

# **Leading and Strategizing as a New Title IX Coordinator Bootcamp**

**Leading with Integrity and an Equitable Mindset**

**Session Six – Wednesday, March 16, 2022**

## **Disclaimer**

**The information provided in this training does not, and is not intended to, constitute legal advice; instead, all information, content, and materials available during this training are for training and general informational purposes only.**



**CHAT**



**Refresh & Reset**

What resonated with you after watching the "Mitigating Bias" webcast?

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 **ACADEMIC**  
IMPRESSIONS

**#1**

**Mitigating Bias Review**

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## How to Outsmart Your Own Unconscious Bias

"The human brain is a remarkable achievement in evolution. Unfortunately, the brain activity that kept the human species alive for millions of years is the same brain activity that keeps us from achieving equality today. Author, speaker and CEO, Valerie Alexander, explains how the human brain instinctively reacts when encountering the unexpected, like saber-toothed tigers or female tech execs, and proposes that if we have the courage to examine our own behavior when faced with the unfamiliar, we can take control of our expectations, and by doing so, change the world."

– Valerie Alexander

[https://www.ted.com/talks/valerie\\_alexander\\_how\\_to\\_outsmart\\_your\\_own\\_unconscious\\_bias](https://www.ted.com/talks/valerie_alexander_how_to_outsmart_your_own_unconscious_bias)

## Responding to Bias Under in Specific Roles

Bias of Investigator

Bias of the Interviewee

Bias during a Live Hearing

Bias of the Title IX Coordinator/ Process



**GROUP DISCUSSION**



**How are you currently identifying potential bias in your Title IX Process for each role?**

**If possible, how are you mitigating that potential bias?**

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## Best Practices in Mitigating Bias

-  Separating intake from investigation
-  Pre-investigation checklist
-  Investigation Meetings with Title IX Coordinator/other staff
-  Evaluation of Title IX Team
-  Evaluation of Title IX Process

 ACADEMIC IMPRESSIONS

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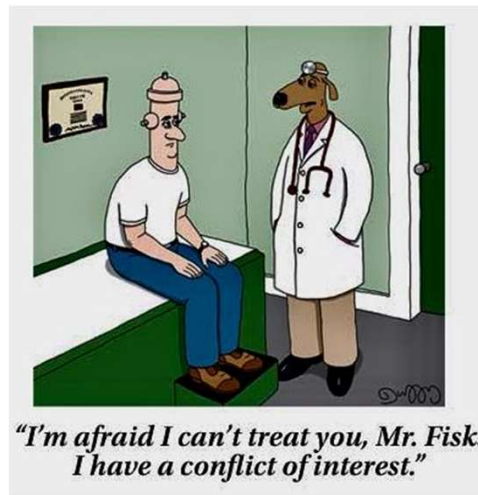
## #2

## Conflicts of Interest

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## ■ What is a conflict of interest?

- Conflicts of interest can affect impartiality and objectivity.
- How to avoid conflict of interest challenges:
  - Transparency.
  - Allow for a challenge of any role for conflict of interest at each stage of the process.
  - Thoroughness





**GROUP  
DISCUSSION**

**Bias/Conflict of  
Interest  
Scenarios**

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**ai ACADEMIC  
IMPRESSIONS**

**#3**

**Integrity as the Title IX  
Coordinator**

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**GROUP DISCUSSION**

**Tweet**  
*How do you reconcile privacy obligation with brand?*

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## How to maintain integrity

-  Mitigating Bias; when possible
-  Avoid Conflict of Interest
-  Transparency in Process
-  Equitable Procedures

 **ACADEMIC IMPRESSIONS**

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## ■ Pitfalls of being the Title IX Coordinator

- Self-Doubt
- Doubt of Others
- Loss of Credibility
- Getting through tough times
- Re-establishing confidence



**QUESTIONS?**





**TAKEAWAYS**



Next Bootcamp Meeting:  
Wednesday, March 23<sup>rd</sup> at  
12:00 – 2:00p.m. EST

Please complete the short  
survey in preparation for  
our final session. Survey in  
the Chat.