



Association of
Title IX Administrators

Climate Considerations

20 Minutes to... *Trained*



YOUR FACULTY

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Strategic Risk
Management Solutions



Any advice or opinion provided during this training, either privately or to the entire group, is never to be construed as legal advice. Always consult with your legal counsel to ensure you are receiving advice that considers existing case law, any applicable state or local laws, and evolving federal guidance.

WHAT DOES CLIMATE MEAN?

- Climate refers to the norms, perceptions, beliefs, and experiences of individuals and groups within your education program and activity
 - Conceptually speaking, climate looks at:
 - the history of the institution/school
 - evolution of practices
 - capacity to support diversity and inclusion of historically underrepresented groups, and
 - behavioral climate

CLIMATE SURVEYS

- Climate surveys are a helpful climate assessment
 - Provides a snapshot of a moment in time
 - Must be recurring
- Assessment yields data to analyze, which leads to developing evidence-based action plans
- Can yield data to quantify the community's experience with discrimination and harassment
- Survey groups who can provide the information you seek
 - Be transparent about survey, use of data, etc.
- Increasing number of standardized tools available
 - Challenges with capturing institutional nuances

CLIMATE SURVEYS (CONT.)

- K-12 specific concerns
 - Community colleges or dual enrollment as well
 - Surveying minors (and parents)
- Break the survey process into small parts
- Narrow focus
- Limit length of survey
- Get quantitative and qualitative data
- Demographic information
- Make it understandable to your audience

CLIMATE SURVEYS (CONT.)

- Implementation
 - Response rate
 - Target group(s)
 - Incentives
- Analysis
 - Communicate back to target population
- Partner with resources within district or institution to assist with research, design, and analysis

BARRIER ANALYSIS

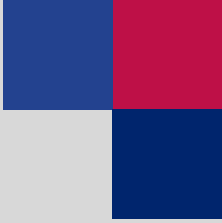
- **Barrier:** any policy or practice that limits opportunities for participation or employment in a recipient's education program or activity or reporting discrimination
 - Institutional
 - Attitudinal/Belief
 - Physical
- Investigate to pinpoint actual barriers and causes
 - Sources of information: complaints, climate surveys, focus groups, exit interviews, unions
- Devise plan to eliminate barriers, implement plan
- Assess success, make adjustments as needed

REPORTING

- Reporting policies can influence your climate and provide information about climate
 - Influencing climate
 - Do your reporting policies encourage a culture of support for reporting?
 - Or do they chill reporting by discouraging reporting or failing to address retaliation?
 - Reports can provide information helpful to assessing culture and pain points
 - Bias incidents, Title IX incidents, hate crimes
- Intake, materials, and website inclusivity

PATTERNS

- Surveys, barrier analyses, and reporting can help institutions identify patterns
 - Patterned targeting of individuals or groups of individuals
 - Protected characteristics like sex, gender, race, national origin, and religion
 - Patterned targeting by certain individuals or groups of individuals
 - Athletic teams, student organizations
 - Common locations
 - Other problem areas
- When you have data, you can take action



QUESTIONS?

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