

## **Title IX Advisory Meeting Minutes from 11.05.2021**

### *1:34 PM: Introductions and welcome*

Tammy Herdender makes announcements including that there is a new pastoral resident who identifies as a woman (who is also a confidential resource) named Amanda. Amanda will be serving as the Pastoral Resident in Fields. Member of Campus Ministry explains what her role is and what she will be doing on campus, including that she will serve as a support and confidential resource for both the residents of Fields and any other student who wishes to speak with her. Member of Campus Ministry also notes that they are open to recruiting for these roles and to reach out if interested or if you know of anyone.

Tammy H. also notes that Title IX is looking for people to serve on the decision-making panel for Title IX. There is a training involved to do so, reach out to [titleix@up.edu](mailto:titleix@up.edu) for more information.

People who were not present for the last meeting introduce themselves and their roles to the group.

### *1:40 PM: Agenda Overview*

Tammy H. provides an overview of general agenda and goals, opens the meeting.

### *1:41 PM: SASA Update*

SASA leadership shares update on SASA Week of Action, shares that it went positively and felt it generated a lot of publicity for the group. SASA shares that they felt the first event of the week (i.e. flags on the public quad space) went particularly well. SASA had a number of people reached out with interest in the group and noted that there was an article written about the week in The Beacon. SASA self-care event also went well, they are working on having another event in November and will share more information about this later in the month. There is not a date confirmed yet for Spring Week of Action.

### *1:45 PM: Update on Title IX and ASUP Diversity and Sustainability Committee Meeting*

Title IX team and ASUP Diversity and Sustainability Committee, who asked to meet with Title IX, met this week to ask questions and have a discussion around student awareness/involvement. Title IX team member shares that this meeting went well, the group discussed some questions that arose from the SASA week of action display on the quad and further questions on Title IX processes, procedures, etc. The group also discussed how to better communication and awareness. Another team member shares that the team will work on reworking some educational and resource materials to be more accessible

and clearer about what students may need and how to access resources, what/how to report and other information that is applicable to Title IX situations. Next steps will be shared as they develop.

*1:50 PM: General Title IX Updates*

Tammy shares that despite the currently posted opening for a Title IX Coordinator, the Title IX team is fully staffed at this time. Ann James and Meg Farra are fulfilling this role in co-coordinator capacity until filled. Ann provides a general update on what they are doing in responding in reports, as well as clarifying what their separate roles are. Ann states that reports are consistently coming in and notes that reports can be a sign that students are getting supports. This is somewhat comparable to previous semesters; exact aggregate data will be pulled in the regular two-year report. Title IX stresses that they can't share specific information as only the Title IX is privy to reporting information from the current semester but share general trends (ex. over 100 students have been impacted and reached out to this semester) and note that exact data from 2019 - 2021 will be shared later in the regular aggregate data reports.

*2:00 PM: Roundtable Discussion on How to Improve Culture on Reporting and Resource Access*

Tammy addresses the file cabinet and SASA Week of Action, asks the group how reporting culture can be improved and how concerns about Title IX be addressed. One participant shares that confidentiality can be difficult to navigate, as Title IX can't share specific information or even acknowledge what situations they are aware of to those students not involved or privy to information due to FERPA and other privacy laws. Another participant notes they want more resources and that it can be hard when the focus is on Title IX rather than Title IX *and* other resources, another participant supports that and notes that Title IX is not the only resource and that promoting a better campus culture is not necessarily under Title IX and could be worked on by other departments, groups. There is a support to expand the idea of what is currently housed under Title IX, which is a Federal, more inflexible system rather than one that is UP-driven and made to intentionally work to expand options available to students.

Another committee member notes the need for expanding what options are available and the understanding that Title IX is not necessarily the solution for everything that may arise under Title IX. Tammy H. notes that confidentiality is limiting of Title IX at times, asks the group how to balance outreach with being respectful of student boundaries. Title IX member notes that there has been feedback that outreach and training has been triggering for some students, asks how to balance that. Student shares that they want there to be more awareness around how the process works and being

aware of what options are available, such as anonymous reporting or choosing to report and then take no other action at that time. Title IX team member shares that there is a hope to increase awareness on what Title IX can do for students and on how much students have to share to receive support and report. Two other staff members support this idea and state there is an importance in personalizing Title IX. Another Title IX member shares that the presentations done with Athletics (Title IX trainings at the beginning of the year) have resulted in more outreach. Tammy H. asks the group what the group thinks about creating such things as videos or other ways to personalize the office better to students. Student shares that it may be a good idea to use social media as that is the most accessible. Another participant shares that QR codes or other public flyers, posters may be a good idea in public spaces.

Tammy H. asks what the options are for sharing positive experiences with Title IX, as many of these experiences are not Title IX or confidential resources to share. Ann James shares that few people go into the Title IX process and come out ready to speak about this, even if their experience was positive in the process. Ann also shares that changing Federal regulations are something to anticipate and that are some good things in the current process, such as informal resolution. Ann James and Title IX addresses that the majority of the Title IX situations reported to Title IX are not those that are those that necessitate further action by Title IX, but some are, and so it can be difficult to make blanket statements to help students. The group shares ideas on how to raise awareness to students are aware of their rights and choices, as well as the larger process, and how to access these.

*2:28 PM: Closing and summary*

Tammy H. shares that the group will review the HEDS data next month and that there were good ideas shared today, the group hopes to build on these. Group participant shares a request for further updates on the third-party advocate at the next meeting.

*Next meeting is on December 3rd at 1:30 PM. Please email [titleix@up.edu](mailto:titleix@up.edu) for more information.*