The Consortium Presents:

The

2019 Annual Conference

OCTOBER 13-15 / AT UT SOUTHWESTERN MEDICAL CENTER

Host: UTSW
The Consortium is a Network of Leading Institutions Dedicated to Title IX & EO Compliance and the Prohibition of Discrimination in Higher Education

Conference Information Available At: inclusionblueprint.com
To our wonderful sponsors,

Thank You!

We would like to give a special thank you to our sponsors for supporting The Consortium and providing Title IX and Equity Officers with an opportunity to proactively make positive changes within the Higher Education community.

Sponsors:

- Husch Blackwell
- UT Southwestern Medical Center
- Ogletree Deakins
- Oregon State University
WHY Dallas?
This city has made a deep imprint on American popular culture. The museums are not only excellent, but unique. History buffs should not miss the memorials to former President John F Kennedy or the Dallas Holocaust and Human Rights Museum. One of the most impressive additions to Dallas’ cultural landscape in recent years is the 68-acre Arts District, now one of the largest in the country.

THINGS TO DO:

- Explore - https://visitdallas.oncethere.com/
- Visitor Guide - www.VisitDallas.com
VENUE:
University of Texas - Southwestern Medical Center
(Clements Hospital - Education and Conference Center)

Address:
William P. Clements Jr. University Hospital
6201 Harry Hines Blvd.
Dallas, Texas 75390

For Automated Directions:
214-648-6264
ARRIVAL:
Hotel: Sheraton-Downtown Dallas
400 N Olive St., Dallas, TX 75201
1.214.922.8000

SUNDAY INFORMAL MIXER/DINNER

- **Leave Hotel at 6:00 p.m.**
- **Arrive at Top Golf** (8787 Park Lane, Dallas, Tx 75231) **at 6:30 p.m.**

Topgolf takes your favorite activities - bowling, darts and golf - and fuses them with great food and drinks to form a unique entertainment experience. Topgolf requires no golf experience. The Consortium will also have dinner and social activities for non-golfers at this event.
Conference Agenda
From the planning committee

DEAR ATTENDEES

Welcome to the October 2019 Conference of The Consortium of Title IX & Equity Officers in Higher Ed. Your hosts are very pleased to facilitate this meeting and welcome you as our guest.

Over the next two days, we have the privilege of presenting to you some of the nation’s foremost Title IX and equal opportunity experts. We also have the benefit of the institutional knowledge each of you brings from your home institution. We look forward to two days of engaged networking and sharing of best practices.

EVENT PROGRAM - DAY ONE

8:00 AM  Registration (Breakfast)

8:30 AM  Welcome and Opening Remarks

9:00 AM - 9:55 AM  Investigating Powerful Respondents: Issues of Absolute Power in Higher Education

John Klaufus - UT Health San Antonio
Chief Student Affairs Officer & Title IX Director

Suzanne Patrick - UT San Antonio
Director of Equal Opportunity Services & Title IX Coordinator
10:00 am - 10:55 am
Small Group Breakout Session: (Choose One)

1. How Far We've Come; How Far We Need to Go: Reflections on the Practice of Developing Procedure
   Adrienne Lyles - Iowa State University
   Assoc Director of Equal Opportunity and Sr. Deputy Title IX Coordinator

2. Affirmative Action Compliance Reviews: What you need to know as an Institution of Higher Ed
   Facilitator: Molly Kurt - Attorney at Husch Blackwell
   Panelists:
   - Scott Jones - K-State
   - Travis Gill - UT Southwestern
   - Margo Foreman - Iowa State University
PROGRAM DAY ONE

11:00 am - 11:55 am
Small Group Breakout Session:
(Choose One)

1. **But I Don't Have One in My Class:** Accommodations and Accessibility in Higher Ed
   - Carolyn Speer - Wichita State University
     Manager of Institutional Design & Access
   - Christine Taylor - Wichita State University
     Director of Institutional Equity & Compliance

2. **Investigative Interviewing Best Practice:** Evidence-Based Practices for Title IX
   - Adrienne Lyles - Iowa State University
     Assoc Director of Equal Opportunity and Sr. Deputy Title IX Coordinator

Noon - 1:00 pm
Lunch
PROGRAM DAY ONE

1:00 pm - 2:25 pm  
**Title IX vs. Title VII:** The Status of the Split in the Circuits and Practical tips for Handling Employee Investigations.

- Hayley Hanson - Husch Blackwell Partner

2:30 pm - 3:25 pm  
**What is Retaliation and What it Means to Me**

- Belinda McCallister - EEOC District Director

3:30 pm - 4:25 pm  
**Small Group Breakout Session:** (Choose One)

**The Effect of Title IX Enforcement on Underrepresented Populations**

- Eve Shatteen Bell - U of North Texas Asst Vice President of Institutional Equity & Diversity; Title IX & ADA Coord.

- Renee McNamara - U of North Texas Associate Dean of Students

Monday, October 14, 2019
PROGRAM DAY ONE

Not Your Typical Prevention Training:
Alternative Strategies & Practical Exercises of Effective Sexual Harassment Prevention & Education

Krista Anderson - UT System
Systemwide Title IX Coordinator

Brelynn Thomas - UT Austin
Title IX Deputy and Education Coordinator

4:30 pm Roundtable Discussion:
Implementation of SB 212 at Texas colleges and Universities

5:00 pm End of Day Ice Cream Floats!

7:00 pm Dinner: (Optional)
PROGRAM DAY TWO

8:00 am-8:55am

Breakfast and Keynote

Informal Resolution: What Should This Process Look Like in Your Policy and Your Practice

Hayley Hanson - Husch Blackwell
Partner

9:00 am - 9:55 am

Small Group Breakout Session #1: (Choose One)

Leadership Foundations and How to Shift Institutional Culture

Paul Scott - UT Southwestern
Manager of Learning & Development

ADA Workplace Accommodations for an Academic Institution

Erin Sine - UT Southwestern
Director/Managing Atty - Legal

Travis Gill - UT Southwestern
Director, Institutional Equity & Access

Deana Moylan - UT Health Houston
Assistant Vice President of Diversity & Equal Opportunity
PROGRAM DAY TWO

10:00 am - Sharing of Best Practices (Open Dialogue)
10:55 am

11:00 am - Small Group Breakout Session #2: (Choose One)
11:55 am

What Would You Do? Play Along as we Address Applicant Issues.
Beth Ronnenburg - Berkshire Associates President

Workplace Investigations: Lessons Learned from the Real Deal
Corey Tanner - Ogletree Deakins Attorney

Noon - Lunch and Break
12:30 pm

12:30 pm - Bridging the Gap: Examining and Resolving the Delta of Sexual Misconduct, Harassment, and Violence
1:25 pm

Marcus Lewis - UT Southwestern Chief of Police
PROGRAM DAY TWO

1:30 pm - 2:25 pm

Small Group Breakout Session #3: (Choose One)

Respondent Rights in Title IX Investigations

1. Eve Shanteen Bell - U of North Texas
   Asst Vice President of Institutional Equity & Diversity; Title IX/ADA Coord

2. Renee McNamara - U of North Texas
   Assoc. Dean of Students

Unconscious Bias: Leaders as Includers

1. Erin Dowell - UT Southwestern
   Sr. EO Specialist

2. Thomas Bennett - UT Southwestern
   Sr. Diversity Specialist
PROGRAM DAY TWO

2:30 pm - 3:25 pm
Small Group Breakout Session #4:
(Choose One)

Declaration of Interdependence: Bringing Together Various Institutional Offices Under a Shared Vision for Compliance & Efficiency

Anthony Williams - UT Southwestern Manager, Equal Opportunity

3:30 pm
Adjourn

1

OFCCP Session Regarding Section 503 of the Rehabilitation Act

Allen Boyd - Office of Federal Contract Compliance Programs Director of Outreach & Education