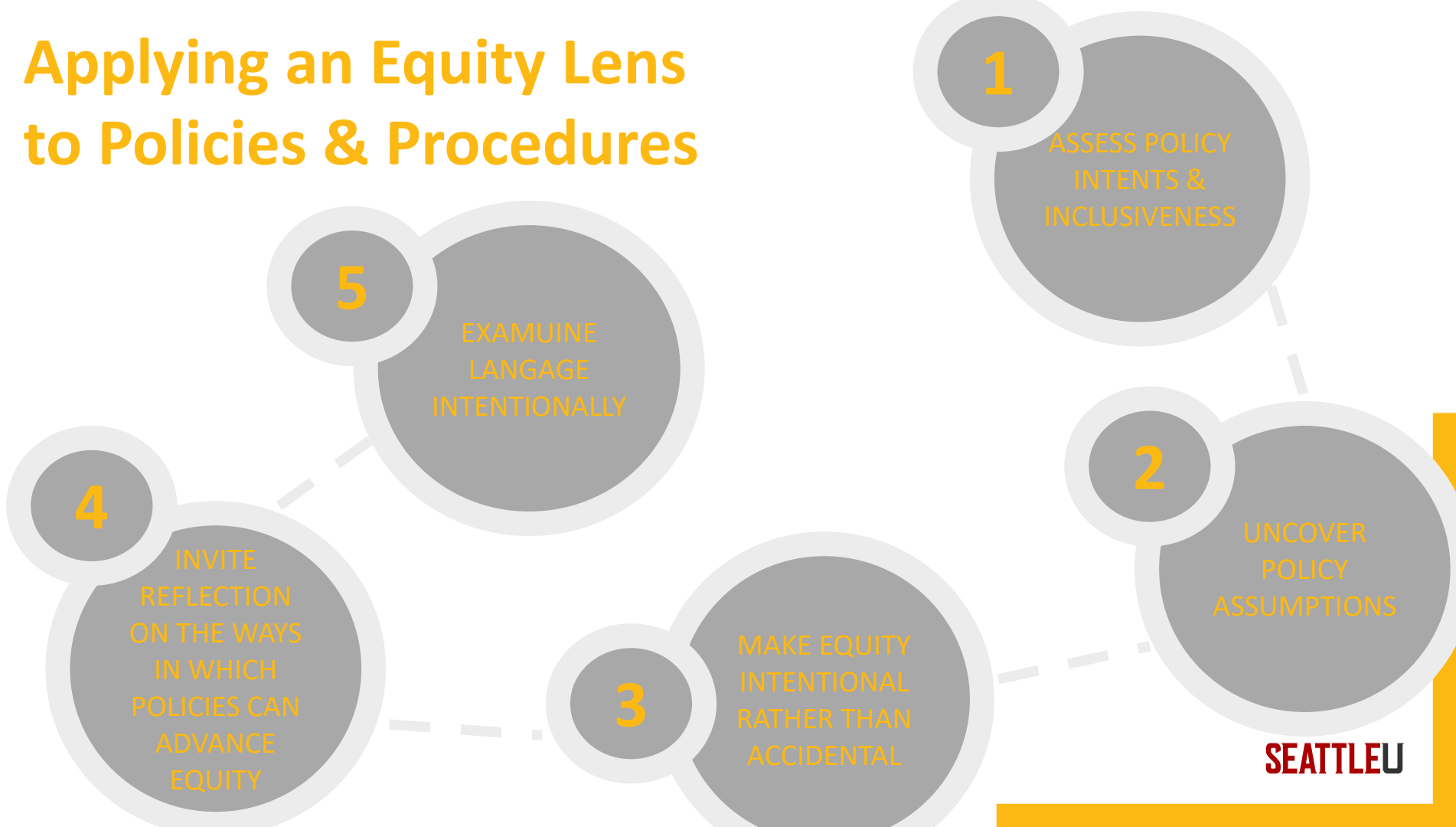


# NADOHE Framework on Anti-Racism





# Applying an Equity Lens to Policies & Procedures





# Antiracism in Higher Education: A Conversation with Ibram X. Kendi



Harvard University  
Office of the Vice President  
for Diversity & Inclusion





# Group Work

What was one new thing you learned from the video or eye-opening perspective that you had not considered before? – *share one sentence with your group*





# Group Work

*Take notes and be prepared to share with everyone*

- What outcomes would signal to you that progress is being made, with regards to equity/diversity, on your campus?
- Is there a policy, tied to those outcomes, that could be hindering progress, and therefore should be re-examined for potentially racist/sexist/ableist/etc. components?
- Continue working through the Policy Assessment as time allows







- Examine Policies and Practices
  - Identify barriers
  - Create Opportunities for Inclusion
- Common Areas of Concern
- Your ideas!





# Elizabeth Trayner, Ed. D.

AVP Institutional Equity

Title IX Coordinator/504 Coordinator

Seattle University

ATIXA Advisory Board Member

[etrayner@seattleu.edu](mailto:etrayner@seattleu.edu)

206.220.8515

**SEATTLEU**





**TO BE HER  
YOU HAVE TO  
SEE HER**

**Mary Ciampa, CEO  
Tiffany Bullock, COO**

**WomenX.org**

\*Artwork created by Jo Dabney for the  
WomenX 2023 Changemakers in Sports Calendar



*"I was very proud  
to be the first, but  
I never wanted to  
be the "only."*





**WomenX curates educational programs from the  
women's lens to empower all of society toward equity**

*Where curiosity meets connection  
Education empowers change*





## WomenX Workshop Rules of Engagement

Part of our mission is to build a strong community of women and allies. One way we do this is through interactive conversation highlighting topics that are important to women and elevate the stories of women trailblazers. We engage in deep conversation where all voices are valued and participation is encouraged.

### Rules of Engagement

- ✓ Safe environment
- ✓ Lively discussion (raise hand to share)
- ✓ Listen well
- ✓ Discussion (ping pong vs radio)
- ✓ Respect other's opinion and perspective
- ✓ Respect time to ensure all voices are heard during our time together

### Community

- ✓ Where topics are explored from the women's lens and where women's voices are elevated.
- ✓ To foster connection, we encourage each participant to join with their video on and participate in the chat or raise their hand to share.



**GRACE LEE BOGGS**  
philosopher and civil rights activist

"Conversation is where you try to honestly confront the limits of your own ideas in order to come to a new understanding."



**What is the first thing that comes to mind  
when you hear Title IX?**

Learn from  
the Past

Think of  
the Future







# ***THE NUMBER 9***





**TITLE IX**  
**JUNE 23, 1972**

---

**NO PERSON IN THE UNITED STATES SHALL,  
ON THE BASIS OF SEX,  
BE EXCLUDED FROM PARTICIPATION IN,  
BE DENIED THE BENEFITS OF,  
OR BE SUBJECTED TO DISCRIMINATION  
UNDER ANY EDUCATION PROGRAM  
OR ACTIVITY RECEIVING  
FEDERAL FINANCIAL ASSISTANCE.**







**Dr. Bernice Sandler**

"Godmother of Title IX"

**BERNICE SANDLER TELLS THE STORY OF TITLE IX**







# Gen Z

- ✓ **Most ethnically diverse generation**
- ✓ **Sees the world's problems as theirs to solve**
- ✓ **Digital natives**
- ✓ **Value information at their fingertips**
- ✓ **Financially conservative**
- ✓ **Value higher education**
- ✓ **DIY Learners**







Brand it as **EMPOWERMENT**

Reframe Title IX





**Tina Sloan Green**

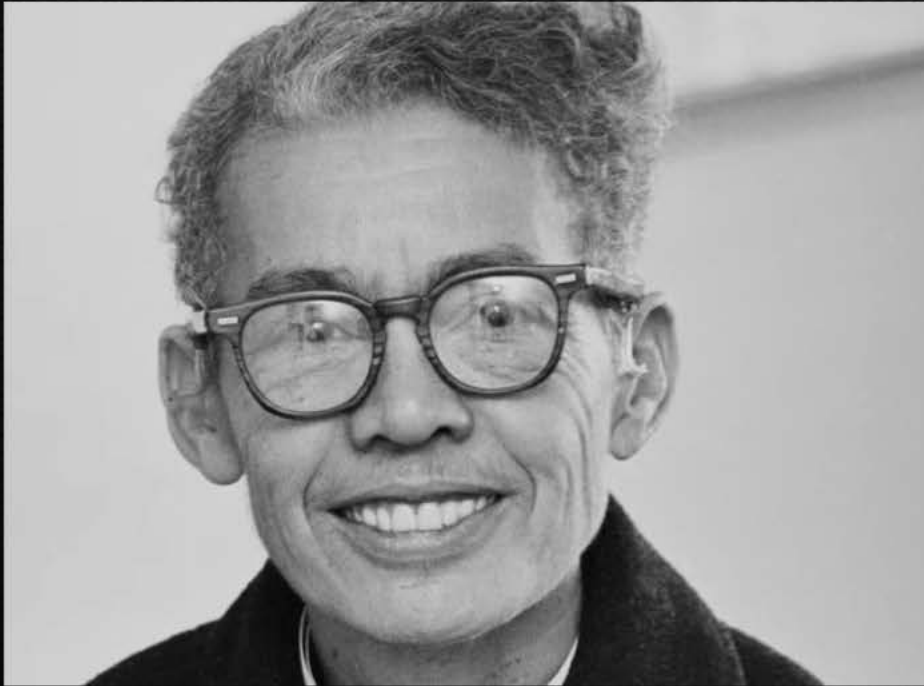
**Title IX Advances Women in Sports**





# Pauli Murray

## Title IX Advances Women in Academia





# Patsy Mink

## Title IX Gives Women Academic Options





# Alexander v. Yale (1980)

## Title IX Offers Women Protection from Sexual Violence

30

L+

family/style

THE NEW YORK TIMES, MONDAY, AUGUST 22, 1977

### Yale Faculty Members Charged With Sexual Harassment in Suit

By DIANE HENRY

Special to The New York Times

NEW HAVEN, Aug. 18—A court battle over whether Yale University faculty members have sexually harassed their students is scheduled to commence soon as thousands return here for a new academic year and for soul searching about the issues in the controversy.

Four women students, two of whom were graduated last spring, and a male assistant professor have filed a class-action suit that they believe to be the first of its kind. They contend that faculty members have engaged in sexually offensive conversations and behavior, resulting in a multitude of harms. One of the women described in an interview her treatment by an instructor as "rape," though that word is not in papers before the court.

The suit wants Yale to set up a grievance committee to dispose of these problems.

One university official who claims to be in touch with large numbers of faculty members and administrators said, "There is a strong argument that if women students aren't smart enough to know how to outwit some obnoxious professor, they shouldn't be here in the first place."



**Ann Olivarus**

# **Title IX Created a Process for Victims to Seek Justice**





# Sally Ride

## Title IX Gave Women Opportunity to Pursue STEM Careers





# University of Michigan First LGBTQIA+ Center (1970) Title IX Created Institutional Support for Diverse Students

**SOCIAL EVENTS • COMMUNITY ORGANIZATION • EDUCATION • COUNSELING • CIVIL RIGHTS**

**LESBIAN AND GAY MALE Groups & Resources**

**GAY HOTLINE**—c/o 3118 Michigan Union (662-1977).  
Crisis intervention, peer counseling & referral, area information.

**GAY LIBERATION**—4112 Michigan Union (763-4186).  
Promotes peer counseling, education, civil rights, social activities,  
Gay Hotline.

**MICHIGAN GAY UNDERGRADS**—c/o 3118 Michigan Union (763-4186).  
A gay social group sponsoring social events, trips, parties, meetings.

**UNIVERSITY LESBIAN NETWORK**—c/o 3116 Michigan Union (763-4186).  
Offers programs and social contact for Lesbians on campus.

**GAY DISCUSSION GROUP**—c/o 3118 Michigan Union  
(763-4186). Weekly discussions on varied  
topics; social events.

**PARENTS & FRIENDS OF LESBIANS & GAYS**—  
c/o 3116 Michigan Union (763-4186).  
Support, peer counseling, & education  
for parents & friends of  
Lesbians & gay men.

**LESBIAN & GAY RIGHTS ON CAMPUS (LaGROC)**—  
MSA. Michigan Union (763-4186).  
Protecting workers, students, & faculty from  
discrimination based on sexual orientation.

**MSA HEALTH PROJECT, INC.**—c/o 3118 Michigan Union  
(763-4186). Gay professionals & students in all allied  
health fields—service, education, social functions.

**LESBIAN/GAY LAW STUDENTS**—Hutchins Hall, Law School (763-4234).  
Promoting discussion of gay issues within the Law School.

**ASSOCIATION OF LESBIAN & GAY MALE SOCIAL WORK STUDENTS**—School of Social Work,  
Hutchins Bldg. (763-4186). A broad-based group offering multifaceted support.

**LESBIAN/GAY RADIO COLLECTIVE**—c/o WCBN, 530 Student Activities Bldg. (763-3502).  
Education, information, entertainment—weekly shows.

**Other Campus & Community Groups:** support groups, consciousness-raising groups,  
task groups, athletic and recreational groups.



Prospective Students • Current Students • Alumni • Parents • Faculty

# ILLINOIS STATE

*Illinois' first public university*

## Information About

Illinois State

Academics

Calendar

News

Athletics

Outreach

Technology  
on Campus

A-Z Index

Contact Us

People

Search



Edu  
Infor  
Camp  
Brochu



Spotlight: Feb. 6th and 7th - Spring Employment Event





# Leadership Fellows

## **Demand IX** Cohort



**Arla Davis**

Ithaca College Graduate  
**Demand IX** Cohort Fall '22 & Spring '23  
Teaching Assistant Spring '23



**Diya Sethi**

Northeastern University  
**Demand IX** Spring '23



**Raychel Fauntroy**

Howard University  
**Demand IX** Fall '23





# Nine Title **IX** Benefits

1. **Increased number of women pursuing STEM degrees**
2. **Diversity in academic leadership**
3. **New sports opportunities for all**
4. **Opportunities for pregnant students to complete degree**
5. **Increased housing opportunities**
6. **Increased federally funded assistance, fellowships and scholarships**
7. **Support for LGBTQIA+ and students of color**
8. **Safeguards for survivors of harassment, bullying and assault**
9. **Pathways to justice through the offices of Title IX and creation of DEI roles on campus**





# INTERSECTIONS OF SEXUAL ASSAULT & HAZING

---

ATIXA'S Annual Conference

*October 9, 2023*



**Cecilia Dockery, M.Ed**  
Assistant Director of Programs  
Clery Center



**Jessica Mertz, M.A.**  
Executive Director  
Clery Center



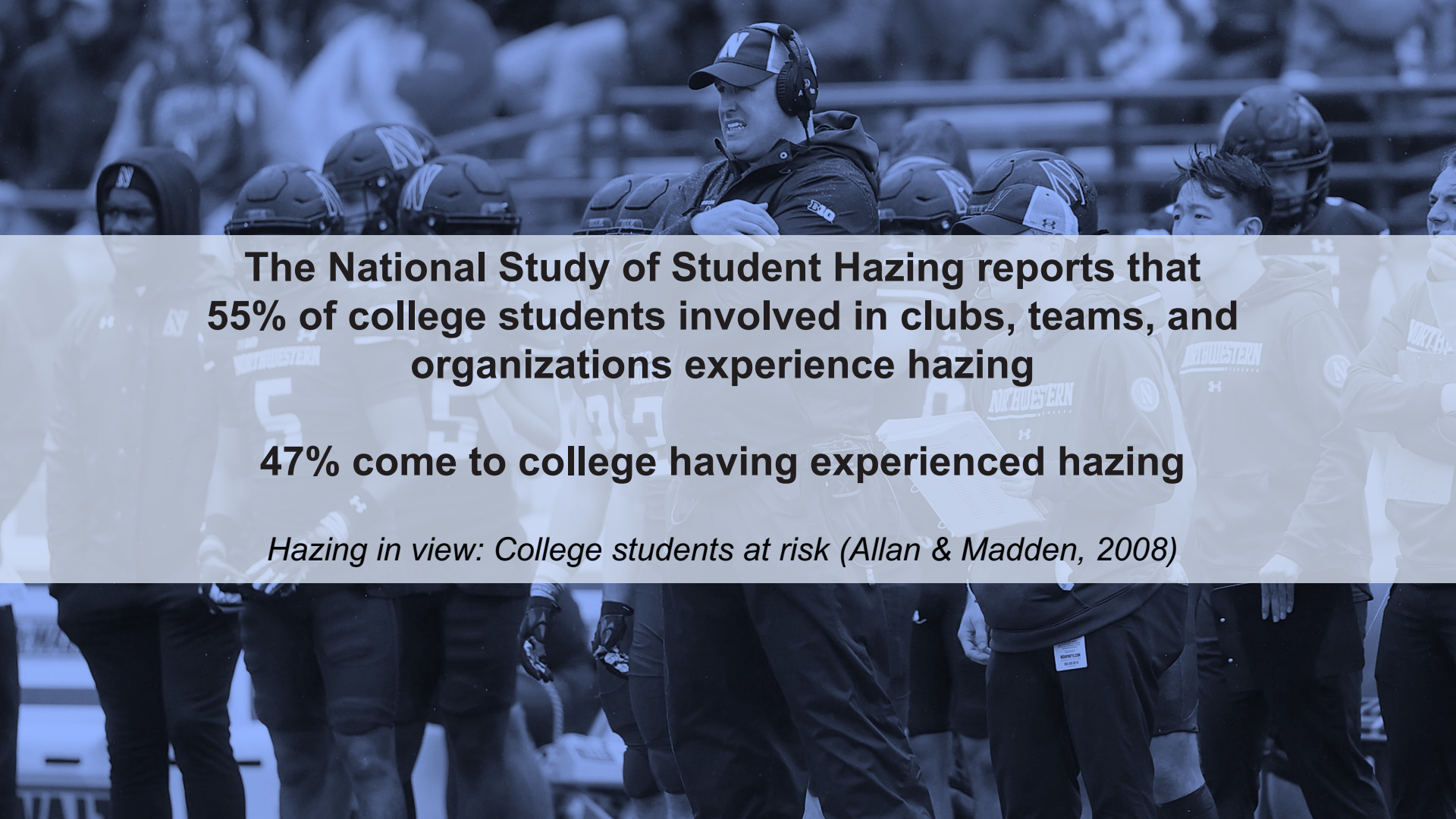
**Cari Simon, Esq.**  
Title IX Attorney  
Fierberg National Law Group



**Hazing is any activity expected of someone participating in a group that humiliates, degrades, abuses, or endangers them regardless of a person's willingness to participate**

*Allan & Madden, 2008*





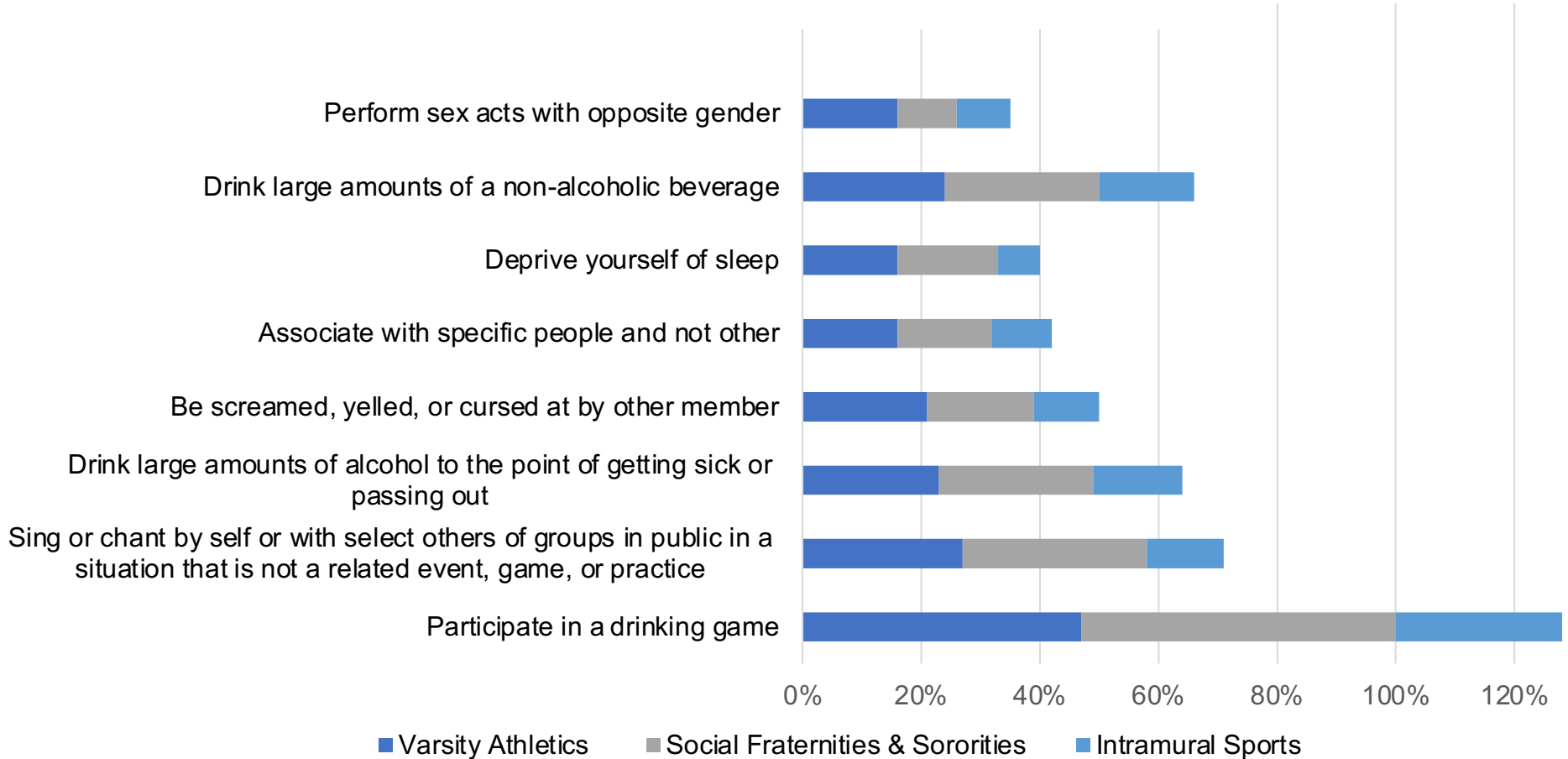
**The National Study of Student Hazing reports that  
55% of college students involved in clubs, teams, and  
organizations experience hazing**

**47% come to college having experienced hazing**

*Hazing in view: College students at risk (Allan & Madden, 2008)*



## REPORTED HAZING BEHAVIORS BY GROUP



*Hazing in view: College students at risk (Allan & Madden, 2008)*





WHAT ARE SOME OF THE COMMON  
DYNAMICS WITH BOTH HAZING &  
SEXUAL VIOLENCE?





**Victims of hazing may minimize, rationalize, or normalize hazing behaviors, or feel as though what happened was their fault.**

*Allan & Madden, 2008*

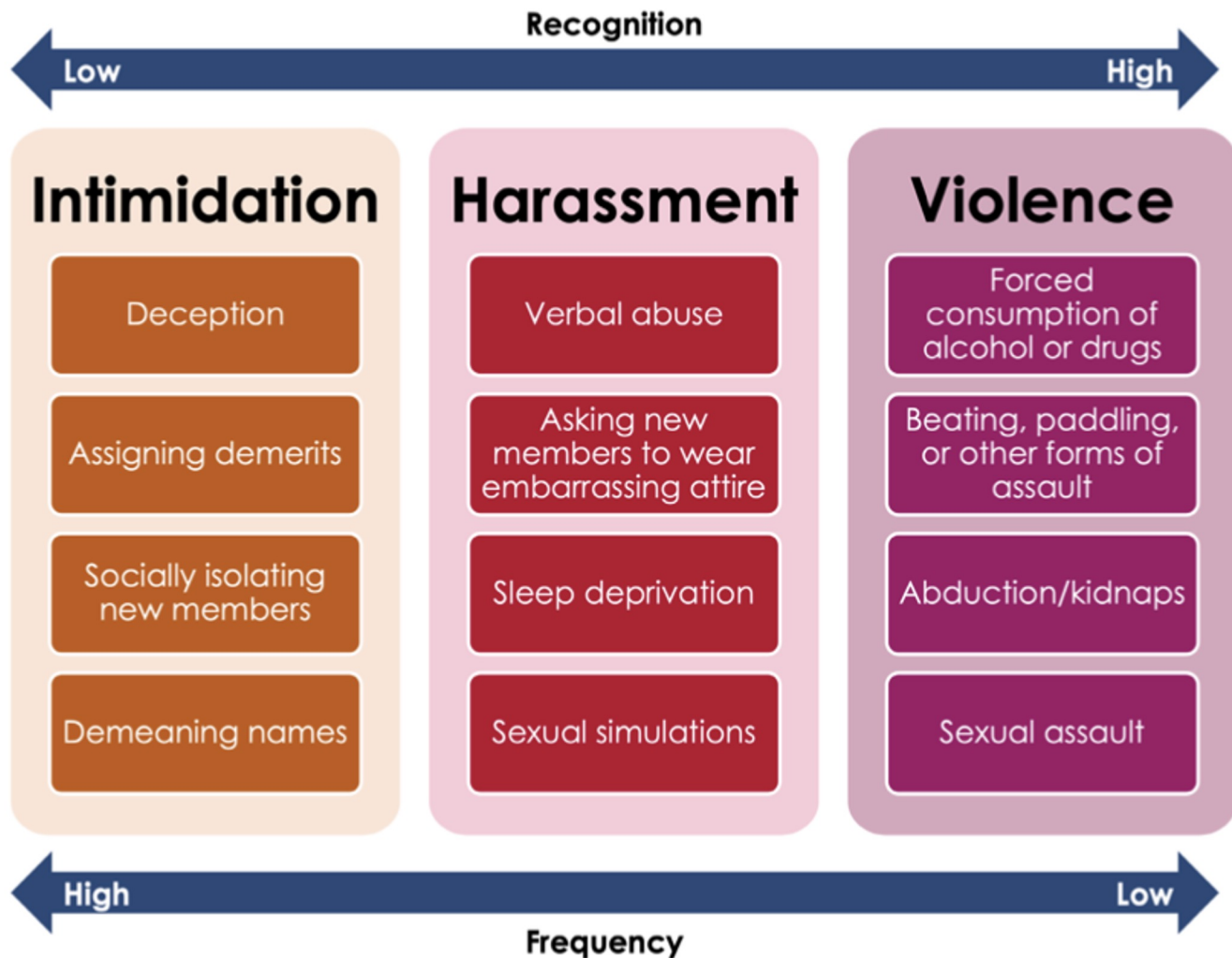




# The Spectrum of Hazing

Allan, 2015; Allan & Kerschner, 2020; Adapted from Bringing in the Bystander®

View additional examples at <https://stophazing.org/issue>





# REAL WORLD EXAMPLES

- Fraternity pledges were instructed to stand in front of the institution's women's center and shout *"No means Yes, Yes Means Anal"*
- Pledge brother texted on the group text thread that he had sex with an inebriated female behind the trash, others responded cheering him on
- Older players offered football recruits a "good time" which involved arranging for women for them to have sex with during recruitment visit
- Football team had a practice called "running" in which veteran team members would restrain and "dry hump" a teammate in a dark locker room



## DISCUSSION QUESTIONS

- What are the unique challenges you can identify about where sexual assault and hazing intersect?
- How does your institution work to identify spaces where hazing is common?





## CASE STUDIES & DISCUSSION



# DISCUSSION QUESTIONS

- What is your institution's process for investigating sexual assault that occurs within the context of hazing?
- What types of supportive remedial measures can you make available to support victims harmed by hazing and/or to address the hostile environment?



Federal Anti-hazing legislation:  
**STOP CAMPUS HAZING ACT**

*How will this impact  
your institution?*

Stop Campus Hazing Act Requires:

- Inclusion of hazing incidents as Clery Act crime statistics in Annual Security Reports (ASRs).
- Comprehensive research-based educational programming on hazing for all stakeholders.
- A publicly available hazing transparency report that shares institutional hazing policies and identifies organizations that have violated them.



# CONSIDERATIONS FOR YOUR IHE

- Build & maintain strong working relationships with key partners who may be involved in matters related to sexual misconduct and/or hazing.
- Coordinate prevention efforts to integrate education about hazing & sexual assault.
- Review current policies to ensure sexual assault and sexual harassment is identified as a form of hazing.
- Create a mechanism to combine cases where there is both Title IX and hazing, to avoid putting victims through multiple proceedings.
- Include questions about hazing in campus climate surveys that assess the prevalence of sexual violence.



# RESOURCES

- Model Investigation Guide for Fraternity & Sorority Life Organization, Association for Student Conduct Administration
- 10 Signs of Healthy & Unhealthy Groups: Toolkit, StopHazing & One Love
- Campus Commitment to Hazing Prevention: Action Guide, StopHazing & Clery Center
- “We Don’t Haze” documentary film & supplemental resources, StopHazing & Clery Center
- Lessons Learned from Bystander Intervention Prevention in Ending Sexual and Relationship violence and Stalking: Translations for Hazing Prevention, Stapleton & Allan, 2014





**OUR MISSION:**  
Working together with  
college & university  
communities to create  
safer campuses.

**OUR VALUES:**  
Expertise • Mission-driven  
Collaborative • Authentic  
Inclusive • Innovative

## WHAT WE DO:

-  Education  
& Training
-  Membership
-  Policy Advocacy
-  Initiatives:  
Free topic-  
specific  
resources