

# Educational Access and Inclusion

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Equity Officer and Title IX Coordinator

Guiding  
Question:

What does Inclusion and  
Access to Education look like  
for:

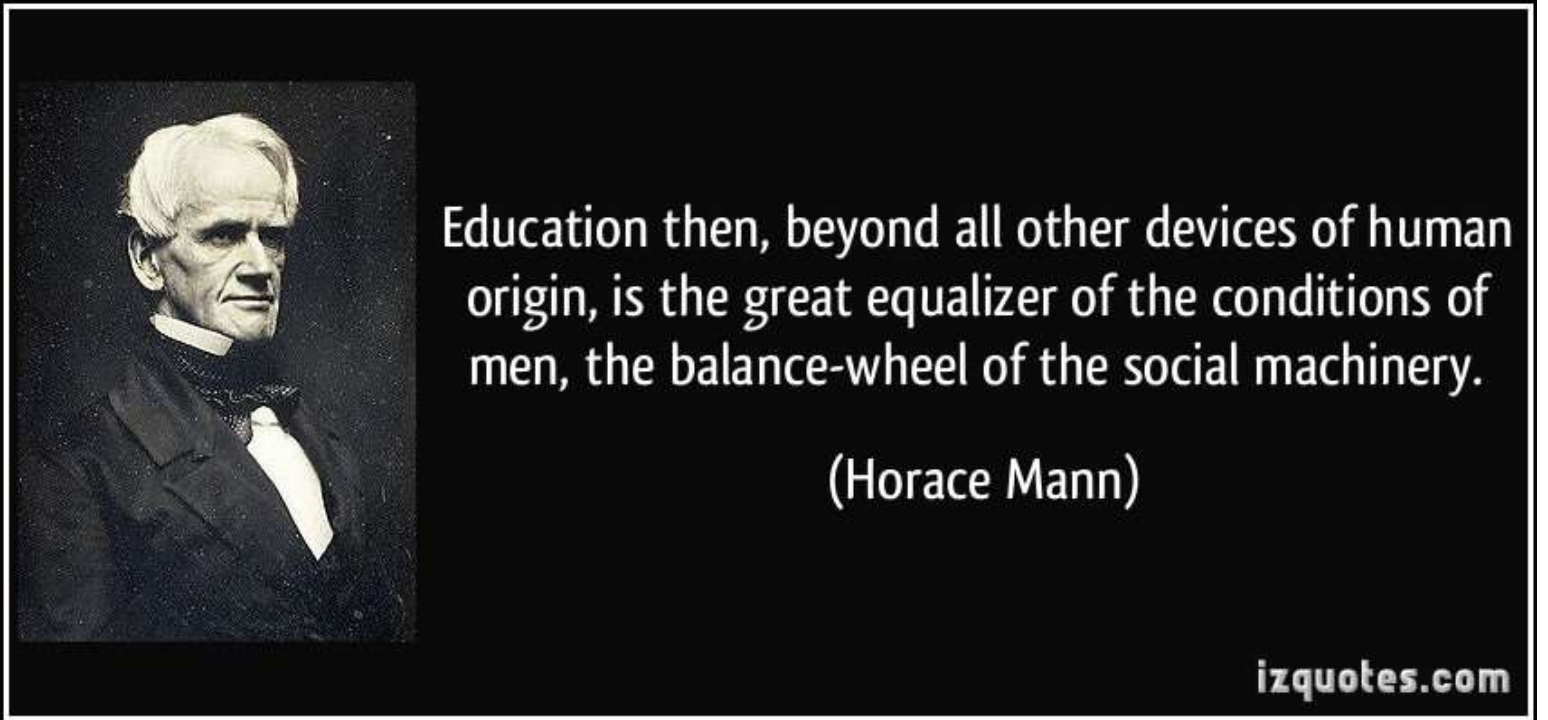
1) The U.S.A

2) Santa Fe College

## My role at the college

- Resource for students, staff, and faculty who have any questions or concerns about discrimination or harassment.
  - Support and advice to the community with issues
  - Help with informal interventions
  - Investigate complaints and prepare formal reports
  - Provide guidance to peers around the college to comply with Civil Rights obligations and best practices

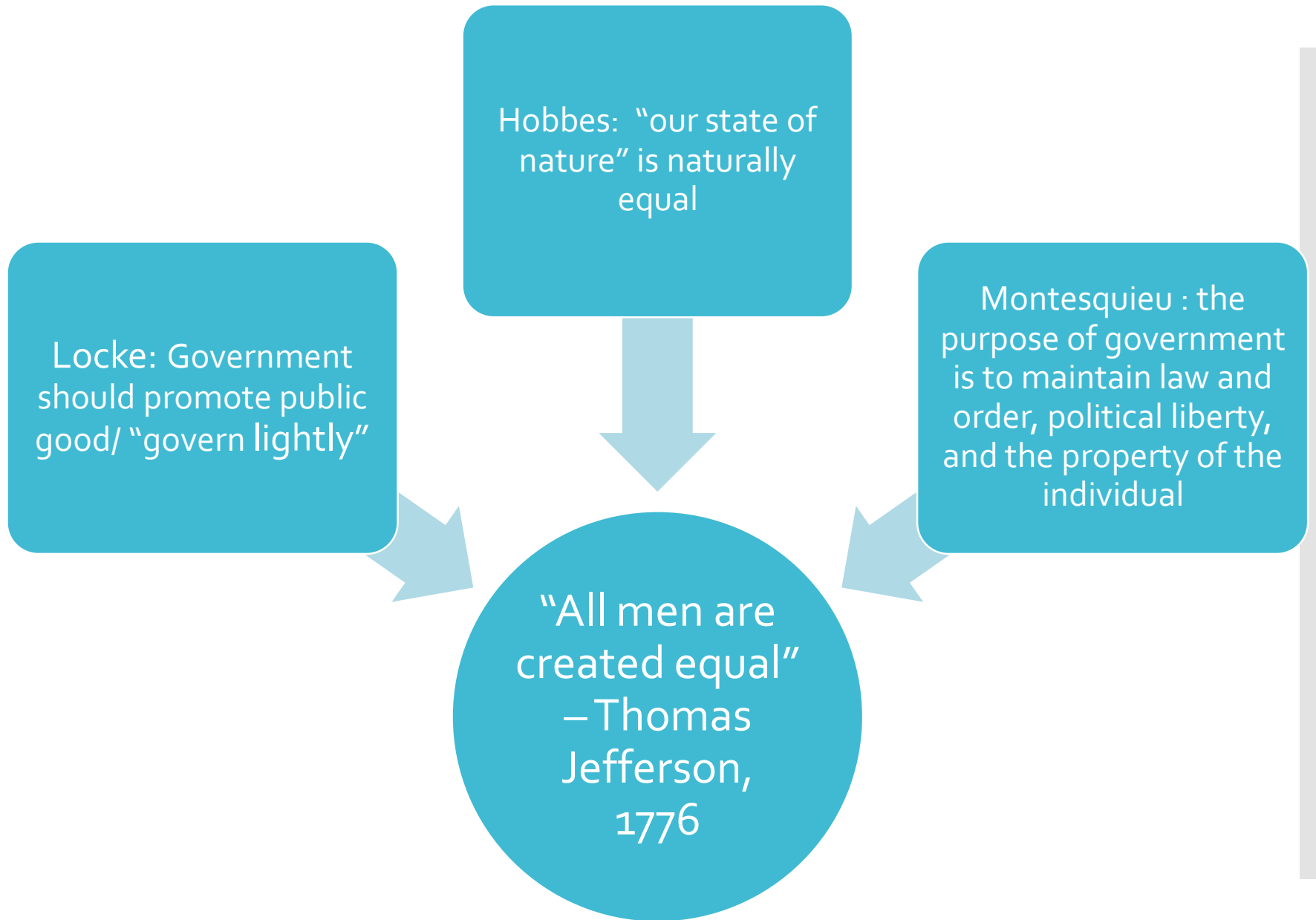
Why I do what  
I do?



**Except, sometimes it isn't ...**

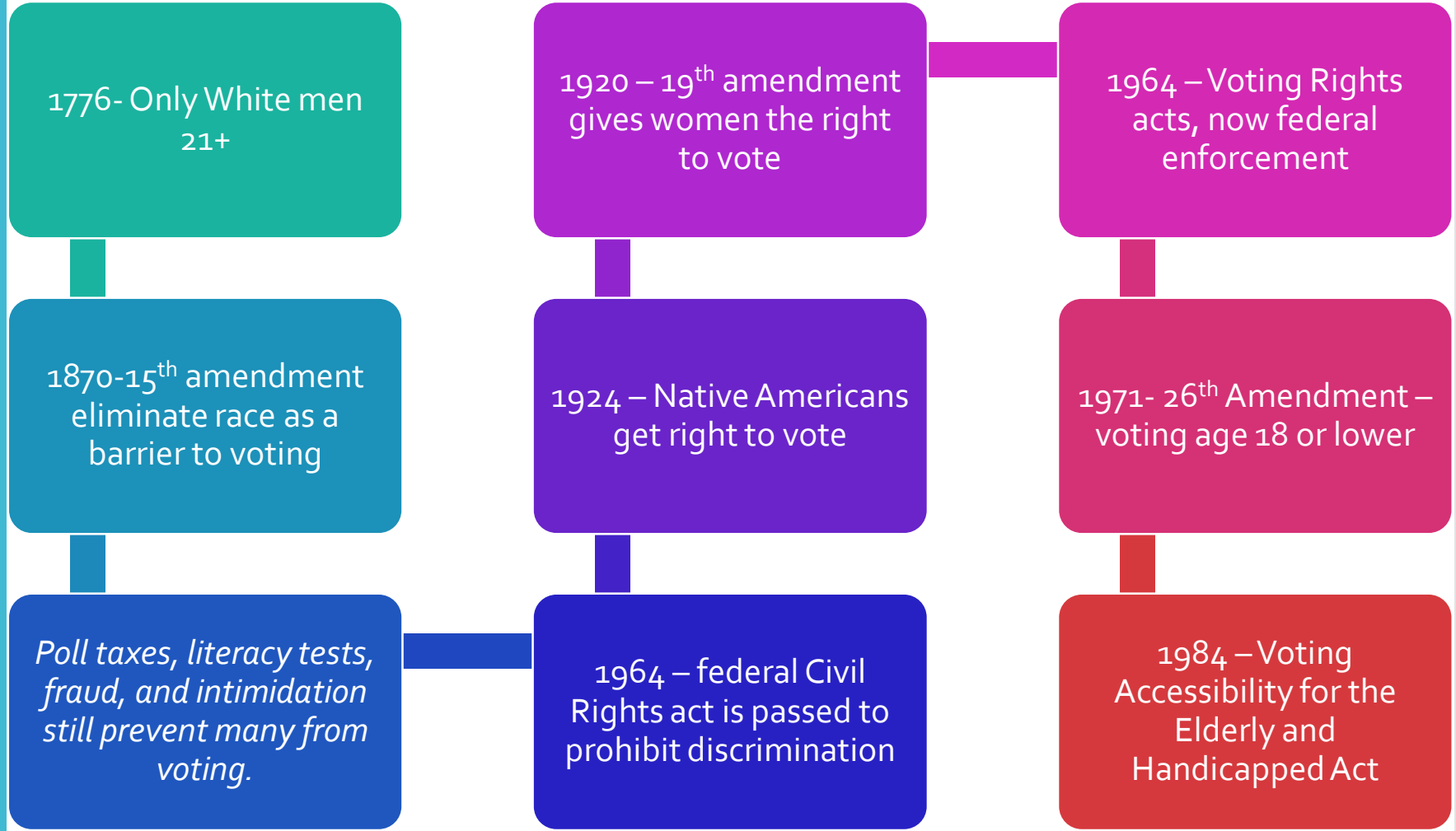
# American Civil Rights Heritage

## “Classical Liberalism”



Rights evolve  
over time.

Example:  
Voting



# History of exclusion in American education



Race



Sex



Disability

Integration of  
schools  
1950s-1970s  
and continued  
challenges



Integration after  
Brown v. Board of  
Education (1954)



Continued *de facto*  
segregation



# History of hostility against women

- Example: Hillary Clinton, Former United States Senator, Former Secretary of State, Former Presidential Candidate
  - men taking the Law School Admissions Test with her in 1968 harassed her and her female friend, telling them, "You don't need to be here" and "Why don't you go home and get married?"
  - Harvard law professor dissuaded her from attending his school, to which she had been accepted as a college senior, because "We don't need any more women at Harvard."



# History of hostility against women

- Examples
- Women kicked out of school for becoming pregnant
- Excluded from classes, sports, clubs
- Subjected to sexual harassment by peers and instructors



**Protect Athletes Against Sexual Abuse**

Please Sign the Safe Sport Act Petition

**CHAMPIONWOMEN**  
Advocacy for Girls & Women's Sports

Supported by  
**Sport Equality League**  
A Gender Equity Nonprofit

# History of denial of education for students with disabilities

- **Section 504 of the 1973 Rehabilitation Act** was the first disability civil rights law to be enacted in the US. Prohibits discrimination against people with disabilities in programs that receive federal financial assistance
- **(1975): The Education for All Handicapped Children Act (EHA)** gave children with disabilities specific legal rights to an education.
  - Least Restrictive Environment (LRE)





# History of denial of education for students with disabilities

- **(1990): The EHA was reformulated as the Individuals with Disabilities Education Act (IDEA).**
- **(1990): Americans with Disabilities Act (ADA).**
- **Inclusive education has become more accepted in the education community since 2000.** Congress: students with disabilities should have “access to the general education curriculum in the regular classroom, to the maximum extent possible.”



Now we strive for equality for traditionally disadvantaged groups, that means no different treatment based on:

Disability

Sex or Gender

Race, Nat'l  
Origin,  
Ethnicity

Religion

Age

And more...

## What protections do women have in education?

- Continue education throughout pregnancy and return to previous status
- Protection from sexual harassment
- Equal Access to all parts of their education: classes, housing, clubs, and sports
- Every school has a Title IX Coordinator

## Title IX (1972)

- “No person . . . shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.”
- Sexual Harassment is a type of discrimination
- Sexual Assault or rape = “severe” incident

# Role of the Title IX Coordinator

- **TIX Coordinator follows up:**
  - Gathers information sensitively to better understand scope of issue
  - Offers **interim measures**
  - Provides information about on and off campus confidential resources
  - Explain options for filing complaint, notifies of opportunity to involve law enforcement
  - Monitors ongoing activity
  - Can help identify any patterns



## Campus SaVE Act

- Have education programs and policies and procedures which address:
  - Domestic Violence
  - Dating Violence
  - Sexual Assault
  - Stalking
- Provide resources to students, staff, and faculty

# Religious Accommodations

- Allowed to wear religious garments
- Rescheduling of classes and exams from Saturday or Sunday to during the week
- Excused absences for religious holidays

# Processes and Structures at Santa Fe College to ensure access

- Non-discrimination statement
- Policy against Discrimination and Harassment
- Online training for new students about
  - preventing sexual harassment and sexual violence
  - importance of diversity on campus
- New employee training (staff and faculty) about importance of diversity and inclusion and about our policy and procedure
- Employee designated for compliance with civil rights laws (Equity Officer)
  - Website
- Employee designated to think about improving access and inclusion (Dean for Access and Inclusion)

Next step:  
continual  
evaluation of  
how to remove  
barriers

## EQUALITY VERSUS EQUITY



In the first image, it is assumed that everyone will benefit from the same supports. They are being treated equally.



In the second image, individuals are given different supports to make it possible for them to have equal access to the game. They are being treated equitably.



In the third image, all three can see the game without any supports or accommodations because the cause of the inequity was addressed. The systemic barrier has been removed.