

Eliminating Bias Title IX Training

Facilitator Aisha Adams

Instructor

Aisha Adams is an influencer with a heart for community economic development who champions social change advocates, thought leaders, and courageous disruptors. She is founder and CEO of the Aisha Adams Media Group and partner organization Equity Over Everything, which advances equity by closing gaps in entrepreneurship and homeownership in low-resource communities. Aisha's other ventures include the Asheville View, a daytime-style talk show that addresses "hot button" issues in Asheville, Nappy Thoughts, a personal blog followed by thousands of people on social media, and the Entrepreneurial Accelerator, a business bootcamp that ties fledgling businesses to community resources. She is also the program developer for the Lenoir-Rhyne Equity & Diversity Institute (LREDI). Aisha earned her bachelor's degree in English from University of Alabama at Birmingham, and her Master of Science degree in Adult



Course Rationale

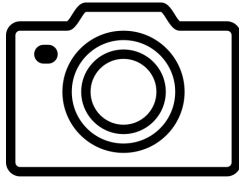
- Participants will be able to define and discuss bias and conscious compliance
- Participants will start to recognize their personal biases, and grapple with how they that hinder them from cultivating spaces of diversity, equity, and inclusion.
- Participants will be able execute conscious compliance strategies to their work.

LENOIR[^]RHYNE
UNIVERSITY

Equity & Diversity Institute

This Is How We Do It!

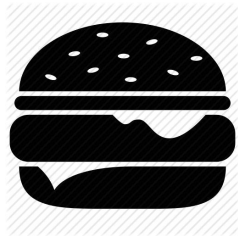
It's okay to turn your camera on or off



You will not have a break, but you are free to go at your leisure.



Snacks are fine, but try not to make us all hungry.



This is a safe space. What happens on Zoom stays on Zoom we are not recording.



Why work to eliminate bias?

Unchecked Bias
can become
discrimination.

It's
Required

Positive effect on
school culture and
student experiences





Bias Defined

noun. “a particular tendency, trend, inclination, feeling, or opinion, especially one that is preconceived or unreasoned”

noun. “unreasonably hostile feelings or opinions about a social group”

verb. “to cause to hold or exhibit a particular bias; to influence, especially unfairly”

(Dictionary.com)



**[https://implicit.harvard.edu/implicit/takeatest.h
tml](https://implicit.harvard.edu/implicit/takeatest.html)**

Race ('Black - White' IAT)

Skin-tone ('Light Skin - Dark Skin' IAT).




Why your bias in this role matters:

- Implicit bias can affect perception of reporting party, of responding party, of witnesses, of social groups to which either are members
 - Can create confirmation bias – concept that people seek information/evidence that confirms their beliefs and preconceived notions
- Can affect how the investigators and adjudicators perceive witness credibility due to witness's race

A man with a beard, wearing a light blue button-down shirt and dark jeans, is sitting in a red office chair at a wooden desk. He is looking down, possibly at a laptop or a book. The background is a plain, light-colored wall. A large white rectangular box with a slight shadow is overlaid on the right side of the image, containing the word "Reflections" in a large, bold, black sans-serif font.

Reflections



WHAT IS CONSCIOUS COMPLIANCE:

- You must make a conscious effort to understand your institution—students, staff, culture—at every level
- You must be conscious of multiple factors in undertaking effective preventive and responsive measures
- You must be conscious of what works at your institution depending on a number of factors, race being one of them.
- Conscious compliance: Title IX is individualized, understanding that every case is different and fact-specific

1 Believe in change

2 Gather Campus updates

3 Recognize your own bias

4 Read & Grow

5 Discuss and adopt conscious compliance in all aspects of Title IX administration

Work to eliminate bias out of your process

