

Caltech

equity+
title IX OFFICE

Hima Vatti

Assistant Vice President for **Equity** and Title **IX** Coordinator

Allie McIntosh

Community Educator and Deputy Title **IX** Coordinator

Brian Quillen

Lead Investigator for the **Equity** and Title **IX** Office

what is equity



Equity: fairness, equality, and freedom from bias in opportunities, support, and outcomes

Goal: promote inclusiveness and prevent discrimination on the basis of protected characteristics

don't treat others differently on the basis of:

Race

Color

National origin

Political affiliations or activities

Religion

•Sexual orientation

•Gender identity and gender expression

•Sex, male or female (including pregnancy, childbirth, and related medical conditions)

•Medical conditions

•AIDS/HIV

•Disability: physical or mental

•Age (40 and older)

•Marital Status

•Military or Veteran status

•Status as a victim of domestic violence, assault, or stalking

what is title ix



Title IX: federal law prohibiting discrimination on the basis of sex in access to federally funded education programs

Goal: prevent and address behaviors that negatively affect the educational experience: sex harassment, gender-based harassment, sexual misconduct, sexual exploitation, domestic and dating violence, and stalking

bystanders

what is the bystander effect?

The bystander effect happens when someone sees harm being done, but doesn't help or try to stop it.



why people
don't speak up

- Fear of retaliation, authority
- No one else is saying something
- Unsure if the issue matters
- Concern that nothing will change
- Fear that the relationship will “sour”
- Unsure of what to say
- Fear of how others will view them
 - Especially fear of being seen as difficult or complaining

bystander engagement: the 5 D's

Direct Intervention

Distraction

Delegate

Delay

Deliver support and Care

direct intervention, cold water statements

I disagree

Stop it

That's not ok/inappropriate/hurtful

Let's all be respectful

I am uncomfortable with this

Let's not jump to conclusions

Let's stick to facts

Why do you think that's funny?/true?/fair?

preventing the need for intervention

Inclusive language and behavior

- Making sure everyone has a chance to speak at group meetings
- Being inclusive in socializing and decision-making
- Respecting people's choice of pronouns

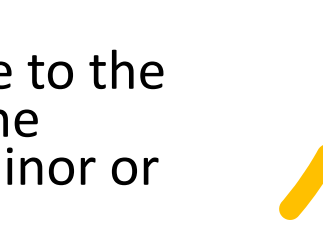
Creating comfortable spaces for people to talk

- Ask people how they are doing
- Talk about your own experiences in handling difficult situations
- State regularly in team meetings that you are a resource and will strive to be supportive (leaders especially)

Cultivate respect

- Ensure courteous behavior at meetings, such as being constructive in criticism and not interrupting
- Set and state behavioral standards for the lab and communicate them regularly

What occurs when someone approaches the Equity and Title IX Office, either for themselves or someone else?

1. If you want to handle a situation on your own, we would strategize with you about tools and options, including prepping a tough conversation.
 2. If you are reporting an issue concerning someone else and they have approved your coming to us, we would reach out to that person to offer support and discuss their options.
 3. The office would NOT launch an investigation or start calling people in the lab or the PI to see what is going on.
 4. You are in control of the response to the situation except in limited extreme circumstances (e.g., safety of a minor or campus is at risk).
- 

having tough conversations

delivering the message

Frame the conversations

State the facts

Tell your story

Ask for their view

Work towards a common goal



Scenario: Ann yells at John in front of the team when she discovers an error in the problem the team is solving.

1. First, frame the conversation.

Option 1

“Hi Ann, do you have a moment to talk about our working relationship? I’d like to make sure everything is okay.”

Option 2

“I really need to get this off my chest.”

2. Second, state the facts. (Ann yells at John in front of the team when she discovers an error in the problem the team is solving.)

Option 1

“Hi Ann, a few days ago you yelled ‘Dammit, John!’ in front of others when you discovered the calculation error.”

Option 2

“I can’t believe you went off like a lunatic at me when you discovered the error, I mean, how many times have I fixed your screw ups around here?!”

3. Tell your story.

Option 1

“When you yelled that in front of everyone, I felt embarrassed and unappreciated that I am the only one checking the calculations.”

Option 2

“There are so many times that I could have called you out for your stupid mistakes, but I would never embarrass you like you did me!”

4. Ask for their view.

Option1

“Can you tell me why you reacted that way? I want to work well with you.”

Option 2

“Can you explain why you felt the need to be such a jerk? Why can't we just talk about this?”

5. Identify issues and find a solution based on common goals and values.

Option 1

“We both want to avoid errors.
Can we discuss a solution?
How about dividing up the task
of checking the previous day’s
calculation among more people
so we have a fresh pair of eyes
each time?”

Option 2

“Let’s talk after you’ve decided
to stop being so psycho.”

resources

reporting resources

Office of Equity and Title IX Title IX Coordinator, Hima Vatti
titleix@caltech.edu

Deputy Title IX Coordinator for Students, Allie McIntosh
allie@caltech.edu

Lead Investigator, Brian Quillen
bquillen@caltech.edu

○ Deputy Title IX Coordinator for Staff, Ofelia Velazquez-Perez
○ ofelia.velazquez-perez@caltech.edu

Deputy Title IX Coordinator for Faculty, Melany Hunt
hunt@caltech.edu



Ofelia Velazquez-Perez



Melany Hunt

safety resources

(non-confidential)

○ Campus Security x5000

- Access this resource if someone needs medical attention, if a dangerous situation is unfolding, or if someone wants to speak with the Title IX Liaison, who can talk through all immediate options.

confidential resources



Teresa Mejia, Sexual Violence Advocate

Center for Inclusion and Diversity

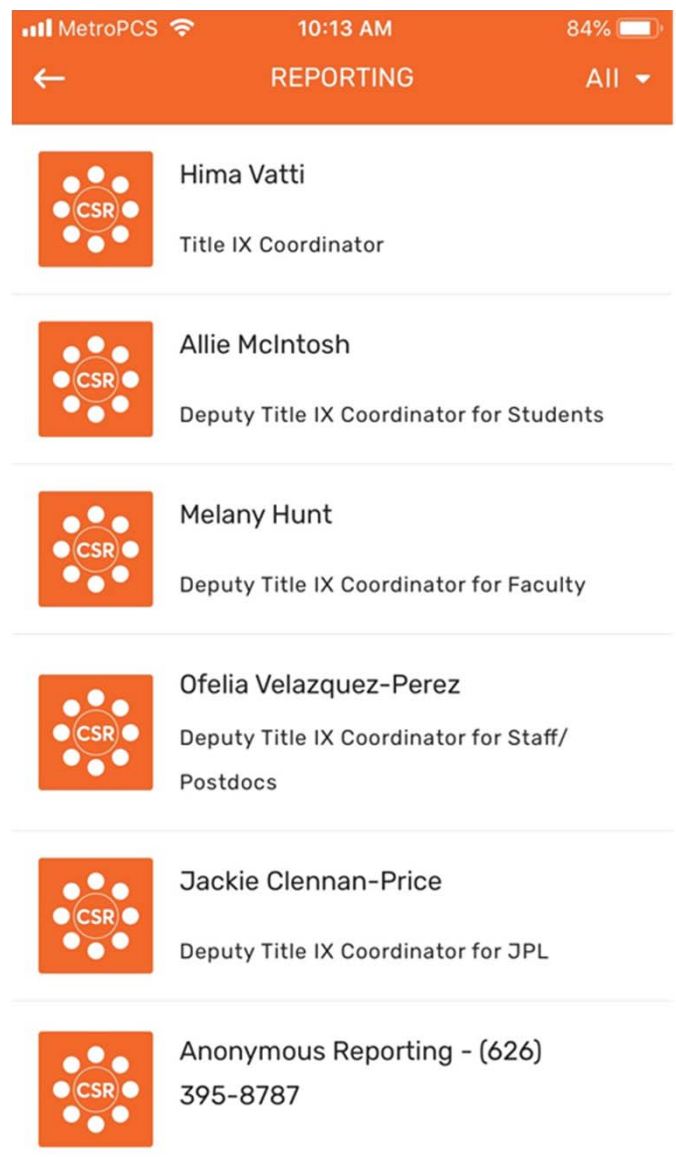
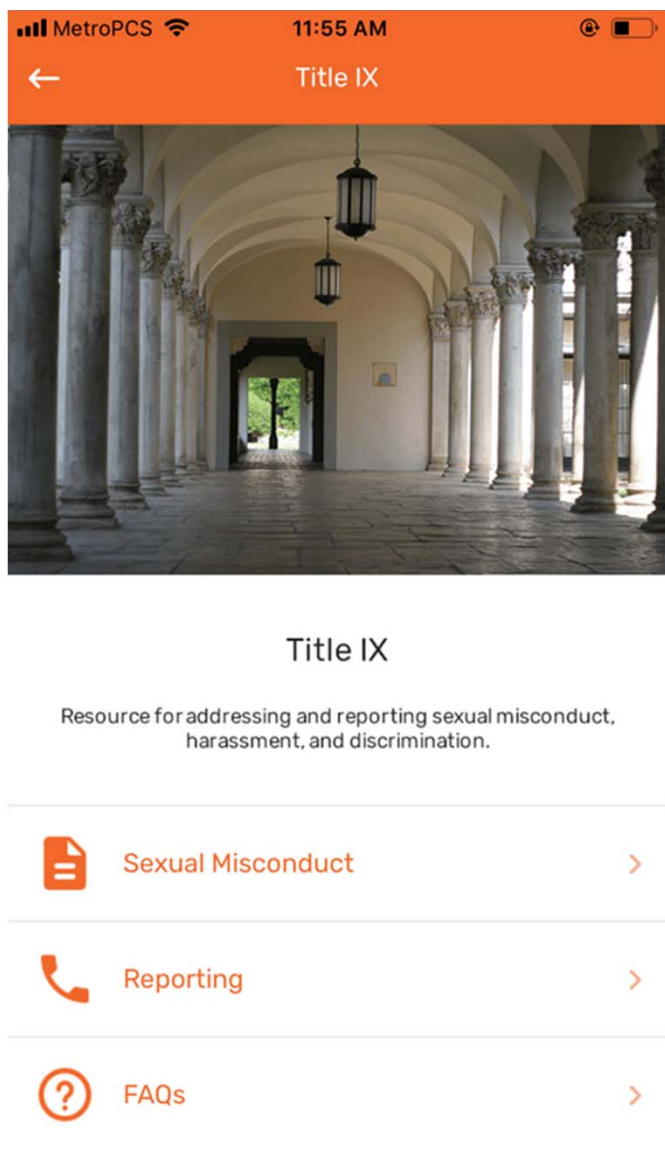
Staff & Faculty Consultation Center

Student Wellness Services, Counseling

Teresa Mejia



- New, grant funded position!
 - Campus Sexual Violence Advocate
- Teresa is an employee at Peace Over Violence
- Her services are **confidential and free**
- As of March 1, she now works full-time to support students, staff and faculty that have been impacted by:
 - Sexual harassment
 - Sexual assault
 - Relationship violence
 - Stalking
- Teresa can provide the following services:
 - Crisis intervention, even after-hours
 - Case management
 - Accompaniment services
 - Advocacy
 - A friendly and supportive presence 😊





come by and visit us (hopefully soon!)

- We are open 8am-5pm, Monday-Friday
 - CSS 205 – Main Title IX Suite
 - CSS 105 – Allie’s office
- In the meantime, reach out to us at equity@caltech.edu with questions, support needs, and concerns
- Get plugged in with the Graduate Title IX Council by emailing allie@caltech.edu

Caltech

Questions?

THE
equity OFFICE + title IX