Brief Introduction

- Access, EDI, and Student Affairs
- Title IX, Compliance & Conduct
- Not new to UW
- Equity from policy to engagement
- Support and Accessibility
Intersectionality

- Targeted populations
- All policies are not created equal
- Disparate impacts
- Human intervention
- Institutional culture
- Rights and Responsibilities
- Systemwide approach
Real life Implications

- Vast overrepresentation of minoritized students as respondents
- Sexual violence against LGBTQIA+ population is vastly underreported
- Continued marginalization/microinvalidation against Trans population
- Rise in access complaints against colleges and universities
- Undertrained/Untrained personnel
- Multiple-Hat Syndrome
UW’s Vision for Equity, Diversity and Inclusion

- Vastly improved policies/procedures
- Commitment to consistent training and education
- Enhanced engagement for students and employees
- A variety of focus areas and voices
- Expectations and outcomes
Critical Imperatives

- Focus on equity throughout enterprise
- Enhanced focus on targeted populations
- Consistent application of sanctions and measures
- Necessary resources to ensure proper training and accountability
- Be vigilant
Title IX, Clery, Compliance & Conduct

Am EDI Imperative

Warren Anderson
Senior Equity, Diversity, and Inclusion Officer
UW System Administration

(608) 262-3767
Wanderson@uwsa.edu