Accountability, Advocacy and Action:
The Role of an Equity Officer

Hosted by
Wichita State University
Rhatigan Student Center
1845 Fairmount Street
Wichita, KS 67260
October 21-23, 2018
About The Consortium

MISSION

The Consortium for Title IX & Equity Officers in Higher Ed is a network of professionals dedicated to the prohibition of discrimination and Title IX compliance in higher education. The consortium provides members with a network of support and an opportunity to share resources and best practices that continue to expand their knowledge and skills. We support our Member Universities in their efforts to cultivate an inclusive and equitable environment wherein diversity and excellence are mutually reinforced goals.

VISION

The Consortium serves as a voice for Title IX and Equity Officers to educate the higher education community about best practices for preventing sexual and gender based violence and discrimination. The Consortium utilizes the collective knowledge and experience of its membership to serve as a think tank for developing innovative and thoughtful solutions to general and equality-related concerns facing the nation’s colleges and universities.
Registration and Information

Registration begins September 8, 2018

- There is **NO CHARGE** to attend the 2018 Consortium of Title IX and Equity Officers in Higher Ed. However, a head count for food and logistical purposes is requested.
- To register for the Consortium, please visit: https://goo.gl/forms/6WJKZGaUz1gdpnBo1

Lodging

- Hilton Garden Inn Wichita (in Bradley Fair) includes breakfast Booking Link: http://group.hiltongardeninn.com/WSUConsortiumTitleIX
  Group Name: WSU Consortium Title IX
- SpringHill Suites Wichita East at Plazzio (rate includes hot buffet breakfast)
  WSU Consortium for Title IX Conference October 2018
  Booking Link: Book your group rate for WSU Consortium for Title IX Conference October 2018
- Hampton Inn & Suites Wichita-Northeast (rate includes hot buffet breakfast)
  Group Name: WSU CONSORTUIM TITLE IX CONF. Booking Link:

Transportation from the Airport (ICT) & Ground Transportation

- https://www.flywichita.com/
- Uber/Lyft
- WSU shuttle service available from/to hotels from 7:30am – 800am and 5:00pm

Parking On-Site

- Parking is available in Lot 24 for attendees. Interactive Wichita State Campus Map
- Additional parking available in visitor spaces. No parking in red/reserved spaces.
  *Parking Rules are enforced (i.e. you will receive a ticket).*
## The Consortium Conference Schedule at a Glance

### Sunday, October 21, 2018

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
<th>Point Person</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>5:00 p.m. – 8:00 p.m.</td>
<td>Happy Hour Social</td>
<td>Stephens</td>
<td>*Hilton Garden Inn</td>
</tr>
</tbody>
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*Hilton Garden Inn Wichita, 2041 N Bradley Fair Parkway, Wichita, KS 67226

### Monday, October 22, 2018

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
<th>Speaker/Presenter</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>8:00 a.m. – 8:30 a.m.</td>
<td>Shuttle Services</td>
<td>Scott Jones - KSU</td>
<td>Beggs Ballroom</td>
</tr>
<tr>
<td>8:45 a.m. – 9:25 a.m.</td>
<td>Welcome &amp; Breakfast</td>
<td>OIEC – Wichita State University</td>
<td>Beggs Ballroom</td>
</tr>
<tr>
<td>9:30 a.m. – 10:45 a.m.</td>
<td>Session 1</td>
<td>Scott Schneider, J.D.</td>
<td>Pike 266</td>
</tr>
<tr>
<td>10:45 a.m. – 11:45 a.m.</td>
<td>Session 2a</td>
<td>Alyssa Bryant, J.D.</td>
<td>Spencer 264</td>
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<tr>
<td></td>
<td></td>
<td>Mark Green, Ph.D.</td>
<td>Edmison 256</td>
</tr>
<tr>
<td>12:00 p.m. – 1:15 p.m.</td>
<td>Lunch &amp; Keynote Speaker</td>
<td>Haley Hanson, J.D.</td>
<td>Beggs Ballroom</td>
</tr>
<tr>
<td>1:30 p.m. – 2:30 p.m.</td>
<td>Session 3a</td>
<td>Haley Hanson – Follow-up</td>
<td>Ashton Bridges 257</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Michelle Duncan, J.D.</td>
<td>Smoky Hills 258</td>
</tr>
<tr>
<td>3:30 p.m. – 4:30 p.m.</td>
<td>Session 4a</td>
<td>Kalynn Cheyney, LMSW</td>
<td>Herrman 262</td>
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<tr>
<td></td>
<td></td>
<td>Tyra Miles, LAC</td>
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<tr>
<td></td>
<td></td>
<td>Marc Bennett, J.D.</td>
<td>Spencer 264</td>
</tr>
<tr>
<td>5:00 p.m.</td>
<td>Shuttle Services</td>
<td>Scott Jones – KSU</td>
<td>Beggs Ballroom</td>
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### Tuesday, October 23, 2018

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<tr>
<td>7:45 a.m. – 8:15 a.m.</td>
<td>Shuttle Services</td>
<td>Scott Jones - KSU</td>
<td>Beggs Ballroom</td>
</tr>
<tr>
<td>8:15 a.m. – 9:15 a.m.</td>
<td>Breakfast &amp; Keynote Speaker</td>
<td>Chief Jones – OKU PD</td>
<td>Beggs Ballroom</td>
</tr>
<tr>
<td>9:30 a.m. – 10:30 a.m.</td>
<td>Session 1</td>
<td>Anna Ritchie, J.D.</td>
<td>Spencer 264</td>
</tr>
<tr>
<td></td>
<td>Session 2</td>
<td>John Jones, WSU</td>
<td>Pike 266</td>
</tr>
<tr>
<td>10:45 a.m. – 12:00 p.m.</td>
<td>Session 3</td>
<td>Rob Buelow, EverFi</td>
<td>Beggs Ballroom</td>
</tr>
<tr>
<td>12:00 p.m. – 1:00 p.m.</td>
<td>Lunch – Keynote Speaker</td>
<td>Scot Beckenbaugh</td>
<td>Beggs Ballroom</td>
</tr>
<tr>
<td>1:15 p.m. – 2:15 p.m.</td>
<td>Session 4</td>
<td>Scot Beckenbaugh – Follow-up</td>
<td>Pike 266</td>
</tr>
<tr>
<td>2:15 p.m. – 3:00 p.m.</td>
<td>Consortium Business Meeting &amp; Closing Remarks</td>
<td>Consortium Planning Committee</td>
<td>Beggs Ballroom</td>
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2\textsuperscript{nd} and 3\textsuperscript{rd} Floor Map of the Rhatigan Student Center
Concurrent Sessions – Day 1

Session 1: “Institutional Obligations in Legacy Sex Abuse Cases”
Speaker: Scott D. Schneider
October 22, 2018
9:30 a.m. – 10:45 a.m.
Over the past year, there have been several high-profile instances where former employees, students, or patients have come forward alleging they were sexually abused years (and sometime decades) ago by university employees. This presentation will summarize a couple of high-profile cases, discuss institutional Title IX obligations when faced with legacy-abuse cases, and identify various developing and unresolved legal issues associated with these claims.

Session 2a: “Title IX, Sex Discrimination, and Transgender Americans: A Legal, Practical, and Personal Perspective on the Rights of Transgender Students, Staff, and Faculty”
Speaker: Alyssa J. Bryant, Esq.
October 22, 2018
10:45 a.m. – 11:45 a.m.
Recently, several courts have reconsidered whether discrimination against a transgender person because of their nature is “sex discrimination” under Title IX of the U.S. Educational Amendments of 1972, Title VII of the Civil Rights Act of 1964, Section 1557 of the Affordable Care Act, and any other law which forbids sex discrimination. Although several United States Circuit Courts of Appeal have held that transgender discrimination is “sex discrimination,” the fate of this rapidly evolving area of the law is called into question by recent appointments to the federal judiciary. Ms. Bryant will provide the historical context in this area of the law, insight into recent develops, and practical tips for relating with transgender students, staff and faculty.
**Session 2b: “Keep Calm and Breathe On: Is Self-Care For Real?”**
Speaker: **Mark Green**  
October 22, 2018  
10:45 a.m. – 11:45 a.m.  
During this session we will talk about compassion fatigue and the effects that it can have on our ability to work in this field. We will talk about strategies for reducing stress, and how to achieve and maintain that elusive life balance we all hear so much about. Dr. Green will lead a brief relaxation training and give some practical tips for self-care that don’t have to take more time out of our day.

**Session 3a: “#MeToo, Due Process, and Bad Actors: Striking the Balance in Troubling Times”**
Speaker: **Haley Hansen**  
October 22, 2018  
1:30 p.m. – 2:30 p.m.  
In responding to climate and sexual misconduct concerns, institutions face competing interests presented by public pressure, institutional values, and dedication to fairness. This session will focus on addressing #MeToo, respondent rights and developing guidance and case law, and institutional response to misconduct reports.

**Session 3b: “Is Your AAP Working for You? Five Common Challenges in Developing and Implementing Affirmative Action Programs”**
Speaker: **Michelle L. Duncan**  
October 22, 2018  
1:30 p.m. – 2:30 p.m.  
Many employers that are required to develop AAPs have fallen into a perfunctory cycle of updating and implementing their plans year after year. How can employers use their AAP as a strategic tool to support their diversity and EEO goals and avoid enforcement proceedings or legal claims? Join Michelle Duncan as she walks through five common issues in creating and implementing successful, compliant AAPs:

1) risks that accompany increased focus on pay equity from the OFCCP, EEOC and at the state and local level;

2) whether AAP statistics can be leveraged in your diversity and inclusion program and the associated legal risks;
3) who should be considered an “employee” in your AAP and how does OFCCP handle alternative employment relationships such as on-call and temporary workers;
4) when is it appropriate to waive the requirement to post a job with the appropriate employment service delivery system;
5) how to analyze and defend decentralized hiring decisions in a centralized AAP or a class-based EEOC claim?

Session 4a: “Creating the Context for Healing and Prosperity: Title IX & Human Trafficking Prevention”
Speakers: Kalynn Cheyney and Tyra Miles
October 22, 2018
3:30 p.m. – 4:30 p.m.
Human Trafficking is a form of abuse and exploitation, therefore it directly relates to efforts of Title IX. As survivors (as well as those at-risk of or subjugated to exploitation) attend college, Title IX has a role in ensuring safe environments to encourage growth, both personally and academically. In this presentation, the audience will learn the CCHT mission and approach to anti-trafficking work. Additionally, the audience will understand human trafficking as it relates to abuse and exploitation, the importance of survivor leadership, the role of Title IX in combating abuse, exploitation, and trafficking, as well as learn how they can partner with CCHT in their efforts.

Session 4b: “The Interaction Between the Criminal Justice System & Title IX”
Speaker: Marc Bennett
October 22, 2018
3:30 p.m. – 4:30 p.m.
When an allegation is made that triggers both a criminal and Title IX investigation, how can the two systems address the same basic subject matter in an effective manner without interfering with the work of their respective parallel investigations? The goal of this presentation is to assist Title IX investigators in their understanding of the criminal process and the specific rights and limitations inherent to the criminal justice system.
Concurrent Sessions – Day 2

Plenary Session: “Title IX and the Campus Police; Partnership for the Success of Campus Communities”
Keynote Speaker: Leon P. Jones
October 23, 2018
8:15 a.m. – 9:15 a.m.

Policing on a university campus provides some unique challenges for any law enforcement agency. One of the biggest challenges for a college or university police force is navigating the federal regulations that must be adhered to regarding Title IX and Clery reporting. During this session Oklahoma State University Police Chief Leon Jones will explore how campus police departments can work with Title IX offices and investigators regarding sexual assault reports. Jones will explain the differences between a police investigation and a Title IX investigation, how police interviews differ from Title IX interviews, and why officers must be guarded and not release their information until a criminal investigation is complete. Many times these differences can create frustration between the two entities, Jones will explain what can be done to relieve tensions and create cooperation between the two groups in an effort to achieve a common goal.

Session 1: “At a Crossroad: Intersections Between Campus and Corporate Cultures in the #MeToo Movement”
Speaker: Anna Ritchie
Tuesday, October 23, 2018
9:30 a.m. – 10:30 a.m.

The #MeToo movement disrupted corporate culture and shocked many as businesses terminated a succession of prominent industry leaders. But how much has really changed? And what lessons can we learn as workplaces grapple with the right approach for handling serious harassment allegations? Explore the practical changes occurring in offices across the country and examine how private sector shifts may impact your campus.
Session 2: “Accessibility and Accommodations at WSU”
Speaker: John P. Jones
Tuesday, October 23, 2018
9:30 a.m. – 10:30 a.m.
Wichita State University has been on a challenging journey to ensure an accessible experience for all students. This presentation will discuss the agreement with the National Federation of the Blind that was the catalyst for this journey, the distinction between accessibility and accommodations, WSU’s new policies and resources to address those challenges, and next steps for all members of the organization.

Session 3: “The Four Questions You Must Ask to Transform Your Prevention Strategy From Good to Great”
Speaker: Rob Buelow
Tuesday, October 23, 2018
10:45 – 12:00 Noon
Many well-intended campus prevention initiatives lack the rigorous intentionality necessary for making a transformative impact on sexual assault. Much is known about effective strategic planning, yet less than half of campuses are effectively engaging in this critical prevention process. This session will explore four simple questions that can increase institutional investment in prevention, maximize current resources, and ultimately make sexual assault prevention efforts more impactful.

Session 4: “The Importance and Value of Mediated Solutions in Title IX and Equity Based Disputes”
Speaker: Scot Beckenbaugh
Tuesday, October 23, 2018
1:15 p.m. – 2:15 p.m.
This presentation will include practical, experienced based tips on the importance of engagement in critical conversations, defining the scope of the mediation, the importance of timing, setting, and managing inter and intra related participant conflict during the mediation. This session will also highlight the importance of closure and transparent process follow-up steps necessary to enhance the likelihood durable solutions, designed to enable participants to practice positive conflict management.