Title IX and Bias Series
Utilizing Assessments to Identify and Reduce Bias

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Vision
We exist to help create safe and equitable work and educational environments.

Mission
Bring systemic change to how school districts and institutions of higher education address their Clery Act & Title IX obligations.

Core Values
- Responsive Partnership
- Innovation
- Accountability
- Transformation
- Integrity
Your Facilitators

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Goals and Objectives

- Identify how biases can be created
- Identify several different types of biases
- Utilize mitigation strategies to create more bias-informed assessments
- Understanding assessments
Today's Agenda

01 Bias: What Is It?
02 Assessment: Challenges and Opportunities
03 Where to Begin? Data
04 So What? Now What?
Bias: What Is It?
What is Implicit Bias?

Stereotypes: Automatic thoughts

Prejudice: Feelings

Discrimination: Actions

**Implicit Bias:** Stereotypical thoughts below conscious awareness, which can be followed by feelings of liking or disliking (prejudice) and/or discriminatory behaviors; tends to involve a limited or inaccurate perception of others.
Experiences

• Media
• Beliefs
• Education

Implicit Bias

• Automatic Thoughts
• Feelings

Actions

• Discriminatory
• Non-Discriminatory
• Overt
• Covert
Interpersonal Bias

Affinity Bias:
• To favor others who are like us. Affinity bias leads us to favor people who we feel we have a connection or similarity to.

Anchoring Bias:
• The tendency to be overly influenced by the first piece of information that we hear.

The Halo/Horns Effect:
• The tendency for an initial impression of a person to influence what we think of them overall. If our initial impression of someone was positive/negative, we want to look for proof that our assessment was accurate.
B.E. FOR DOGS:

HALO EFFECT

HE HAS SUCH LUXURIOUS FUR!

STUNNING
PERFECT

I BET HE IS A REALLY REALLY GOOD BOY!

BUT IN TRUTH...

GERMAN, FOEHL, TROWER 2018
Where can we find bias?

When survey is active, respond at pollev.com/grsbias
What percentage of CEO's are 6 feet or taller?
When a woman's name was replaced with a man's name on a résumé, how much more likely were evaluators to say they would hire the applicant?
Interpersonal Bias Mitigation Techniques

**Affinity Bias**
- Question your assumptions and first impressions
- Would your view of the person change if they were different/similar to you?
- Justify your decision by writing down the reasons for it

**Anchoring Bias**
- Ensure you have enough time to evaluate the situation
- Reflect on whether you have rushed to judgement in the past
- Ask yourself if you have thoroughly considered all key factors

**The Halo/Horns Effect**
- Remind yourself that people are complex
- Create two possible impressions of people when you first meet them
- Collect objective information on which impression is more accurate
DEI Feedback Survey

To complete the survey, go to pollev.com/grsbias
Bias in Data Analysis
Bias in Decision-Making and Assessment

- **Confirmation Bias:** To search for, interpret, focus on, and remember information that aligns with our preconceived opinions.

- **Information Bias:** Based on the incorrect belief that more information—even irrelevant information—must always be acquired before deciding.

- **Attentional Bias:** The tendency to pay attention to some things while simultaneously ignoring others.
  - i.e. Tunnel vision
Bias in Action

Look at the presented sequence of numbers and propose a set of numbers that follows the rule.

2 4 8

What is the rule?

Rule: The numbers are in ascending order!!
What just happened?
# Bias Mitigation Strategies

## Confirmation Bias
- Take notice every time you feel strongly about a conclusion
- Seek out missing perspectives that challenge your opinions
- Assign someone on your team to play "devil's advocate" for major decisions

## Information Bias
- Be realistic about what information is critical, what is not, and why
- Write down key factors that should be considered

## Attentional Bias
- Remind yourself that you can be wrong
- Mood and physiological discomfort affect your attentiveness and decision-making
- Check for hunger, fatigue, and emotional unease
Bias in Assessment Survey

When survey is active, respond at pollev.com/grsbias
Assessment: Challenges and Opportunities
What do we mean by “assessment”?

There are many different types of assessment; for the purposes of this discussion, we are focusing on program-level assessment.

Key features:

- Objective, systematic method;
- Ongoing gathering, analyzing, and use of information;
- From various sources;
- About a program;
- Measuring program outcomes.
How is assessment in Title IX and sexual misconduct processes unique?

- The highly sensitive and personal nature of the work.
- Lack of time and resources for most programs.
- Significant scrutiny that already exists.
- Erroneously equating good work with satisfaction of the parties.
Assessment
Getting Started

- What do you want to know?
- What does the institution want to know?
- Where are the pain points/fears?
- Who do you need to get on board?
  - Who are your allies?
  - Who is resistant?
What are your obligations to disclose information or findings?
- Public?
- Internal only?

Who will be your audience(s)?

What will you communicate?

Who wants to know what?
- Focus on data & information – not names or details
Equity and Inclusion

Focused assessment can:

- Build credibility
- Identify and address bias in the process
- Assist in creating more equitable outcomes
- Increase access to services and assistance
Danger Will Robinson

Do this post-resolution—not before or during.
Where to Begin? Data
Begin with the data you already have.
What do you currently track?

- Number of Reports
- Number of Formal Complaints
- Types of Prohibited Conduct
- Mandatory & Discretionary Dismissals
- Withdrawn Complaints
- Number of Informal Resolutions
- Informal Resolution Outcomes
- Live Hearings
- Outcomes of Live Hearings
- Sanctions
- Number of Appeals
- Outcome of Appeals
What about other things to consider tracking?
Are you tracking information related to...?

**Identity**
- Race
- Ethnicity
- Gender
- Religion
- Disability
- Immigration Status
- Sexual Orientation

**Academics**
- Major
- Academic Standing
- Transfer Status
- GPA

**Campus Involvement**
- Residential Student
- Student Athlete
- Student Organization Affiliation

**Reporting Factors**
- How did they find your office?
- Delay in Reporting
- Law Enforcement Involvement
- Medical Care
Demographics

To fully understand what your information is telling you about who is in your process, you must first understand who is on your campus.
Finding Demographic Information

- Student and Employee Information Systems
- Integrated with your case management software
- Office of Institutional Research
- Affirmative Action Data
- Human Resources
- Admissions
- Integrated Postsecondary Education Data System (IPEDS)
Proportionality

• Who is represented in your process?
• How are those same folks represented in your larger campus community?
• How do those numbers compare?

Example of a demographic breakdown by race

- White
- Hispanic
- Multi Race
- Asian
- Native Peoples
- Black
Assessing Proportionality
Which groups are experiencing disproportionality?

- Whites
- Two or more races
- Latinx/Hispanics
- Black/African American
- Native Hawaiian/ Other Pacific Islander
- Asian
- American Indian/Alaska Native
Equity Through Proportionality

To fully understand what your information is telling you about who is in your process, you must first understand who is on your campus.

Consider...

- OUTLIERS
- APPROACHING WITH CURIOSITY
- WHAT STORY THE DATA TELLS
Special Considerations

If you are:

| A small school; | A non-residential campus; | A professional school; or | A school with a very low caseload |

Change your parameters and look for information over a longer period of time.
So What? Now What?
What does this all mean?

Utilize campus resources to help you make sense of the information

- Department/divisional assessment professionals
- Institutional Research
- Faculty

All information can be good information

- It can confirm you are on the right track or helps you see where to focus your efforts.
Addressing Issues

Prioritize, Partner, and Plan

What is most important to address first?  Who do you need to help you address it?  How are you going to go about it?

Remember that what you are not seeing is just as important as what you are seeing.

Who is not making reports?  Who is not being reported?  Why is that?
Example 1

A review of the last two years of data shows that only 3 of the 75+ reports received by the Title IX office involve members of the LGBTQIA+ community. The institution has an active and visible LGBTQIA+ community, and that number seems very disproportionate to you.

• What are ways you could begin to explore this?
Example 2

A review of the last two years of data shows that 15% of the reports made to your office involve Black men as the Respondent. Only 7% of your campus population is Black.

• What are ways you could begin to explore this?
Sharing Information: Strategies

- Begin with the end in mind
- Share what you are required to by law or institutional policy
- Discuss possible benefits of sharing other information
Sharing Information: Format

- Charts and Graphs
- Narrative Report
- Presentations
Assessment is Iterative

• What?
  • What do you want to know?
• So What?
  • What does this mean?
• Now What?
  • What do we do about it?
• What Next?
  • Did it work?

Continue the Journey

Sanctioning

Hearings

Investigations

Charging, Emergency Actions, & Supportive Measures
Save the Date!

Title IX & Bias Series

September 15, 2021
Understanding Bias in Charging, Emergency Actions, and Supportive Measures with Darci Heroy & Tibisay Hernandez

October 13, 2021
Reducing Bias in Investigations with Chantelle Cleary Botticelli & Tibisay Hernandez

November 10, 2021
Mitigating Bias in Hearings with Kelly Gallagher & Tibisay Hernandez

December 8, 2021
Reducing Bias in Sanctioning with Jody Shipper & Tibisay Hernandez

DEI Trainings

September 14, 2021
Diversity Foundations: Bias Awareness and Mitigation

October 14, 2021
Critical Conversations: Practical Tools for Navigating Difficult Dialogues

November 14, 2021
Inclusive Search Practices: Culture Add vs. Culture Fit Recruitment
Questions?

Leave Us Feedback:

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