



Sadára DeVonne, Esq.
DHR Administrator | Title IX Coordinator
Human Resources



About Me



- ▶ Los Angeles, California native
- ▶ UCLA Alumna
- ▶ Trinity Law School Alumna
- ▶ Licensed Attorney in the State of California, and;
- ▶ Federal Central District Court of California
- ▶ Certified in Title IX Investigation & Training
- ▶ Certified in EEO Administration
- ▶ Certified in Advanced Interviewing & Interrogation



Find Me

In My Office: 1111 Building, Ste. 455
By Phone: (626) 396-4348
By Cell: (626) 316-2540
By Email: sadara.devonne@artcenter.edu





My Role at ArtCenter

- **Discrimination, Harassment and Retaliation Administrator/Title IX Coordinator**
- Administration and Compliance with Federal and State Laws Governing DHR
- Development and Oversight of DHR and Title IX Programs
- Provide Leadership, Advice and Action for DHR prevention and elimination
- Development and Implementation of Policies, Procedures, Best Practices
- Training, Outreach and Education for Students, Faculty and Staff
- Leadership of the Title IX Taskforce
- Oversee, receive and conduct investigations



DHR and The Law

(The Framework of ArtCenter Equal Opportunity Policy and Initiatives)

- Title VII of the Civil Rights Act of 1964
- Title IX of the Education Amendments of 1972
- Violence Against Women Act/Campus SaVE Act
- Section 504 of the Rehabilitation Act of 1973
- Title II of the Americans with Disabilities Act of 1990,
- Equal Pay Act of 1963
- Pregnancy Discrimination Act of 1968
- Genetic Information Nondiscrimination Act of 2008
- Age Discrimination in Employment Act of 1967

ArtCenter's Commitment to Equal Opportunity

- ▶ ArtCenter College of Design is committed to equal opportunity for everyone regardless of their **race, color, ancestry, national origin, citizenship, religious creed, age, physical or mental disability, medical condition, genetic characteristic, pregnancy, marital status, veteran status, sex, sexual orientation, gender identity, transgender identity** or any other characteristic protected by law

We are all different. But we all have EQUAL RIGHTS.

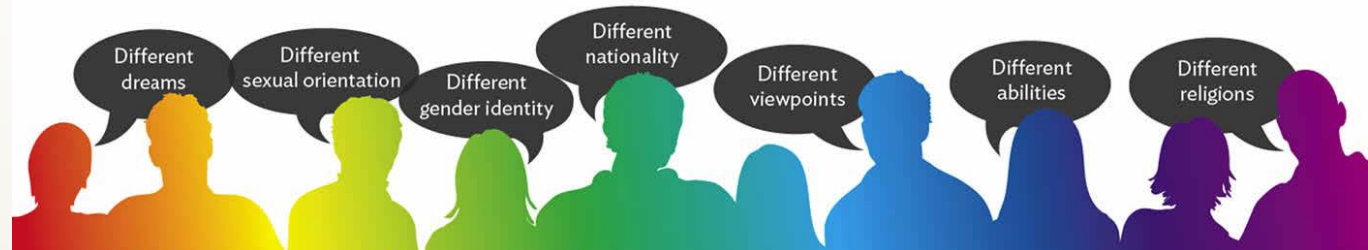



Image courtesy of www.uaf.edu



Obstacles to Equal Opportunity

(By no means exhaustive)

- **Underexposure** to those different from us
 - **Misconceptions** about diversity
 - **Communication Barriers**
 - **Resistance to Change**
 - **Fears and Phobias**
 - **Expecting Assimilation**
- 



Obstacles to Equal Opportunity cont.

- ▶ **Bias** - An inclination towards something; predisposition, partiality, prejudice, preference, predilection.
- ▶ **Stereotypes** – categorizing - in ways that may or may not accurately reflect reality - specific types of individuals or certain ways of doing things.
- ▶ **Homophily & In Group Favoritism** - the tendency of similar types of individuals to form groups. *“Birds of a feather flock together”*.



Solutions to the Obstacles


(By no means exhaustive)

- Self-monitoring
- Be empathetic
- Think carefully about ourselves and our audience
- Create flexibility and evolution towards a broader culture
- Value having new perspectives
- Incorporate differences
- Increase awareness
- Focused training and education
- Purposeful interactions with different people, groups, cultures, etc.
- Support structural and organizational change





How Can Faculty Help?

- Increase faculty awareness and sensitivity with education and training
 - Understand faculty are in a position of power. Use it for good.
 - Partner with other campus organizations, i.e. student government
 - Become knowledgeable about what students are facing
 - Recruit dedicated educators
 - Install a Head of Faculty Diversity and Development
 - Create a diverse faculty and student body
 - Does our student body look like the rest of the world?
 - Does our faculty represent our student body?
- 



Get To Know ArtCenter Policy & Procedure

(click the links below)

- [Equal Opportunity](#)
- [Title IX Webpage](#)
- [Title IX Policy & Procedure](#)
- [Complaint Procedures](#)
- [Complaint Form](#)
- [Who To Contact](#)
- Mandated Reporting - When you are informed of a DHR/Title IX Incident, you must report it to the DHR/Title IX Coordinator.
- Bystander Intervention - If you see something, say or do something.

**KNOWLEDGE IS
POWER,
BUT ONLY WHEN
YOU APPLY IT**

-KRISTEN POBORSKY

Who To Contact with a Title IX Complaint

For students/employees who are filing a complaint **against a faculty member, staff member or third party** such as a vendor, please contact:

Sadara DeVonne, Esq.

DHR Administrator & Title IX Coordinator

626 396-4348

DHR-TIX@artcenter.edu

Jackie Contreras

Employee Relations Coordinator,
Deputy Title IX Coordinator

626 396-4348

DHR-TIX@artcenter.edu

For students who are filing a complaint **against another student**, please contact:

Kendra Stanifer

Associate Dean of Students,
Deputy Title IX Coordinator

626 396-2396

kendra.stanifer@artcenter.edu

ArtCenter has designated the following employees as Deputy Title IX Coordinators, who may also receive complaints:

Deputy Title IX Coordinators

Ted Young, Associate Provost,
Faculty Affairs

626 396-4281

ted.young@artcenter.edu

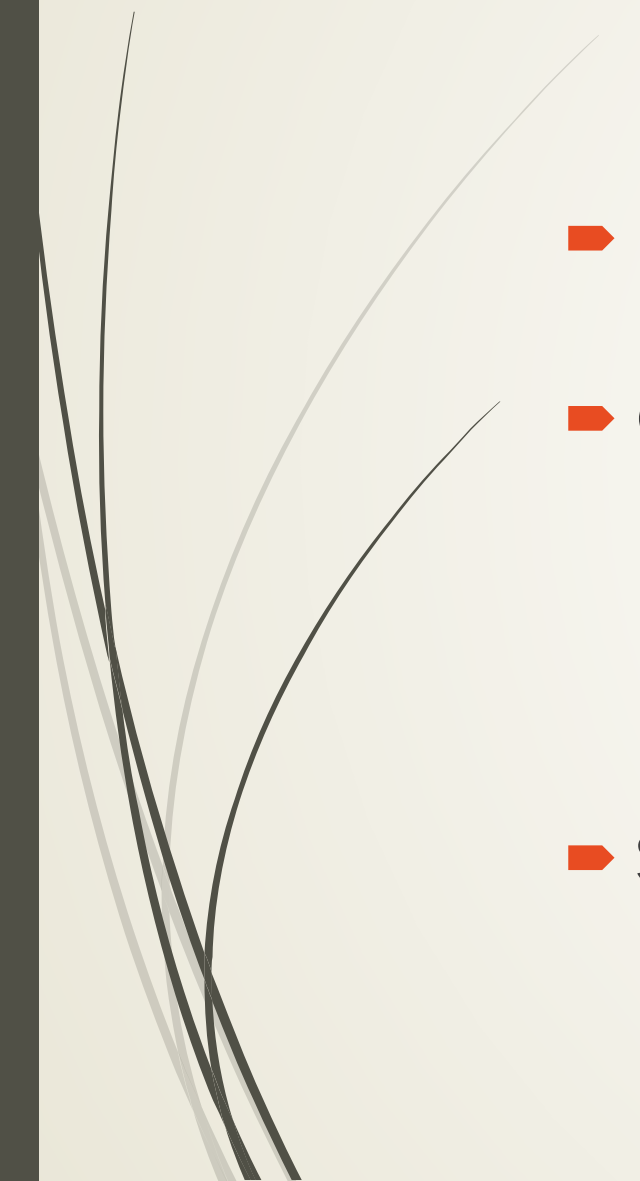
Paula Goodman
Director, Public Programs, K-12
Programs

626 396-2347

paula.goodman@artcenter.edu



What More Can Faculty Do?

- ▶ Understand the ArtCenter Environment versus the Industry Environment
 - ▶ Create Diversity Initiatives, for example:
 - ▶ Implement college-wide programs that address faculty on the systemic roots of racism, sexism, abelism and inequalities to create a better campus climate.
 - ▶ Appoint Faculty Equity Advisors appointed to assist in equity and inclusion across campus programs.
 - ▶ Faculty Dialogue Series - Peer-led conversations on inclusive teaching practices.
 - ▶ Share this information with colleagues and students
- 



Examples of Campus & Faculty Diversity Efforts

- ▶ Otis College of Art And Design
 - ▶ <https://www.otis.edu/commitment-diversity>
- ▶ Occidental College
 - ▶ <https://www.oxy.edu/our-story/diversity>
- ▶ UC Berkeley Faculty Diversity Initiatives
 - ▶ <http://diversity.berkeley.edu/programs-services/faculty>
- ▶ University of Chicago
 - ▶ <https://bsddiversity.uchicago.edu/page/signature-events-and-programs>

What's On the Horizon?

- ▶ Mandatory Training for all employees on:
 - ▶ Discrimination, Harassment, Retaliation Prevention & Amelioration
 - ▶ Diversity, Equity and Inclusion
 - ▶ Title IX
 - ▶ Mandated Reporting
 - ▶ Bystander Intervention
 - ▶ Cultural Sensitivity
 - ▶ Reasonable Accommodations
 - ▶ Safety and Compliance



Questions?



Contact DHR/T9 Administrator
DHR-TIX@artcenter.edu
(626) 396-4348



**THANK
YOU!**

