

MOVING BEYOND FEAR: ETHICAL CARE OF ENGAGING CAMPUS IN TITLE IX

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ABOUT THE PRESENTERS



LEARNING OUTCOMES

Describe the basics of Title IX;

Define andragogy and how to implement andragogy principles in training and development;

Identify high impact practices for campus programs addressing gender-based violence for student populations including: on-line, commuter, post-traditional, traditional, transfer, LGBTQ and parents and families.

EXPLORING THE COMFORT LEVEL WITH GENDER-BASED VIOLENCE

On a scale 1 (Lowest) to 5 (highest); how comfortable Am I talking with students, faculty, staff about sex, dating violence, stalking, misconduct, crimes, or violence?

- Have I ever said/discussed these types of crimes before?

I am uncomfortable with these topics because...

What are my biases about these crimes?

TITLE IX

No *person* in the United States shall on the basis of **sex**, be excluded from participation in, be denied the benefits of, or be subject to discrimination under any educational programs or activity receiving federal financial assistance.

What does this mean for us as student affairs educators?

What is the significance of this?

BASELINE EDUCATION

What is Title IX?

Obligations

Mandated Reporters and Responsible Employees

Why does Title IX matter?

TITLE IX REQUIRES

Self-Evaluation

Appointment of a Responsible Person

Development of Policy

Notification of Policy

Grievance Procedure

TITLE IX COORDINATOR'S ROLE

Preparedness

Prevention

Response

Recovery

Your Role: What is your role in partnering with the Title IX Coordinator?

FEAR VS. ETHIC OF CARING

Perceptions of Title IX

Fear Factor of the Law

Nel Nodings Ethic of Care

NEL NODDINGS ETHIC OF CARE

Relational ethics because it prioritizes concern for relationships

Caring, 'rooted in receptivity, relatedness, and responsiveness' is a more basic and preferable approach to ethics .

Noddings distinguishes between acting because "I want" and acting because "I must".

NEL NODDINGS DISCUSSION

What would this look like if you viewed Title IX through this lens?

How would this help with the fear of Title IX?

Would your approach to programming be different?

ANDRAGOGY AND GENDER-BASED VIOLENCE TRAINING

What is Andragogy?

Why Andragogy?

How do you use Andragogy in Training?

SOCIAL CONTEXT OF ADULT LEARNING: IMPACT OF SOCIETY & HISTORICAL EVOLUTION

Learning is a personal process

What we learn, what is offered, and the ways in which we learn

Technological influences

“How is learning in adulthood shaped by the society in which it takes place? How does the sociocultural context determine what is learned and by whom?” (Merriam, Caffarella, and Baumgartner, 2007, p. 7)

KNOWLES'S (1980) THEORY OF ANDRAGOGY

Andragogy: the art and science of helping adults learn

Basic Assumptions of an Adult Learner

Moves from dependency to increasing self-directedness

Draws on life experiences

Ready to learn when assuming new roles

Problem-centered

Motivated by internal factors

PEDAGOGY

VS.

ANDRAGOGY

Goal is to help children:

- Recognize cause-effective relationships
- Use informal logic to make analogies & generalizations
- Become aware of & control their own emotions
- Become empathetic of others
- Use imagination to construct narratives
- Think abstractly

Goal is to help adults:

- Become more aware and critical in assessing assumptions
- Better recognize frames of reference and paradigms
- Imagine alternatives
- Become more responsible and effective at working with others to collectively assess reasons and solve programs

TOUGH'S (1971) THEORY OF SELF-DIRECTED LEARNING

Self-directed learning: a process in which individuals take the initiative, without the help of others in planning, carrying out, and evaluating their own learning experiences

Elements of Self-Directed Learning

Informal process

Primarily taking place *outside* the classroom

Easy incorporation into daily routines

Can be isolated or engaging

MEZIROW'S (1997) THEORY OF TRANSFORMATIONAL LEARNING

Transformational Learning: learning that changes the way individuals think about themselves and their world, often involving a shift of consciousness

Characteristics of Transformational Learning

Need to challenge others' assumptions

Encouragement to consider various perspectives

Reflective discourse

Complete and accurate information about discussion topic

Environment of acceptance, empathy and trust

MCCLUSKY'S (1970) THEORY OF MARGIN

Margin in life = L (Load) $>$ P (Power)

Margin in power = $P < L$

Margin in power **MUST** exist for learning to happen

APPLYING THEORY TO PRACTICE GENDER-BASED VIOLENCE TRAINING

Utilize writing to promote self-reflection and articulation of learning

Engage adult learners with online communities of peers to foster self-directed learning

Provide feedback that challenges learner assumptions and deepens critical thinking

TYPES OF PROGRAMS

Awareness Programs

A program designed to increase awareness of Title IX including: violence, domestic violence, sexual assault and stalking.

Bystander Intervention

Refers to the behavior of people, no matter the location, who witness a crime and respond. The response could include, but not limited to, calling the police, yelling for help, or asking if the victim needs assistance.

Ongoing Prevention and Awareness Campaigns

Ongoing prevention and awareness campaigns that raise awareness throughout the academic year. Examples may include: programs, flyers, emails, class presentations, lectures, and other methods of communicating information of violence, domestic violence, sexual assault and stalking.

Primary Prevention Programs

Primary prevention programs focus on reducing factors that put an individual at risk for perpetration and by promoting factors that protect an individual from victimization.

Risk Reduction

The focus of risk reduction is on potential victims. Meaning that most risk reduction strategies are targeted towards potential victims or bystanders who learn strategies to use in-the-moment, should an attack or attempted sexual assault happen. Some examples of risk reduction programs include blue safety lights on campus, self-defense classes, bystander intervention techniques, the buddy system, rape whistles, etc.



PUT ON YOUR HAT

Within your role, what is your role in planning programs for Title IX?

YOUR FUNCTIONAL AREA

Use one adult learning theory to create a new program or review an existing program.

How do you put in this idea of ethic of care?



PULLING IT ALL TOGETHER

Lens of which we operate with Title IX

Using andragogy to create more meaningful trainings

Ideas for training.

QUESTIONS

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