



WAICU Summit on Diversity & Compliance

Exploring Diversity, Equity & Belonging and Regulatory Compliance in Higher Education

July 26 - 28, 2022
Carroll University – Center for Graduate Studies
Waukesha, WI

The WAICU Summit is expanding this year to include two tracks:

Diversity, Equity, & Belonging in Higher Education - July 26, 2022

Keynote by Dr. Jeneise Briggs, EDI Coordinator for the City/County of Eau Claire.

Regulatory Compliance in Higher Education – July 27-28, 2022

Keynote by Peter F. Lake, Professor of Law and Charles A. Dana Chair and Director, Center for Excellence in Higher Education Law and Policy, Stetson University College of Law.

Registration Deadline: July 9, 2022

Cost

\$180 per person per day. Please register for each day separately.

WAICU will invoice the Business Office of each college or university with registrants after the Summit. Lunch and beverages are included.

Summit Sponsors

WAICU gives a heartfelt thank you to the Summit sponsors for 2022.

For information on WAICU's Legal Services program with Husch Blackwell or the Cyber Security & Compliance program with SecurIT360, email collaboration.info@waicu.org.

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Carroll University – Center for Graduate Studies
Waukesha, WI

Directions and Parking

Free parking is available. Carroll University's Center for Graduate Studies is located off their main campus. For driving directions, enter this address into your GPS:

Carroll University Center for Graduate studies
2140 Davidson Rd
Waukesha WI 53186

Hotel Information

We have 30 rooms blocked off at the Comfort Inn in Waukesha. There is a minimum stay of 2 nights to receive the discount. Rooms can be reserved by using the [WAICU Booking Site](#). Rates are \$129 for a standard king or \$139 for a standard double queen room. The cut-off date to get a room in this block is midnight on **July 6**. After that, you may be able to get a room, but WAICU no longer has a hold on this block of rooms. Here is the hotel contact information:

Comfort Inn
2510 Plaza Ct
Waukesha, WI 53186
262.786.6015

If you have questions about the summit, please [email](#) Kathy Dutter or call her at 608.204.5232.

(continued)

Day 1 – July 26
Diversity, Equity, & Belonging

9:00 Registration, Coffee

9:30 Welcome – Mohammed Bey, Vice President for Institutional Inclusion, Carroll University

Keynote

Navigating Challenging Conversations: One of the Centralities of Human Diversity – Dr. Jeneise Briggs, City/County of Eau Claire

Dr. Briggs will provide deep content on the foundations of conscious communication and conflict management, and cover strategies for courageous conversations on college and university campuses. Participants will leave the session with tangible actions that can be implemented both in their personal and professional lives as they continue or start their journey of operationalizing DEI on a daily basis.

11:15 Breakout 1

Legal Considerations and Best Practices for Diversity Hiring Initiatives in Higher Education – Mary Deweese, AJ James, and Amanda Garcia-Williams, Husch Blackwell

A discussion of both the legal considerations governing diversity hiring initiatives and the best practices for implementing strategies to recruit and retain diverse candidates while furthering your institution's diversity, equity, and inclusion goals.

The Lived Experience of African American Males in Higher Education Over the Years – Teon Austin, Cardinal Stritch University, and alumni panelists

This panel of black male college graduates from various generations will talk about their perceptions throughout their college experiences. This courageous conversation will help faculty and staff understand the impact of policies, procedures, and individual practices on student retention, belonging, and satisfaction.

12:15 Lunch & Networking

(continued)

Speakers

[Teon Austin](#)

[Dr. Brittany Bell](#)

[Martha Bledsoe](#)

[Dr. Jeneise Briggs](#)

[Nicole Depowski](#)

[Mary Deweese](#)

[Amanda Garcia-Williams](#)

[Arin Gerth](#)

[AJ James](#)

[Christos Lianos](#)

[Amber May](#)

[Benjamin Reith](#)

[Andy Reza](#)

[Amy Toson](#)

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1:15 Breakout 2

Student Sense of Belonging as the Foundation – Benjamin Reith, Bellin College

A student's sense of belonging can affect many aspects of a student's life, such as a student's degree of academic adjustment, achievement, aspirations, or even whether a student stays in school. The dimensions of college success rely heavily on one's belonging with peers, in the classroom, or on-campus. Come join the conversation as we define the difference between inclusion and a sense of belonging and find ways each one of us can help foster a sense of belonging for students in their everyday work.

Let's Talk About Colorism: Creating Safe Spaces for Black and Brown Students – Dr. Brittany Bell, Lawrence University

Colorism is prejudice or discrimination against individuals with a dark skin tone, typically among people of the same ethnic or racial group, yet it's something we don't talk about. We're creating the space - now let's talk about it! This session will provide staff and faculty with ways to assist students in self-reflecting and self-dialogue to foster a deeper understanding of the issue of colorism, specific activities to implement in their spaces, and books and other educational resources that address the topic of colorism.

2:30 Breakout 3

Humanizing Neurodiversity: We Are More Than an Accommodation – panel discussion with Martha Bledsoe, Amy Toson, Nicole Depowski, Amber May, Arin Gerth, and Christos Lianos, Carroll University

This panel will consist of conversations with neurodivergent and neurodiverse-allied students, faculty, and staff, which enable us to embrace agency and person-first actions. As members of campus communities who share fellowship with neurodiverse people, you will shift from awareness to action and leave with practices on true inclusivity including making space for self-determination of, dismantling barriers to, and disrupting microaggressions against neurodiverse people.

Honoring Indigeneity: Moving Beyond Land Acknowledgements – Andy Reza, Cardinal Stritch University

To become more inclusive, institutions of higher education have begun to find ways to validate the Indigenous experience - past, present, and future. Initial steps include land acknowledgements, but continuing practices are needed. This session will give an overview on land acknowledgements as well as ways in which institutions can continue to validate and support the Indigenous experience on campus.

3:30 Wrap Up and Next Steps Discussion

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(continued)

Day 2 – July 27

Regulatory Compliance

8:30 Registration & Coffee

9:00 Welcome – Cat Jorgens, University Counsel, Carroll University

Keynote

Trends in Higher Education – Peter F. Lake, Stetson University College of Law

Just as the pandemic is waning, or perhaps entering a new phase, higher education faces a host of challenges—and opportunities. Disruption from the pandemic forced adaptation, and creativity—and has had lingering effects. We have no precise baseline to assess exactly what lies ahead—this period in higher education in history is truly unique. To help participants meet the challenges that lie ahead and exploit the opportunities that the disruption has created, this session will address various emerging trends in higher education law and policy—including the state of academic freedom and higher education employment issues, student issues (especially mental health, and basic needs security), Title IX, COVID lawsuits, business dynamics in higher education and the state of the economy. The session will also discuss some key Biden administration regulatory issues as well.

10:45 Breakout 1

What You Need to Know About New Federal Regulations Impacting Higher Ed – Hayley Hanson, Husch Blackwell

There have been many changes and updates to federal regulations that impact higher education institutions. In this session, we will unpack what you may not know that you need to know.

12:00 Lunch & Networking

(continued)

Speakers

[Frank Cella](#)

[Mary Deweese](#)

[Gabrielle Dralle](#)

[Hayley Hanson](#)

[AJ James](#)

[Peter F. Lake](#)

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1:00 Breakout 2

Title IX Update – Peter F. Lake, Stetson University College of Law

We have anxiously awaited the release of new proposed Title IX regulations under the Biden administration. What are key features of the new Title IX compliance regulatory landscape? How have courts “partnered” in creating legal mandates for campuses to address sexual violence and sex discrimination? What novel legal issues have emerged over the past academic year? Join Title IX expert Peter Lake as he explores these issues and more, including how to lead your campus in the face of highly dynamic and not always consistent legal mandates.

FERPA Updates and Recent Developments – Mary Deweese and AJ James, Husch Blackwell

The Family Educational Rights and Privacy Act (“FERPA”) has been a frequent topic of discussion (and an occasional brier patch) for colleges and universities since its enactment in 1974. But the landscape of this nearly 50-year-old law is constantly changing and institutions are tasked with staying abreast of those changes. Join Husch Blackwell LLP education attorneys Mary Deweese and AJ James for a FERPA refresher and discussion of some important developments for institutions to consider.

2:30 Breakout 3

Developing Strong Grievance Procedures – Hayley Hanson, Husch Blackwell

In this session, learn what you need to include in your grievance procedures to protect students and your institution.

Greek Life: Navigating the Title IX and Other Risks – Frank Cella, Marsh & Gabrielle Dralle, Carroll University

This session takes a closer look at fraternities and sororities both within the Title IX framework and other risks. Learn strategies to work with Greek Life on campus and navigate the risks associated with local chapters of these national organizations.

3:30 Wrap Up

(continued)

[Register for Day 2](#)

Day 3 – July 28
Regulatory Compliance

8:30 Registration & Coffee

9:00 Welcome – Cindy Gnadinger, President, Carroll University

Breakout 1

Faith-based Institutions and the Law – Peter F. Lake, Stetson University College of Law

The U.S. Supreme Court has made protecting faith a major constitutional mission. Higher education institutions of all types must balance regulatory mandates with constitutional requirements. Most recently there have been legal and regulatory battles over Title IX and Title VII intersections with faith and faith-based institutions, including the legal right to limit/force the use of preferred pronouns and the identification/use of some facilities by gender. How may faith-based institutions navigate the current and evolving law and policy climate? This session will discuss U.S. Supreme Court jurisprudence in some detail, discuss major current litigation issues and offer some intensely practical insights into how faith-based institutions might operationalize legal mandates.

Leveraging the Interactive Process in Determining Reasonable Accommodations: Seeking Positive Outcomes for Students and Institutions – Jack Bartelt, Marquette University

A deeper dive into the “Interactive Process” when determining reasonable accommodations. Why it’s important, what it can look like, and how you can use it to come to accommodation decisions that meet the needs of multiple parties. Questions are welcome throughout the discussion.

10:30 Breakout 2

Clarifying Title IX and Title VII for Your Campus – Hayley Hanson, Husch Blackwell

Getting the disciplinary process right for Title IX complaints may have implications not just for students, but for employee complaints under Title VII and Title IX as well. In this session, we will review the intersection of Title IX and Title VII for best practices for your campus.

(continued)

Speakers

[Jack Bartelt](#)

[Emmanuel Guillory](#)

[Hayley Hanson](#)

[Daryl Irby](#)

[Peter F. Lake](#)

[Joseph Storch](#)

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Cyber Liability Insurance: How Can Institutions Position Themselves to Secure Coverage – Daryl Irby, SecurIT360

Cybersecurity insurance is getting harder and harder to qualify. Learn how you can best position your institution to not only become more secure, but also to prepare to meet the next needs of the underwriters.

11:30 Lunch & Networking

12:15 Breakout 3

Applying the New Title IX Regulations – Hayley Hanson, Husch Blackwell

If the new regulations are not released, this will be a discussion of what is expected for Title IX.

A Short Look at Long COVID – Jack Bartelt, Marquette University

Discussing documentation expectations, long-COVID needs, and reasonable accommodations as individuals deal with the long-term effects of a global pandemic.

1:30 Breakout 4

Pregnant and Parenting Students and Title IX – Joseph Storch, Grand River Solutions

The US Department of Education regulates discrimination against students who are pregnant (including false and terminated pregnancies) and have given birth under Title IX of the Education Amendments of 1972. Students must be allowed to participate in education, extracurricular, and athletic opportunities, though special programs for pregnant students may be provided, if voluntary. In this session, we will discuss the law and regulations and some considerations for creating opportunity.

Institutional Accountability and Negotiated Rulemaking – Emmanuel Guillory, NAICU

Note: This session will carry over into Breakout 5

The U.S. Department of Education (Department) convened key stakeholders from January to March 2022, to form a negotiated rulemaking committee, known as the Institutional and Programmatic Eligibility Committee, to focus on institutional accountability. Negotiated rulemaking is a consensus-based process through which the Department develops a proposed rule by using a neutral facilitator and a balanced negotiating committee composed of representatives of all interests that the rule will affect, including staff from the Department. This process gives everyone with a stake a chance to try to reach agreement, also known as consensus, about the main features of a rule before the Department proposes it in final form.

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When consensus is reached, the Department is bound to the agreement when releasing its draft regulations for public comment and no negotiator is allowed to express negative views of the agreed upon language. When consensus is not reached, the Department has the ability to rewrite the regulation as it wishes and is not bound to language proposed by the committee.

Of the seven topics discussed, consensus was reached by the 13 negotiators on the Institutional and Programmatic Eligibility Committee. It is expected that the Department will release a Notice of Proposed Rulemaking in the near future, with a final rule released by November 1, 2022. If the final rule is released by November 1st, the regulations will go into effect on July 1, 2023. Topics covered in the rulemaking include: Nonprofit Status of Institutions, Multi-State Licensing Requirements, Multi-State Consumer Protection laws and NC SARA, Career Services, Gainful Employment, Financial Responsibility Composite Scores, Transcript Withholding and Verification of High School Diplomas.

2:45 Breakout 5

The NCAA’s Evolving Requirements Regarding Sexual and Interpersonal Violence
– Joseph Storch, Grand River Solutions

The NCAA has had several approaches to responding to and preventing sexual and interpersonal violence among member institutions over the last half-decade. These different approaches come amid a changing landscape in the federal government’s approach to Title IX and related laws. In this session, we will discuss the different requirements, and specifically cover the attestation requirement for the 2022-2023 academic year (Grand River Solutions will provide a tool that can be customized by institutions).

Institutional Accountability and Negotiated Rulemaking, continued – Emmanuel Guillory, NAICU

3:45 Wrap Up

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Once again, we want to thank our sponsors of the 2022 WAICU Summit on Diversity & Compliance.

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