



Former Title IX Coordinators and Administrator Panel:

The Convergence of Compliance and Moral Courage

INTRODUCTIONS and BACKGROUND



Robin Kelley Ph. D.- Kelley Consulting Firm, LLC

Melinda Manning- JD, MSW- North Carolina Against Sexual
Assault

Robert Wood- MA Ed, MLS- Title IX Coordinator Gwynedd
Mercy University

THE LIFE OF A TITLE IX COORDINATOR

In September of 2019 **The Chronicle of Higher Education** published the article **Life Inside the Title IX Pressure Cooker.**

By SARAH BROWN

The article discussed certain aspects of being a Title IX Coordinator which have pretty much remained in the shadows.

The following seven slides contain excerpts taken from that article.

FILLING THE VOID



“Title IX Coordinators are difficult to recruit because the work is so complicated and very difficult. Title IX Coordinator positions typically last about 3 years. For individuals considering such a position, it is important for them to consider their own career path. Candidates may be deterred from applying to a Title IX Coordinator position because the implies a constantly changing field and a rapid turnover rate with few opportunities for advancement.”

TURN OVER CONCERNS



Two-thirds of Title IX coordinators say they've been in their jobs for less than three years, according to a 2018 survey by the Association of Title IX Administrators, or Atixa, the field's national membership group. One-fifth have held their positions for less than a year.

2018 Title IX Coordinators

21% full time

61% other duties

2018 time in job

20% less than a year

67% less than 3 years

87% less than 5 years

TURN OVER CONCERNS



- ❖ Any job on a college campus can be stressful at times. But in Title IX offices, stress is woven into the fabric of the positions themselves.
- ❖ Most of these administrators said they'd thought about quitting. Some already had
- ❖ Title IX work is grinding up good people and spitting them out.

WHY IS THIS OCCURRING?

REASONS

- ❖ “The success of the position has kind of led to the burnout,”
- ❖ “Getting people to understand why it’s so important to take sexual assault seriously can feel “like pushing water up a hill.”
- ❖ “When it’s your program and you work there, you live in it,”
- ❖ That can lead to isolation. Several Title IX coordinators said they don’t socialize much at their institutions.
- ❖ When the Title IX coordinator walks into a meeting, it can feel like people are thinking: *Oh no, the equity person’s here. They’re going to come after me.*
- ❖ “You just never feel like you can actually help anybody,”

RAMIFICATIONS



- ❖ “You deal with it for as long as you can, but then you have to recognize that it’s time to leave.”
- ❖ Many of the people with the most experience carry red flags on their résumés. They’ve been named in lawsuits filed by students who were unhappy with the outcome of a Title IX case. Or they’ve left jobs after only a few months.
- ❖ Before deciding how much to push back, he’s talked to his wife. He’s told her, “I might not have a job if I do this.”

VOLUNTOLD

If the best trained professionals continue to leave, “we’re going to be filling positions with those willing to do it, rather than with those who really should be,” said Brett A. Sokolow.

YOU



ARE THE TITLE IX COORDINATOR

INITIAL REACTION



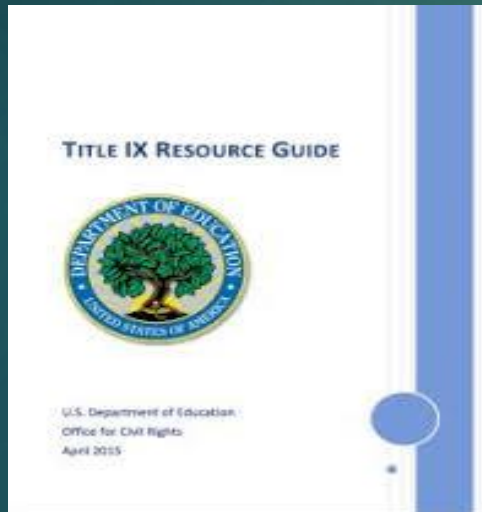
I WILL DO MY JOB AS THE GUARDIAN OF TITLE IX



WHY ARE WE DOING THIS ? DO WE NEED TO DO THIS ?



YOU MAKE YOUR APPEAL CITING



NONCOMPLIANCE IS THE DEVIL



IT IS YOUR NAME ON THE FINAL REPORT

MORAL COURAGE

Your conscience and your training tell
you:

“

When it comes to justice
for victims of sexual violence,
there is no place for politics.

”

WELCOME TO THE PRESSURE COOKER



FEELINGS OF ISOLATION INTENSIFY

!!!HELP!!!



WHERE DO I TURN?



I might not have a job if I do this!

ETHICAL DILEMMA

Not condone or participate in any unethical or illegal acts and hold themselves accountable for individual actions and decisions not to act. No unlawful or unethical practice or any practice at odds with these standards can be justified on the basis of customary practice, expediency or achieving a "higher" purpose or on the basis of following the orders of a supervisor if doing so would deprive a member of the community of civil rights which a reasonable administrator would have known were owed.

ATIXA

IT IS UP TO EACH INDIVIDUAL TO DECIDE

**Strong people
stand up for
themselves, but
stronger people
stand up for
others.**

its.godspice.net



POTENTIAL PITFALLS

- ▶ **Funding**
- ▶ **Lack of Staff**
- ▶ **Dual Roles**
- ▶ **Sexism**
- ▶ **Misunderstanding**

POTENTIAL PITFALLS



- ▶ **Lack of Administrative Support**
- ▶ **Institutional Attorneys**
- ▶ **Office of Civil Rights**
- ▶ **Navigating Institutional Culture and Politics**

POTENTIAL PITFALLS



- ▶ **Balancing Due Process with Compliance**
- ▶ **Isolation**
- ▶ **Self-Care**
- ▶ **No one really understands what we do !**

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► QUESTIONS ?