



Association of
Title IX Administrators

July 28, 2023

Time with IX: Responding to Challenges From Your Community

Zoom Etiquette

This program is being recorded.

1. Please keep your microphone **muted** throughout the meeting. You may choose to have your video on or off.
2. To ask a question, please use the **Raise Hand** feature.
 - Click on “participants” at the bottom of your screen, then click “raise hand.” Keep your hand raised and we will call upon you to speak.
 - If you click raise hand by accident or if your question is answered, you can click the button again to lower your hand.
 - If you would like to ask a question anonymously, you can send that to the moderator in a private chat.





Elevate Your Title IX Expertise

The 12th Annual ATIXA Conference

Philadelphia, PA | October 8-13, 2023

Register Today

Today's Panel

July 28, 2023



LaMar E. Coleman, Ed.D.



W. Scott Lewis, J.D.



Sara E. Madera, M.S.



Kim Pacelli, M.Ed., J.D.



Sandra K. Schuster, M.S., J.D.



TODAY'S TOPIC

Responding to Challenges From Your Community

This panel-style Time with IX aims to provide valuable insights into how institutions can navigate the challenging incidents of public criticism following a Title IX investigation. Attendees will learn about effective communication strategies, rebuilding trust with students and community members, and creating a supportive environment for those affected by the investigation. We will also address the importance of moving forward and implementing changes to prevent similar issues from arising again in the future. We will have the opportunity to hear from LaMar Coleman, Ed.D., Vice President of Equity and Diversity at Eastern Connecticut State University, and Sara Madera, M.S., the institution's Title IX Coordinator. They will share their experiences and insights on successfully navigating a period of challenging public criticism related to Title IX at their institution. Attendees can expect to learn from their triumphs and challenges and gain valuable knowledge on rebuilding trust and creating a supportive environment for those affected by similar situations.

EASTERN CONNECTICUT STATE UNIVERSITY



Residential
campus



4,300 students
total



3,500 full time
undergraduates



Public liberal arts
focused university



Part of CT State
University system



CHALLENGES ARISE

Spring 2021

- Community concerns led by an alum with impactful social media presence
 - Generated many responsive comments
- Collected nearly 50 stories of aggrieved community members
- Public interruption during campus events and reaccreditation team visit
- Student lack of confidence in Title IX office/process
- Student media interest
- Local and national media interest





INITIAL STEPS: SUMMER 2021

- Immediate communications plan
- Engaged TNG for an external review of Title IX office, leadership, staffing, policies, procedures
 - Interviews of University stakeholders
 - Audit of prior cases
- Web-based portal to invite anyone with concerns to share:
 - General information or concerns about prior experiences when making a report to Eastern or
 - Specific information about a past incident involving concerning behavior to the community
- TNG conducted the review and the results were shared with the Eastern community (June 2021)

IMMEDIATE STEPS: FALL 2021

- Restructured and new leadership for Title IX, including dedicated leadership and management to bring coherence to Title IX office
- Reestablished initial assessment phase + proper case tracking
- Overhauled websites, resources, “what to expect,” and centralized reporting
- Reviewed and refashioned campus resource and coordination team
- Demonstrated action-orientation and established deadlines





THE WORK CONTINUED: 2022-2023 (AND BEYOND)

- Rebuilt trust with students
- Deep campus and community engagement
 - TNG Recommendation Oversight Committee
- Continued to remake and build reporting, intake, case management, and investigations; emphasized promptness
- Training
 - Professional development for Title IX professionals
 - Training for campus stakeholders and first responders
- Transparency: One-year TNG Audit (Summer 2022 visit and report)
- Climate surveying established (every three years)
- Collaborate with system office regarding policy and procedure review



KEYS TO SUCCESS

President and
Senior Leadership

Campus-wide
Engagement

Diligence: Big
picture, Details,
and Follow-
through

Communication,
Visibility and
Presence on
Campus

Climate and
Effectiveness
(Barrier Analysis)

Transparency