

DEIA & TITLE IX

Resources and Information to use in your community.

WWU Association for Gender Inclusion in Computing

WHAT IS DEIA?

Diversity
Equity
Inclusion
Accessibility



[BIT.LY/AGICTITLEIX](https://bit.ly/agictitleix)

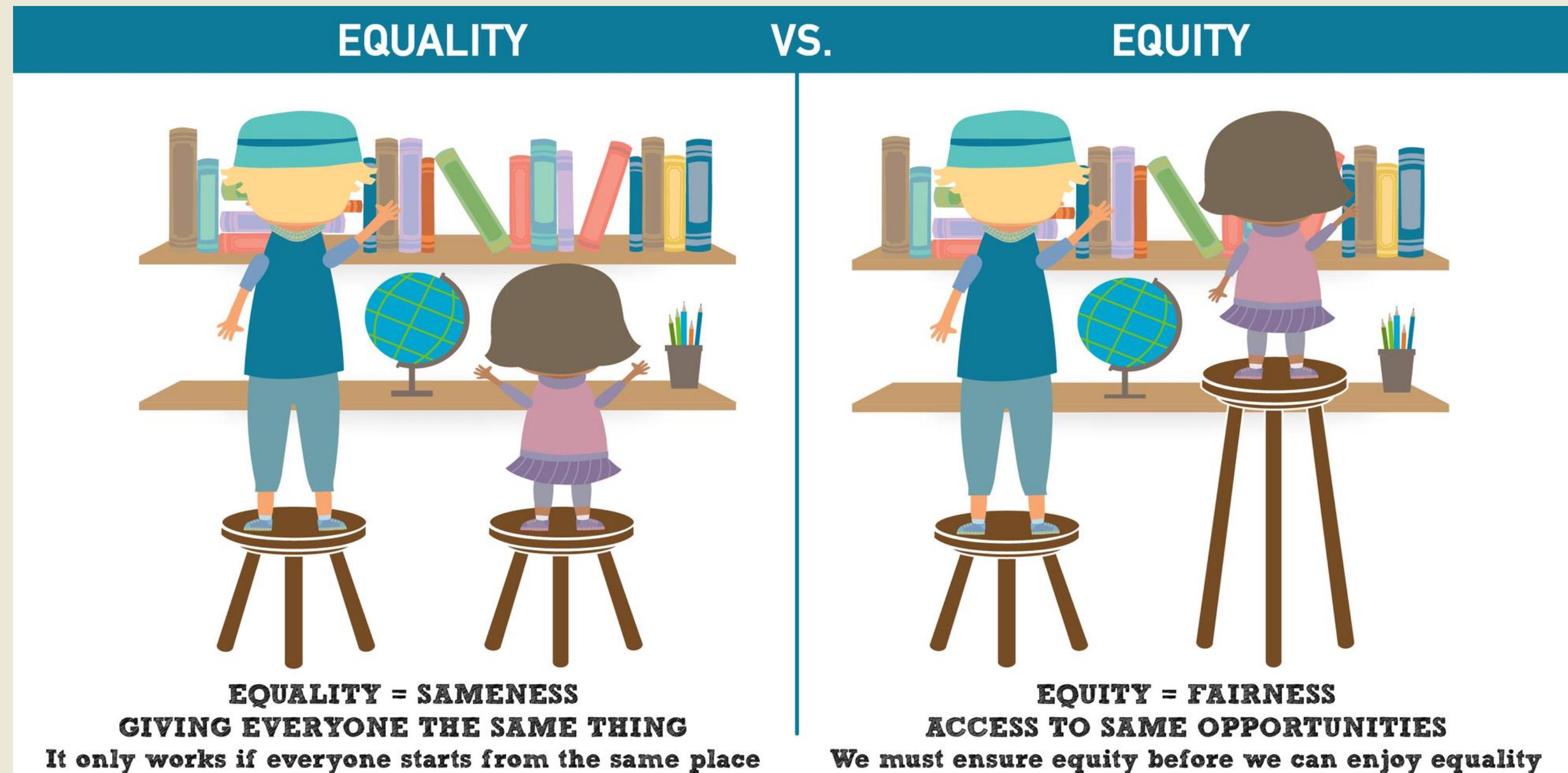
DIVERSITY



DIVERSITY

- Differences of race, gender, religion, sexual orientation, ethnicity, nationality, socioeconomic status, ability, age, religion, political perspective, language(s) etc.
- What makes a community or club diverse?

EQUITY



EQUITY

- Equity is distinguished from equality
- Promotes justice and fairness with procedures, processes and distribution of resources
- Tackling equity issues requires an understanding of the root causes of outcome disparities within our society
- Equity considers people's differences and adjusts for existent inequalities

INCLUSION

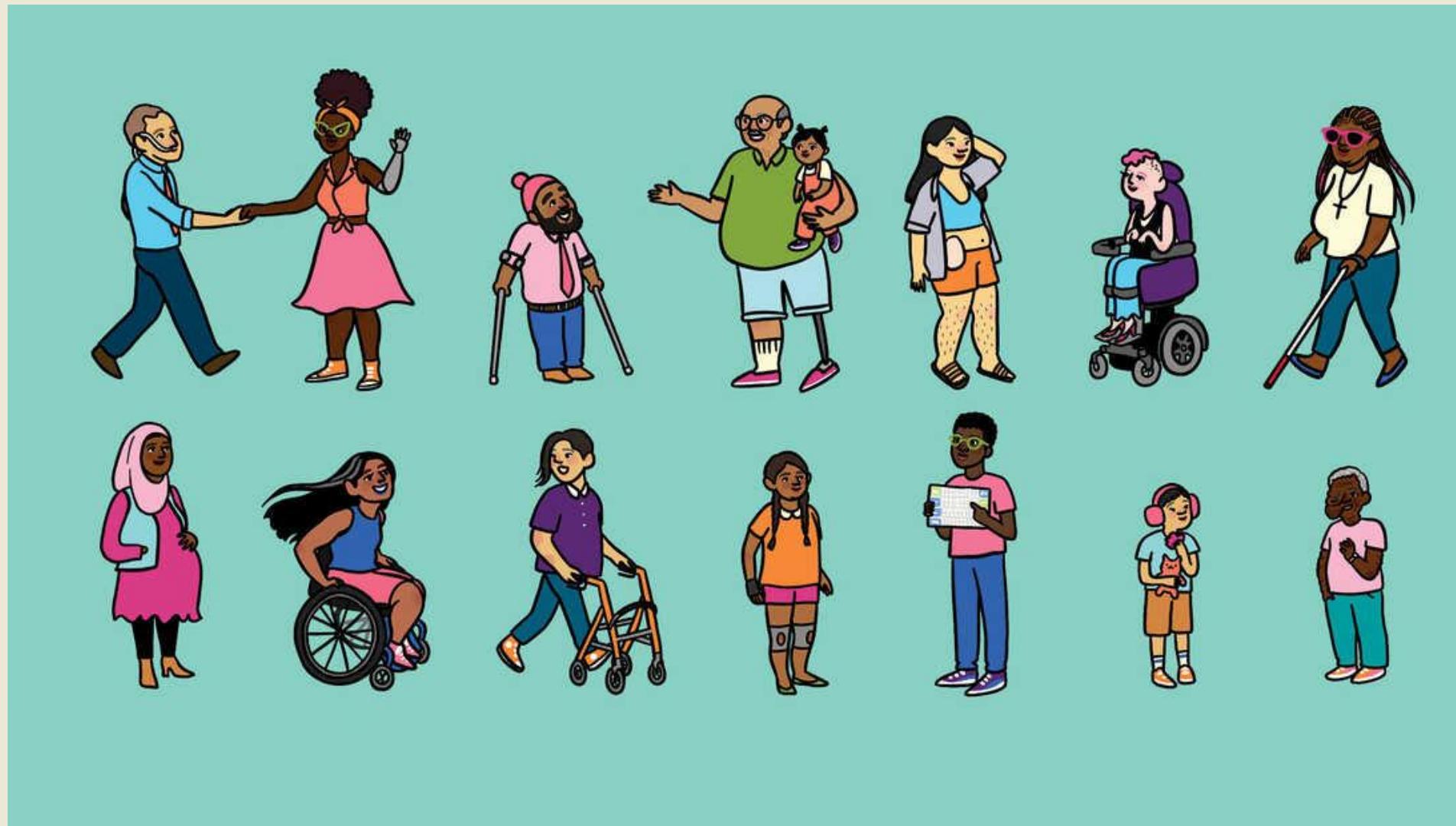


INCLUSION

- Ensuring that people of all backgrounds feel and are welcome
- All individuals are able to participate fully



ACCESSIBILITY



ACCESSIBILITY

- Equitable access to everyone
- Making space for differences



In 2020–21, the number of students ages 3–21 who received special education services under the Individuals with Disabilities Education Act (IDEA) was 7.2 million, or 15 percent of all public school students.

WHY IS DEIA IMPORTANT?



Personal Safety

Members can feel safe and included while at club meetings

Retain Membership

Members with a sense of community and belonging are more likely to continue attendance

Innovate Faster

The freeflow of unique ideas and different perspectives allows for faster innovation

Reflect the World

A diverse company can be more relatable and accessible to their customer base

HOW CAN I ENCOURAGE DIVERSITY AND INCLUSION?

Mix up your teams/groups!
A great way to get new perspectives

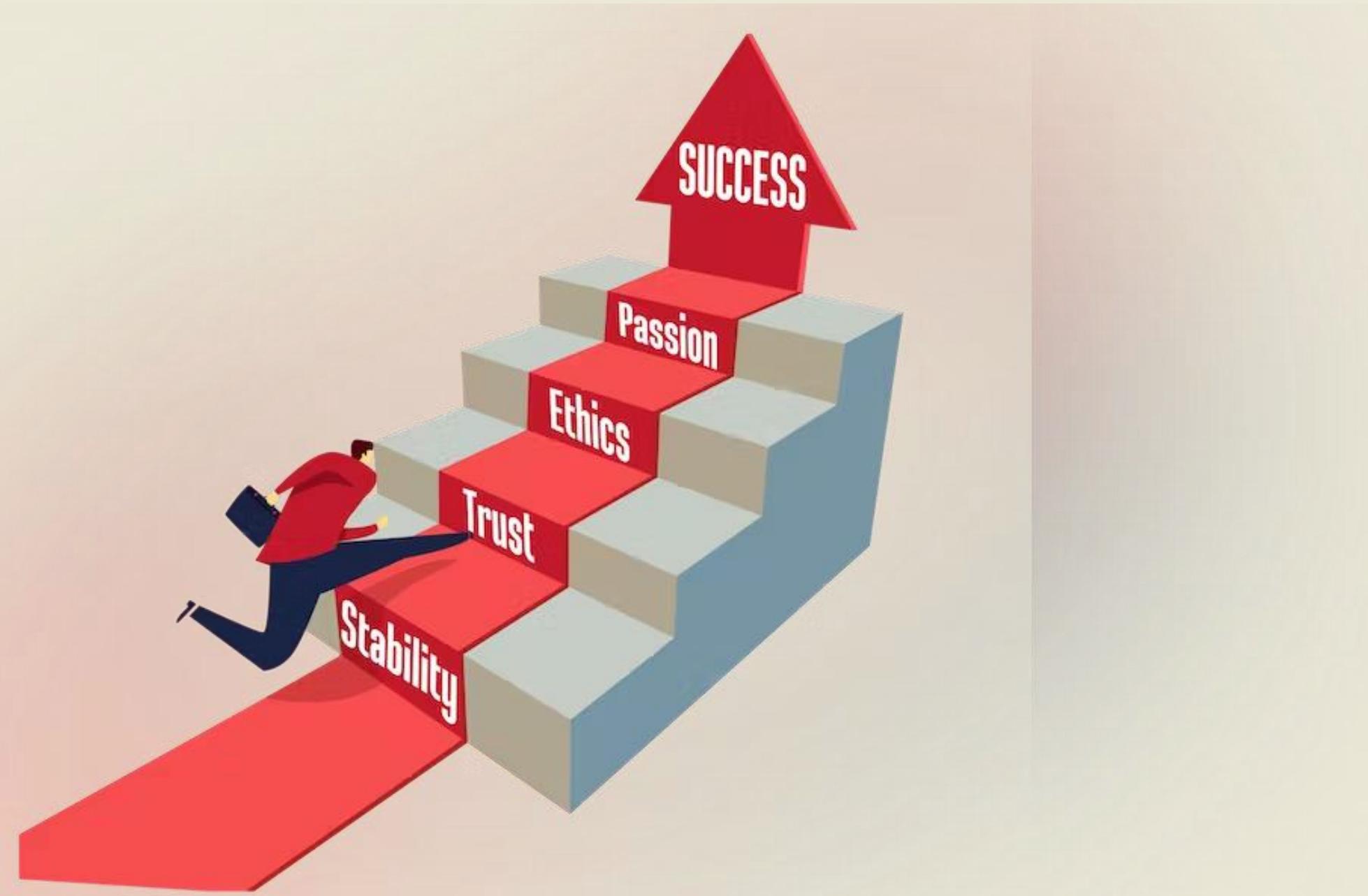
Discuss barriers to entry for your club/space

Be a vocal ally

Reflect often! Check in to see if there is room for improvement

WHAT ARE MY NEXT STEPS?

How can you make your club more inclusive?
Your classroom? Your community?



TITLE IX



WHAT IS TITLE IX

Title IX prohibits discrimination based on sex in any educational program or activity that receives financial support from the Federal government. Under Title IX, discrimination based on sex includes sexual harassment, gender-based harassment, and sexual violence (sexual assault, domestic violence, dating violence, stalking). The law protects both students and employees.



HISTORY OF TITLE IX

Originally Signed into law in 1972

by President Richard Nixon. Originally proposed by Rep. Patsy Mink, with contributions from Rep. Edith Green and Sen. Birch Bayh.

July 21, 1978

was the deadline for all colleges and high schools to comply with the athletics requirements.

This year is the 50 year anniversary of Title IX

EFFECTS OF TITLE IX



1 out of 27

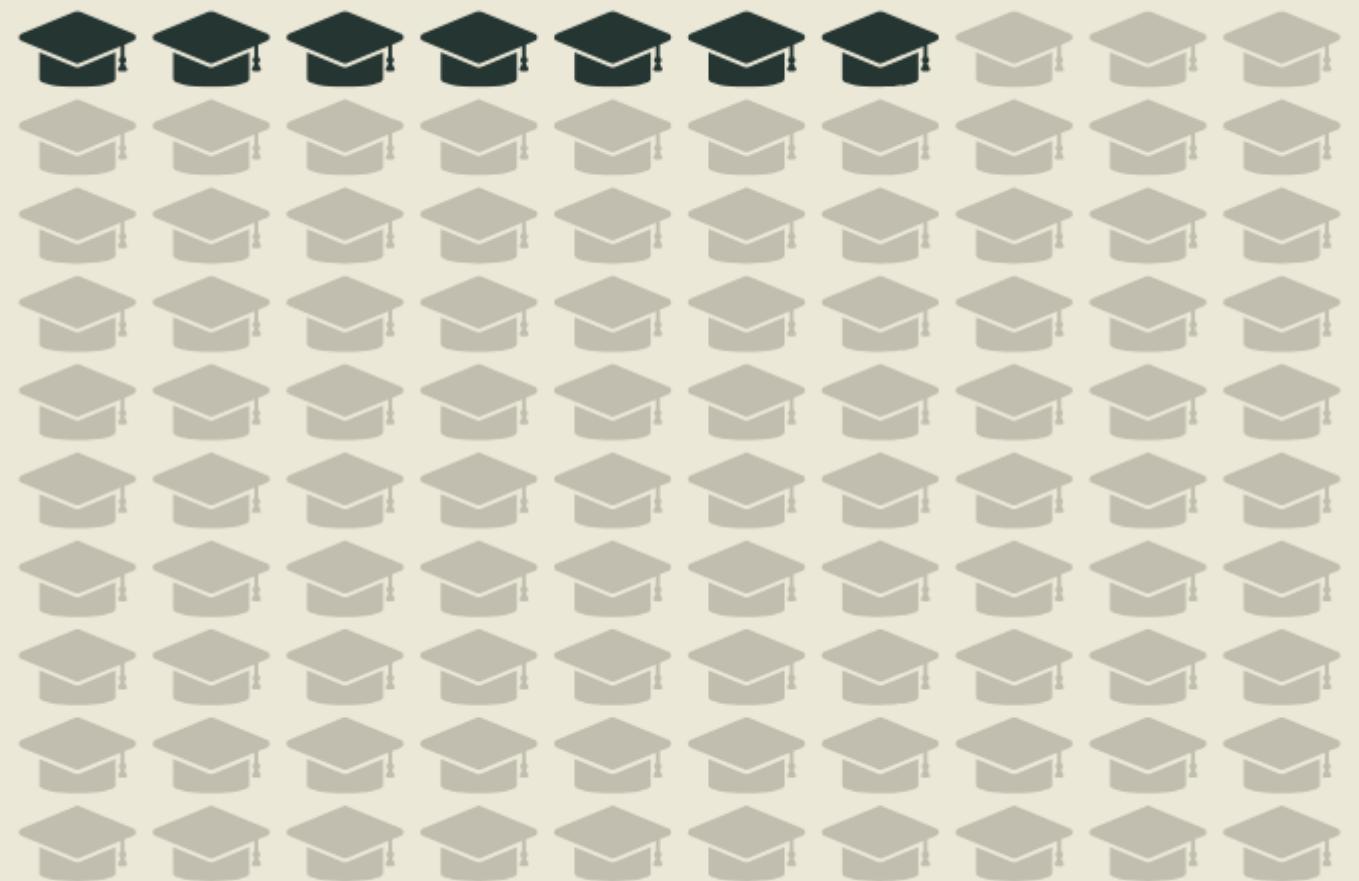
In 1972, one out of every 27 girls played sports.



1 out of 5

Today, that number is 1 in 5.

EFFECTS OF TITLE IX



7 out of 100

In 1972, women earned just 7% of all law degrees and 9% of all medical degrees.



1 out of 2

Today, they earn nearly half of all law and medical degrees.

HOW DOES TITLE IX WORK FOR ME?

Title IX protects against discrimination and enables you to report conduct that is violates the legislation.



WHEN TO REPORT

- Unwelcome sexual advances
- Requests for sexual favors
- Other unwelcome verbal, nonverbal, cyber or physical conduct of a sexual nature or based on gender
- Lewd comments
- Sexual assault
- Domestic violence
- Dating violence
- Stalking
- Sexual exploitation
- Indecent exposure

HOW TO REPORT

Online CARE Report
wwu-advocate.symplicity.com/care_report

or

Civil Rights and Title IX Compliance
crtc@wwu.edu || [360-650-3307](tel:360-650-3307)

WHAT TO REPORT

01

Names

Name of the respondent
and target individual(s)

02

Witnesses

If applicable, list any other
individuals who were
involved in the situation

03

Facts

Relevant facts, including the
date, time and location of
the incident.

CS DEPT RESOURCES

SCOTT WEHRWEIN (HE/HIM)

Community Hours:

Friday 10:30 AM - 11:30AM

Contact

scott.wehrwein@wwu.edu
CF 471

YASMINE ELGLALY (SHE/HER)

Community Hours:

Tuesday 12:00PM - 1:00PM

Contact

elglaly@wwu.edu
CF 465

ADDITIONAL RESOURCES FOR STUDENTS

- Counseling and Wellness Center (confidential)**
OM 540; 360-650-3164
- Student Health Center (confidential)**
CS 201; 360-650-3400
- Office of Student Life**
360-650-3706 or
student.life@wwu.edu
- University Police/Public Safety**
CS 136; 360-650-3911
(emergency) or 360-650-3555 (report)