

Title IX Tips for Advance / GSE Awardees

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Requirement –

NASA, DOE, ED and NSF required to complete two Title IX compliance reviews annually

Authorities/background:

- 2004 GAO report reviewed compliance activities of NSF, NASA, DOE, and ED; *“GAO found that the science agencies had taken significant steps to ensure that the institutions to which they provide financial assistance are in compliance with Title IX, yet women were not fully represented in those institutions. As a consequence, the GAO recommended that DOE and other agencies conduct post-award monitoring of its recipients of Federal financial assistance to ensure that sex discrimination is not a factor preventing women from pursuing science degrees.”*
- Associated with research funding from the four agencies;
- America COMPETES Act, PL No. 110-69, 121 Stat. 573 (2007)
 - Spells out the 2/year requirement
 - Requires a report to Congress



Process

- Selection of Institutions
 - Avoid overlap with those to be reviewed by other agencies
 - Specific department(s) or program(s)
 - Funding levels
- Notification by agency
- Data request – programmatic data, print publications and websites, quantitative data on students including financial support of students
- Title IX coordinator at the institution – key POC to coordinate the site visit at the local end, meetings with:
 - Administrators
 - Faculty
 - Students – mostly graduate
 - Staff
- Team formation: Team Lead recruits members – team size varies due to agency practices
- Site visit w/ data request fulfilled
- Data analysis by team
- Report developed w/possible follow-up data requests
- Draft provided for review by institution
- Final draft

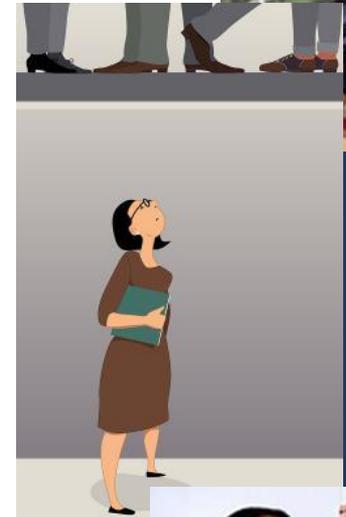


Ten Title IX Things ADVANCE and GSE PIs Should Know

- (1) Title IX isn't just about sports
- (2) Your campus Title IX coordinator
- (3) If there are deputy coordinators – their names too!

Helpful hints:

- Based on my experience as an Advance PI, it might be a good idea for YOU to work with the Title IX coordinator to BE a deputy
- Build a relationship with the Title IX coordinator
- Involve the Title IX coordinator as a participant in your programming (observer) to increase her/his awareness of the subtle issues associated with gender in S&E ... and make a point of introducing the coordinator so that S&E faculty and administrators gain more familiarity



Ten Title IX Things ADVANCE and GSE PIs Should Know, cont'd.

- (4) Title IX coordinators are often highly trained / skilled professionals who, like you, may sometimes feel marginalized ... so they can be great partners
- (5) Know how to file a complaint – processes vary across institutions
- (6) In addition to reporting to the campus Title IX office, Title IX complaints can be reported to:
 - National Science Foundation
 - Department of Education
 - Department of Energy
 - NASA
 - Department of Justice
- (7) Any one at your institution can report – related to themselves or something that they have witnessed
 - It is a good idea for everyone on your campus to be cognizant of the requirements for equal treatment
 - many campuses approach it from a risk management perspective

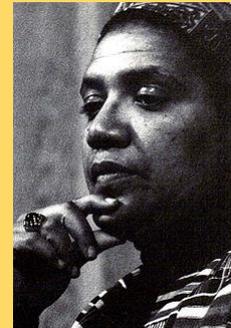


Ten Title IX Things ADVANCE and GSE PIs Should Know, cont'd.

- (8) When someone meets with the Title IX coordinator (or deputy) they do not immediately race to a formal complaint
- Informal / formal / dispute resolution / discussion
 - Institutions vary in what they require – by law, response must be “prompt and equitable”
- (9) Retaliation is illegal ... but as you know, this is a significant concern that can be chilling
- (10) Just because you are a woman, doesn't mean you can't be guilty of discrimination on the basis of sex or that you, too, don't harbor unconscious bias based on gender → make the unconscious conscious

The master's tools will never dismantle the master's house.

– Audre Lorde



Thank You!

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