

1st Biennial

Colorado

Summit on

Sexual

Misconduct



Date of Report:
September 15, 2021

Submitted by:
*The 2021 Summit
Planning Committee*

Senate Bill 19-007

Per Senate Bill 19-007, “ Commencing on or before August 1, 2020, subject to available appropriations, the Department shall host biennial summits on sexual misconduct on institution campuses for stakeholders, advocates, students, faculty, and other interested persons to facilitate communication, share information, and hear from experts, and other efforts to promote awareness and prevention of sexual misconduct on Colorado’s institution campuses.” ...

“On or before January 15 of the year following the summit, the planning committee shall submit a report to the Education committees of the Senate and the House of Representatives, or any successor committees, including a summary of the events, attendees, outcomes, and recommendations.”

Summary

In January 2021, in accordance with Senate Bill 19-007, the Colorado Department of Higher Education appointed committee members to the 2021 Summit Planning Committee to organize the 1st Biennial Colorado Summit on Sexual Misconduct.

The first committee meeting was held on January 28, 2021, and meetings were held bi-weekly thereafter. Due to the Coronavirus Pandemic (COVID-19), and the lack of funding, the decision was made to host the Summit virtually (via Zoom). Together, committee members created a diverse list of topics and speakers, all of whom, under the circumstances, agreed to present at the summit free of charge.

A list of the Planning Committee members and the Summit Schedule/Booklet are attached to this report.

The Summit was held on July 19th and 20th, from 9:00 a.m. – Noon.

Topics covered included:

- *Addressing Sexual Misconduct within Higher Education in Colorado*
- *Title IX Regulations, Clery Act, and Legal Updates*
- *Intersection of Title IX and Criminal Cases*

- *Roundtable: Multi-Institutional Collaboration*
- *Consent Education in K-12 Environments*
- *Intersection of Domestic Violence and Sexual Misconduct*
- *Title IX Legal Developments*
- *Identifying and Responding to Stalking on College Campuses*
- *Neurobiology of Trauma: How the brain and body respond to traumatic events*
- *Bias, Equity, Intersectionality, and Cultural Competence*
- *Best and Promising Practices for Prevention*
- *Panel: Implementing the New Title IX Regulations at Colleges/Universities and in K-12 Schools within Colorado*
- *Considerations for Minors on IHE Campuses*
- *Engaging Young Adults in Healthy Masculinity Conversations as a Violence Prevention Tool*
- *Addressing Intersectionality and Implicit Bias *IS* Violence Prevention*
- *Prevention and Awareness & Supporting Survivors*

Attendees

The opportunity to attend the 2021 Summit was shared across the state. Although Senate Bill 19-007 specifically focuses on Higher Education, in an effort to create an even more inclusive Summit, the Planning Committee also encouraged involvement and attendance of the K-12 community.

Through a website that was created for the Summit, 328 people signed up to receive updates about the Summit. The 328 people included those who would be unable to attend the Summit in real time, but were interested in accessing the Summit materials and recordings that would later be made available on the Summit website.

Attendees included stakeholders, advocates, students, faculty, staff of higher education and K-12, policy makers, state representatives, and other interested persons and organizations.

On Day 1 of the Summit, 217 participants attended the various sessions.

On Day 2, 183 participants attended the Summit.

Attendees joined from a variety of organizations, including, but not limited to:

- K-12 School Districts
- Public and Private Colleges and Universities
- Colorado State Senate
- Rural Schools
- District Attorney's Offices
- Community Colleges
- Police Departments
- Technical Colleges
- Community Health Centers
- Advocacy Organizations
- Private Investigator Offices
- Safe Houses
- Treatment Centers
- Social Services Organizations
- State Agencies
- Educational Services Agencies
- Charter Schools
- Preparatory Schools
- System Administration Offices
- School for the Deaf and the Blind
- Media Outlets

Attendee Feedback

In addition to the quotes below, many Planning Committee members received positive feedback from their colleagues and the staff at their institutions. Members received compliments on how well the program was run, in addition to the content. One attendee, from the Western Slope, told a committee member how grateful she was for having access to these resources that would have otherwise been unavailable to her.

“I attended the session on Trauma just now and it was packed with such good information ... I can’t say enough about the benefit I received from attending the Summit. It is hard for me to fathom that this is the first one – what a huge success!” – Fort Lewis College

“It looks like there is a ton of information and you all did an amazing job! Thank you for your guidance in understanding these laws.” – Colorado Boards of Cooperative Educational Services (BOCES)

“We enjoyed the experience--the summit was well run. Thanks for your hard work making it happen!” – Colorado Department of Public Safety

“Great work on the Summit!” –Rocky Mountain Victim Law Center

“What a wonderful event – so appreciate everything you did to make it successful. “ – University of Colorado Boulder

“Thank you for your hard work to put the summit together. As both a presenter and an attendee, I thought that it was a really successful event. I look forward to seeing what the committee puts together two years from now.” – Colorado Office of the Attorney General

“The summit was very much needed. I appreciate your work on it!” – Red Rocks Community College

“Thank you for your work putting together the Summit! It was a great success and we had many takeaways for our team.” – Colorado Charter School Institute

“I was immensely impressed with the speakers and the format especially since this was the first Summit. I was blown away!” – Anonymous

Outcomes

The 1st Biennial Colorado Summit on Sexual Misconduct was quite the success and demonstrated incredible potential for future summits. As mentioned above, more than 300 people expressed interest in the Summit and the turnout was great on both days. The Summit was held virtually, which worked well, and the chosen virtual platform was Zoom.

To prepare for the Summit, the Planning Committee met every two weeks between January 2021 and July 2021, and the three co-chairs also met on the off-weeks. The Planning Committee used Google Docs to share ideas of topics and presenters with one another. Once the preferred topics and potential presenters were identified, the co-chairs reached out to each recommended presenter and asked if they would be interested in volunteering their time at the Summit. Due to limited resources and time, the Planning Committee decided not to extend a traditional Call for Proposals. Although the Summit was held virtually, the limited resources for the Summit still presented quite the challenge. Fortunately, many of the presenters who were recommended agreed to volunteer their time given the circumstances.

Once the Planning Committee decided on the dates for the Summit, a Summit Save the Date was shared with everyone who might be interested in attending the Summit. A Summit website (*link below*) was also created and hosted by the Colorado Department of Higher Education. The website was used to share the Save the Date, the list of Planning Committee members, and the Initial Agenda. The website also allowed individuals to sign up to stay updated/register for the Summit. Shortly before the Summit took place, individuals who signed up/registered received the final Summit Schedule/Booklet, which included applicable Zoom links.

After the Summit, the website was updated to include Summit materials, such as PowerPoint presentations, and recordings of the Summit sessions. The website will stay in place indefinitely, along with the Summit materials. The recordings were made available on the Summit website for 60 days, with the permission of the presenters.

An online evaluation survey was shared with all individuals who attended the Summit.

Evaluation Summary:

- 80 evaluations (approx. 40% completion rate) were submitted by Summit attendees.
- Day 1 Sessions: All sessions were rated *effective or highly effective* by 78% or more of participants.
- Day 2 Sessions: 8 of 10 sessions were rated *effective or highly effective* by 80% of participants.
- 75% of Summit participants *agreed or strongly agreed* that attending the Summit was valuable.
- 77% of Summit participants *agreed or strongly agreed* that they gained new information/insight from the Summit.
- 68% of Summit participants indicated that they plan to make changes in how they approach their work based on what they learned at the Summit.
- 92% of participants indicated that the structure of the Summit made it easy to attend.
- 80% indicated that they would attend the next biennial Summit.

Summary of what was most useful:

- The breadth of expertise of presenters and information presented, variety of topics, representation of K-12 issues, concrete and best practices offered, Title IX and legal updates, sexual assault framed through anti-oppression and intersectionality.

Summary of suggestions and additional topics for improving the Summit:

- Offer a call for presenters, higher education overrepresented, more advanced topics and content, more detailed training for investigators, redundancy in topics for those who attended the CCASA campus meeting, criminal process intersecting with Title IX investigations, more opportunities, or tracks for connecting and networking within groups aligned with participants' roles, possibly longer days with more sessions, staff and faculty complaints and not just student focused, more K-12 topics.

Summit Website:

<https://highered.colorado.gov/1st-biennial-colorado-summit-on-sexual-misconduct>

Recommendations

As mentioned above, the Summit was held virtually due to health and safety concerns and limited resources. Although the Summit was ultimately a success, the committee recommends the following for future summits:

- **Allocated funding for future Biennial Summits for:**
 - Presenters (especially Keynote Speakers)
 - Venue Expenses
 - Food and Beverage
- **Begin planning the Summit further in advance.**
 - The 2021 Planning Committee was able to plan a successful event between January 2021 (when appointed to the committee) and July 2021 (with a deadline of August 1 for the Summit to take place per Senate Bill 19-007), but the committee recommends reserving more time for this task in the future.
- **Schedule the Summit for 2 Days, preferably with a hybrid of in-person and virtual.**
 - Two full days would allow participants to attend more sessions.
- **Focus more on student outreach for:**
 - Participation on the Planning Committee
 - Opportunities to participate in the Summit
 - Attendance at the Summit

Respectfully submitted by the 2021 Summit Planning Committee:

- ✚ Katherine Miller, Co-Chair
- ✚ Violet Stoudt, Co-Chair
- ✚ Tashana Taylor, Co-Chair
- ✚ Carl Einhaus, CDHE Liaison
- ✚ Kelila Fitch-Cook, Member
- ✚ Aylin Gutierrez Ruiz, Member
- ✚ Rabbia Imran, Member
- ✚ Jessica Ladd-Webert, Member
- ✚ Tisha Lee, Member
- ✚ Stephanie Lucero, Member
- ✚ Amanda Prince, Member
- ✚ Shelby Schuppe, Member
- ✚ Raana Simmons, Member
- ✚ Molly Wieser, Member
- ✚ Teresa Wroe, Member

1st Biennial Colorado Summit on Sexual Misconduct

Summit Schedule

I. Monday, July 19, 2021

9:00 a.m. – 9:05 a.m.

Welcome: Join us as **Dr. Angie Paccione**, Executive Director of the Colorado Department of Higher Education, welcomes participants to the 1st Biennial Colorado Summit on Sexual Misconduct.

9:05 a.m. – 9:30 a.m.

Opening: Addressing Sexual Misconduct within Higher Education in Colorado

Valerie Simons, Associate Vice Chancellor and Title IX Coordinator in the Office of Institutional Equity and Compliance at the University of Colorado Boulder, shares updates on Colorado's latest efforts in addressing sexual misconduct, including Senate Bill 19-007.

9:30 a.m. – 10:45 a.m.

Presentation: Title IX Regulations, Clery Act, and Legal Updates

Presented by: Cari Simon – At 37 words, the statutory text of Title IX of the Education Amendments of 1972 may appear to be a simple addition to the U.S. Code, guaranteeing freedom from discrimination on the basis of sex in educational settings. The application of these words in the sexual harassment and gender-based violence context, however, and the specific rights they guarantee to survivors and obligations imposed on educational institutions, is a contentious and rapidly-evolving area of contemporary law. A leading national Title IX lawyer, Cari Simon's presentation will cover the recent changes in the regulatory framework governing Title IX; what we can expect from the new administration's approach; the practical experience of advisors and survivors seeking to have their rights upheld by their educational institutions; and overlaps of these topics with the Clery Act. Ms. Simon will also focus on how to support survivors on campus to ensure that their access to education is on track and unimpeded.

Moderator: Amanda Prince

Zoom Link (same link for Welcome, Opening, and Presentation):

[Click Here to Join Zoom](#) Meeting ID: 841 9534 7128; Passcode: Summit

11:00 a.m. – Noon (Breakout Sessions)

Session 1: Intersection of Title IX and Criminal Cases

Presented by: Kazi Houston and Ash Arens – *Victimization rarely involves just one legal system. Survivors engaged in Title IX processes may also be a victim in a criminal case, or deciding if they want to file a police report along with a Title IX complaint. In this training, Kazi Houston and Ash Arens, Legal Director and Victim Services Director at the Rocky Mountain Victim Law Center, will provide an overview of the criminal legal system, discuss considerations with reporting, misconceptions about the legal system, and privacy considerations for survivors. This training will also discuss how survivors define justice, and the oppression and re-traumatization that are part of the legal system.*

Moderator: Rabbia Imran

Zoom Link (Session 1): [Click Here to Join Zoom](#) Meeting ID: 851 5594 3302; Passcode: Summit

Session 2: Roundtable – Multi-Institutional Collaboration

Shelby Schuppe, Title IX & Student Conduct Coordinator at Western Colorado University, **Molly Wieser**, attorney and Title IX Coordinator at Fort Lewis College, and **Ana Guevara**, Director of Title IX & Office of Equal Opportunity at Adams State University, share their insight on addressing sexual misconduct from a multi-institutional lens.

Moderator: Tashana Taylor

Zoom Link (Session 2): [Click Here to Join Zoom](#) Meeting ID: 924 0295 3266; Passcode: Summit

Session 3: Consent Education in K-12 Environments

Presented by Monica Rivera, Director & Victim Advocate in the Women and Gender Advocacy Center at Colorado State University – *Given the rates and gendered nature of sexual violence, we must start early if we hope to shift the trajectory of consent before young adults reach campus. Using expertise and insights gained from over a decade teaching consent to college students, this session will highlight strategies for infusing concepts of consent and body sovereignty into our relationships and interactions with the younger children/teens in our lives. This session will be useful for anyone who interacts with kids (e.g. parents, family members, teachers, coaches, babysitters, etc). **Content warning:** general references to sexual violence, sexuality and sexual humor. This session will **NOT** include any visual or audio depictions of violence.*

Moderators: Teresa Wroe and Violet Stoudt

Zoom Link (Session 3): [Click Here to Join Zoom](#) Meeting ID: 824 6947 6675; Passcode: Summit

Session 4: Intersection of Domestic Violence and Sexual Misconduct

Presented by Zoe Collins, Director of Communications and Outreach at The Initiative – This workshop explores the dynamics of abuse in a broad sense, touching on the core elements that go beyond labels like “D.V.” or “Rape” to investigate how power and control also play into systemic violence. Attendees will be encouraged to critically engage with what they may have already been taught about abusive dynamics. With an emphasis on how a persons’ various identities shape their experience with power and control, this training covers how we talk about domestic violence and sexual assault, how the two victimizations often overlap, and case studies. This training will explore our tendency to use binary thinking about abuse and how we can embrace a much more inclusive, transformative conception of healing. This is a 101 training, but takes a radically different perspective on violence from other Power and Control 101 presentations. The training purposefully centers the perspectives of intersectional feminist thinkers like Kimberly Crenshaw, and while it is not specifically an anti-racism training, it is firmly rooted in anti-racist framework.

Moderators: Katherine Miller and Stephanie Lucero

Zoom Link (Session 4): [Click Here to Join Zoom](#) Meeting ID: 918 5134 5955; Passcode: Summit

II. Tuesday, July 20, 2021

9:00 a.m. – 10:30 a.m. (Breakout Sessions – Part 1)

Session 1: Title IX Legal Developments

*Presented by Assistant Attorneys General **Eric Butler and Patrick Warwick-Diaz, and Rebekah Ottenbreit**, ELD Specialist & Title IX State Coordinator for the Colorado Department of Education – This presentation will build upon the Day 1 legal update by providing an overview of the K-12 context and will review key court decisions involving both K-12 schools and higher education institutions from the U.S. District of Colorado and the 10th Circuit Court of Appeals over the past 12 months.*

Moderator: Tashana Taylor

Zoom Link (Session 1): [Click Here to Join Zoom](#) Meeting ID: 825 8129 2076; Passcode: Summit

Session 2: Identifying and responding to Stalking on College Campuses

*Presented by **Jennifer Landhuis**, Director of Stalking Prevention, Awareness, and Resource Center (SPARC) – Stalking is a prevalent, dangerous and often misunderstood crime. This session explores the dynamics of stalking, focusing on the highly contextual nature of the crime by discussing common tactics used by perpetrators, stalking’s co-occurrence with domestic violence, the use of risk assessments in stalking cases as well as tools to plan for victim safety and hold offenders accountable.*

By the end of the seminar, participants will be better able to:

- Identify stalking behaviors and dynamics
- Recognize the intersection of stalking with dating violence
- Identify the 14 risk factors in stalking cases
- Apply strategies for working with victims of stalking and holding offenders accountable

Moderator: Shelby Schuppe

Zoom Link (Session 2): [Click Here to Join Zoom](#) Meeting ID: 944 8313 4838; Passcode: Summit

Session 3: Neurobiology of Trauma: How the brain and body respond to traumatic events

Presented by Jessica Ladd-Webert, Director of the Office of Victim Assistance at the University of Colorado Boulder – They are more irritable now. They are numb and seem like everything is fine. Last week they were sad, today they are angry and seem to be deflecting with humor. These are all common responses to traumatic experiences. Impact from traumatic events will vary and can be informed by how the brain and body respond to and hold traumatic experiences. This session will explore what is going on inside of someone after they have experienced a traumatic event, as well as help explain someone's behaviors. We will also discuss additional barriers and impacts for underrepresented community members. The goal of this session is to increase knowledge about the impact of trauma (including sexual misconduct), which will lead to an increase in trauma informed care and that can help create a more supportive community where survivors will feel more able to reach out for help. This will also help investigators of sexual misconduct understand what they may be coming across as they investigate cases. By attending this session you will learn more about:

- How the brain and body respond to traumatic experiences
- Factors impacting response to traumatic events
- How the aftermath of trauma shows up
- The fluid stages of recovery
- How you can help

Moderator: Violet Stoudt

Zoom Link (Session 3): [Click Here to Join Zoom](#) Meeting ID: 999 3876 9310; Passcode: Summit

Session 4: Bias, Equity, Intersectionality, and Cultural Competence

Presented by Arapahoe Community College's Associate Dean of Students for Equity and Compliance and Deputy Title IX Coordinator, Jennifer Husum, and Dean of Students, Javon Brame – We are biased, all of us. Let's come together to discuss bias, intersectionality and cultural sensitivity from the lens of Title IX, Student Conduct and Care Team investigations and interventions. We will provide foundational definitions

and relevant examples taken directly from the student situations that we manage daily. We will discuss how we identify, address and combat our own biases. Participants will apply their learning through case study analysis and group discussion on these important topics.

Moderator: Tisha Lee

Zoom Link (Session 4): [Click Here to Join Zoom](#) Meeting ID: 829 6355 3157; Passcode: Summit

Session 5: Best and Promising Practices for Prevention

*Presented by **Teresa Wroe**, Senior Director of Education and Prevention/Deputy Title IX Coordinator and **Julie Volckens**, Director of Assessment in the Office of Institutional Equity and Compliance at the University of Colorado Boulder – This session will provide key findings and insights based on research and program assessment at CU Boulder into promising practices for reducing sexual misconduct and other identity-based harms on college campuses.*

Moderators: Katherine Miller and Molly Wieser

Zoom Link (Session 5): [Click Here to Join Zoom](#) Meeting ID: 934 2784 2294; Passcode: Summit

10:45 a.m. – Noon (Breakout Sessions – Part 2)

Session 1: Panel – Implementing the New Title IX Regulations at Colleges/Universities and in K-12 Schools within Colorado

Come hear from fellow Title IX Colleagues how they are implementing the new Title IX Regulations, pain points and wins. We also want to hear from you - what have you experienced with the new regulations? This will be a dynamic and interactive session. Look forward to attending and sharing at this session!

Moderated by: Tisha Lee, Vice President of Student Services at Emily Griffith Technical College.

Panelists:

- **Emily Babb**, Associate Vice Chancellor for Equal Opportunity and Title IX/Title IX Coordinator at the University of Denver.
- **Kristin Bailey**, Equity Counsel-Discrimination Prevention & Response at Denver Public Schools.
- **Stephanie Lucero**, Title IX Coordinator and Student Equal Opportunity Officer at Aims Community College.
- **Diana Prieto**, Vice President for Equity, Equal Opportunity and Title IX at Colorado State University.
- **Shelly Tombleson**, Director of Human Resources and the Title IX/EO Coordinator at Lamar Community College.



Assistant Moderators: Rabbia Imran and Violet Stoudt

Zoom Link (Session 1): [Click Here to Join Zoom](#) Meeting ID: 857 5861 1633; Passcode: Summit

Session 2: Considerations for Minors on IHE Campuses

*Presented by **Margaret Ochoa**, JD, Child Sexual Abuse Prevention Specialist, and **Brad Stiles**, MA, Emergency Response Outreach Consultant, for the Colorado School Safety Resource Center in the Department of Public Safety – This presentation will address the concerns/risks faced by minors who may be on campus for tours, camps, daycare, and as concurrent enrollees. Topics will include risk-reduction methods such as MOU's, contracts, and crisis response training. Prevention and early intervention training on topics including mandatory reporting and safe environment/adult sexual misconduct will be modeled. Participants will receive sample tools and templates to improve their emergency/crisis response and prevent sexual misconduct.*

Moderator: Teresa Wroe

Zoom Link (Session 2): [Click Here to Join Zoom](#) Meeting ID: 936 7683 2986; Passcode: Summit

Session 3: Engaging Young Adults in Healthy Masculinity Conversations as a Violence Prevention Tool

*Presented by **Mollie Putnam**, Prevention Manager, and **Tekola Cornetet**, Youth Community Educator and Development Intern, at Project PAVE – The gender socialization that we all experience can often lead to unhealthy expressions of masculinity. This workshop examines how engaging adolescents and young adults in conversations around socialization awareness can lead to more authentic expressions of self and, in-turn, prevent relationship and sexual violence. This interactive discussion will explore how we can navigate these conversations and will challenge you to reflect on your own experiences.*

Moderator: Shelby Schuppe

Zoom Link (Session 3): [Click Here to Join Zoom](#) Meeting ID: 829 1906 8271; Passcode: Summit

Session 4: Addressing Intersectionality and Implicit Bias *IS* Violence Prevention

*Presented by **Renu (Re) Gupta**, Sexual Violence Prevention Program Coordinator at the Colorado Department of Public Health and Environment – What if I told you: Everything we were taught about sexual misconduct and violence was only half-correct? In this presentation, we will discuss the systemically-cultivated roots of sexual violence (assault, harassment, stalking, and control), and untangle the ways that Intersectionality and implicit bias influence prevention work. With anti-racist and anti-oppressive equity in*



mind, we can better inform actionable and sustainable changes for Institutions of Higher Education; While individual-level changes can eventually build up to a movement, community- and systems-level prevention strategies bring greater results across multiple outcomes, and enhance campus safety for concerns of suicide, mental health, substance misuse, and academic declines.

Moderator: Jessica Ladd-Webert

Zoom Link (Session 4): [Click Here to Join Zoom](#) Meeting ID: 917 1556 5828; Passcode: Summit

Session 5: Prevention and Awareness & Supporting Survivors

Presented by Em Alves, Violence Prevention Education Coordinator at The Phoenix Center at Auraria – *Prevention work can often get stagnant and out of touch with the needs and realities of students. Programs do not directly address and educate on queer sex education or survivor sexuality, among other topics. This presentation will discuss the recent shift of The Phoenix Center at Auraria’s programming to positive sexuality as an increasingly important and often overlooked area in prevention.*

Moderator: Katherine Miller

Zoom Link (Session 5): [Click Here to Join Zoom](#) Meeting ID: 975 0900 8312; Passcode: Summit



Presenter Bios

July 19th Presenters:

Dr. Angie Paccione

Dr. Angie Paccione was appointed executive director of the Colorado Department of Higher Education by Gov. Jared Polis, assuming the role on Jan. 10, 2019, and unanimously confirmed by the Senate Education Committee on Jan. 17, 2019. Dr. Paccione has more than 20 years of experience in secondary and postsecondary education.

Valerie Simons

Valerie Simons is Associate Vice Chancellor and Title IX Coordinator in the Office of Institutional Equity and Compliance at the University of Colorado Boulder. In her role, Simons is responsible for all prevention and response efforts as related to incidents of sexual misconduct and protected-class discrimination and harassment for all students, faculty and staff on the Boulder campus and CU Systems office. She oversees operations for four, stand-alone units: case resolutions (formal investigations and informal resolutions), support and safety measures, education and assessment, and ADA compliance pursuant to federal and state civil rights laws.

Prior to joining CU Boulder in July 2014, Simons served as a trial attorney in Washington, D.C. at the Department of Justice, Civil Rights Division, Educational Opportunities Section. She was lead trial counsel on behalf of the United States in dozens of cases enforcing federal civil rights laws including Title IV, Title VI and Title IX. Upon returning to her native Colorado, Simons clerked for Chief Justice Michael L. Bender of the Colorado Supreme Court and then joined the law firm of Holland & Hart LLP. Following Holland & Hart, Simons served as the Associate Director of the Colorado Association of School Boards' Legal Services Program, where she provided direct representation to school districts in all areas of school law, including civil rights and employment-related matters. She continued to practice education and civil rights law on behalf of students and their parents from 2007- 2011 with Choquette & Simons LLP and then from 2011 to 2014 for the firm she founded, Education Law Group, LLC.



She received her undergraduate degree from the University of California, Berkeley and her law degree from Georgetown University Law Center. Simons was awarded the Special Commendation for Outstanding Services from U.S. Attorney General Janet Reno in 2000 and was named a Colorado Super Lawyer in Education Law from 2010-2013.

Cari Simon

Cari Simon is one of the leading Title IX Attorneys representing survivors of sexual assault, stalking, dating violence, and sexual harassment in University and K–12 settings nationwide. Ms. Simon graduated *cum laude* from Harvard Law School and clerked for a judge on the Ninth Circuit Court of Appeals. Ms. Simon has been credited with the inclusion of stalking and dating violence in the definition of sexual harassment under Title IX, and her impact litigation ensured universities are responsible under Title IX for sexual violence at fraternity houses.

Ms. Simon represents scores of survivors, both women and men, from junior high to Ph.D. students, to faculty and staff. She represents survivors in school and campus grievance proceedings and in obtaining remedies and accommodations to ensure student-survivors may safely and fully access the benefits of their education — ensuring their civil rights are protected and fulfilled.

Ms. Simon also represents survivors in Title IX litigation against Universities and has assisted survivors in filing complaints leading to federal investigations by the Department of Education, Office for Civil Rights, and Clery Compliance Division.

Ms. Simon directed the United States Congressional Victims' Rights Caucus, advises gender-based violence legislative efforts in numerous states, and was appointed to the Sexual Misconduct Advisory Committee by the Colorado Department of Higher Education. Ms. Simon's work has been featured in *The New York Times*, *The Washington Post*, National Public Radio ("NPR"), Good Morning America, and various other media outlets.

Ash Arens

Ash Arens, MSW, MSSP is the Victim Services Director at Rocky Mountain Victim Law Center (RMVLC). Ash joined Rocky Mountain Victim Law Center in November 2014. Ash obtained a Bachelor of Arts degree in Psychology from East Carolina University in 2009 and a Masters of Social Work and Masters of Science in Social Policy in 2012 from the University of Pennsylvania. Ash began working with survivors in 2010 as a sexual assault victim's advocate in Newport News, Virginia, and went on to work in different community-



based organizations with a focus on supporting marginalized individuals and victims of crime. Since beginning at RMVlc in 2014, Ash has continued to hone their skill as an advocate. During their time with RMVlc, Ash has worked to develop the victim services team and strengthen RMVlc's multidisciplinary team model. Ash has also presented at a number of different state-wide and national conferences with a focus on advocacy, victim rights, and the intersection of trauma and access to justice.

Kazi Houston

Kazi Houston, MSW, JD is the Legal Director at Rocky Mountain Victim Law Center (RMVlc) in Denver, Colorado. Kazi obtained her Bachelor of Arts in Sociology from Seattle University in 1998, her Master of Social Work and Master of Arts in International Studies from the University of Denver in 2001, and her Juris Doctorate from the University of Denver in 2010. Prior to attending law school, Kazi worked extensively with children and families managing mental illness and/or developmental disabilities, particularly those involved with the criminal justice system. After law school, Kazi worked for 4 years as a private practice civil attorney prior to returning to the non-profit sector in 2015. A commitment to improving community access to the legal system and engaging in innovative legal work led Kazi to RMVlc in 2016. Kazi has presented at multiple statewide and national conferences on victim legal issues. Kazi has also served as the victim representative on the Prison Population Management Interim Study Committee in 2019, and currently serves on the CCJJ Sentencing Reform Task Force and the CBI Identity Theft and Fraud Board.

Shelby Schuppe

Shelby Schuppe is the Title IX & Student Conduct Coordinator at Western Colorado University.

Molly Wieser

Molly Wieser is an attorney and has been Title 9 Coordinator at Fort Lewis College since 2014. Her previous work has included public defender, executive director of an anti-racism and voting rights initiative in Ohio, and national campaign coordinator to end supermax prisons for the American Friends Service Committee. She began her career working with formerly incarcerated women in Cleveland, Ohio.



Ana Guevara

Ana Guevara is the Director of Title IX & Office of Equal Opportunity at Adams State University.

Monica Rivera

Monica Rivera (she/her) is originally from the east coast and currently works at Colorado State University in the Women and Gender Advocacy Center as the Director. She is also an Instructor in the Women's Studies and Ethnic Studies departments. Some of Monica's professional highlights include being a featured guest on *CBS News Special Report*, published in *Education Week's 10 BIG Ideas Special Report*, serving as the *14th Annual Jeanne Clery Lecture Series* keynote speaker, and presenting a session titled *Body Sovereignty and Kids: How we can cultivate a culture of consent?* for TEDX. Monica holds an undergraduate degree in Sociology from Syracuse University and a graduate degree in Sociology from CSU. In her free time, Monica is a documentary photographer and enjoys spending time with her wife and two small humans.

Zoe Collins

Zoe Collins (she/hers) serves as the Director of Communications and Outreach at The Initiative where she oversees all community education and maintains a small caseload of active clients. Her past advocacy experiences include her role as the Rural Advocacy Program Manager at The Initiative, and as a Legal Advocate at The House of Ruth Maryland, a domestic violence center in Baltimore. While attending St. John's College in Annapolis, MD., she worked closely with the administration as a Resident Assistant and student activist to update the school's Title IX policies and campus culture. It was in this position that Ms. Collins discovered her passion for advocacy while guiding students through the difficult process of reporting campus sexual assaults. Ms. Collins has personal experiences as a survivor, with chronic illness, and other invisible disabilities, and as a proud member of the queer and autistic communities. These identities have all greatly informed her approach to advocacy and activism.



July 20th Presenters:

Eric Butler

Eric Butler currently serves as Assistant Attorney General in the Higher Education Unit of the Colorado Department of Law. In that role, he serves as general counsel to select public institutions and also serves on the unit's litigation team. Prior to joining the Department of Law, he spent several years working as a university administrator in campus housing, student conduct, and civil rights compliance.

Patrick Warwick-Diaz

Patrick Warwick-Diaz serves as an Assistant Attorney General in the Higher Education Unit of the Colorado Department of Law, where he advises and represents public institutions of higher education and other state agencies. Previously, Patrick worked in the in-house legal department of a large public research university. Patrick's other prior work includes managing Clery Act compliance and serving as a campus police officer for four years.

Rebekah Ottenbreit

Rebekah Ottenbreit works as the Title IX Coordinator and as an English Language Development Specialist at the Colorado Department of Education. In these roles, she supports Colorado schools and districts in fulfilling their responsibilities under Title IX of the Education Amendments of 1972, as well as in their development and implementation of English Language Development programming. Rebekah has worked in education for 25 years and speaks three languages.

Jennifer Landhuis

Jennifer Landhuis (M.S.) is the Director of the Stalking Prevention, Awareness, and Resource Center (SPARC), an AEquitas initiative. As Director of SPARC, she oversees the multi-faceted programming on stalking, including the development of resources and publications as well as training and technical assistance. Jennifer has over 22 years of experience as an educator and advocate on the issues of stalking, domestic violence, and sexual assault.



Jessica Ladd-Webert

Jessica Ladd-Webert, LPC (she, her, hers), joined the Office of Victim Assistance in October 2007. She was promoted to the Director of the department in January 2012. Jessica has an undergraduate degree in Psychology and a Master's degree in Community Counseling. Jessica has worked as a contract therapist at MESA (Moving to End Sexual Assault), Boulder's rape crisis center, doing individual therapy and primary and secondary survivor groups. Before that she was MESA's Client Services Coordinator, as well as a counselor and supervisor on MESA's 24-hour hotline. Jessica was a part of the victim advocates for the Boulder County Sheriff's Office for seven years as well. In the Spring of 2014 Jessica was a negotiator for the Department of Education's Federal Rulemaking Committee helping inform new regulations based on the re-authorization of the Violence Against Women Act (VAWA). Jessica has a background in a variety of trauma informed therapeutic modalities. She has presented locally and nationally on a variety of trauma informed practices. Her career has always focused on crisis and trauma work and she continues to bring her skills of integrated therapy, advocacy, and presenting to support the CU Boulder community.

Jennifer Husum

Jennifer Husum currently serves at the Associate Dean of Students for Equity and Compliance and Deputy Title IX Coordinator at Arapahoe Community College. She is experienced in student conduct, Title IX, behavior intervention teams, prevention education, residence life, and public speaking. She is passionate about equity, mental health, and Veteran services. She is currently pursuing an Ed.D. in Leadership for Educational Equity and is a certified Mental Health First Aid Trainer.

Javon Brame

Javon Brame has served in various positions and levels of institutions of higher education since 2006, beginning his higher education career in the office of admission at Fort Hays State University. Javon has worked in many different areas of institutions including the office of the president, student affairs, institutional advancement and development, student life, student activities, housing, TRIO, and academic advising. Javon currently serves as the Dean of Students at Arapahoe Community College in Littleton, Castle Rock, and Parker, Colorado. In this role, Javon leads student success programs for all students. This includes oversight of student conduct, behavioral intervention, student life & activities, disability services, veteran's engagement, and the fitness center. Additionally,



Javon is a leader of the Inclusive Excellence Council at the college which spearheads equity-driven initiatives College-wide.

Teresa Wroe and Julie Volckens

Teresa Wroe and Julie Volckens work at the University of Colorado Boulder on issues of health and social equity, with a focus on preventing violence and harassment and building strategies for reducing harmful behavior in the educational, social, and workplace environments. Starting in 2009, they co-developed a bystander intervention skills program that has been the foundation for antiviolence and antidiscrimination education for all CU community members. They train university and local community members in a range of skills that are safe and effective for responding to problematic comments and intervening in instances of identity-based harassment or any other interpersonal abuse, predatory sexual behavior, or violence. They have been assessing their programs and administering other small and large-scale surveys to understand the effectiveness of various strategies and interventions to direct prevention efforts at the university.

Tisha Lee

Tisha Lee is the Vice President of Student Services at Emily Griffith Technical College; she has worked in higher education for over 20 years. Prior to working for Emily Griffith Technical College, she worked in the Colorado Community College System for over 10 years in the areas of Financial Aid, Admissions, Records and Recruitment. She has served on the Denver Foundation Civic and Education Committee. She currently serves on the DEAN Leadership Committee, Denver Scholarship Foundation Steering Committee and the Emily Griffith Foundation Board. She has also taught at the Community College of Denver and Metropolitan State University of Denver in Human Services as well as the GED program at Emily Griffith Technical College. Tisha has extensive experience in developing processes that produce positive outcomes and build cohesiveness among departments and external partners. She is a strong champion of creating policies and procedures that support students both in and outside of the classroom. Tisha has a Bachelor's Degree in Sociology from the University of Colorado at Boulder and a Master's degree in Public Administration with an emphasis in Public Policy and Financial Management from the University of Colorado at Denver. She is the proud mother of Desmond Corbett II, wife of Ron Lee and has three dogs; Kiki, Harley and a 105 pound Rottweiler, named Maximilian.



Emily Babb

Emily Babb is the Associate Vice Chancellor for Equal Opportunity and Title IX/Title IX Coordinator at the University of Denver, where she oversees the University's Office of Equal Opportunity and Title IX, which is dedicated to preventing and responding to all forms of discrimination, complying with civil rights laws, and ensuring equal access and opportunity to the University community. Before joining the University of Denver, Emily served as the Assistant Vice President for Title IX Compliance at the University of Virginia and oversaw the University's compliance with Title IX. While at the University of Virginia, Emily also served as the Interim Associate Vice President for Equal Opportunity and Civil Rights, leading a 15-person team responsible for the University's broad civil rights compliance, including Title IX, the ADA, and employment equity. Prior to joining higher education, Emily was a Senior Attorney at the U.S. Department of Education Office for Civil Rights (OCR) Dallas Regional office and the Program Manager and Acting Regional Director at the Cleveland Regional office. She is a graduate of DePauw University and earned her J.D. from the University of Oklahoma College of Law.

Kristin Bailey

Kristin Bailey has been the Equity and Safety Counsel for Denver Public Schools since 2018. In this role, she supports the district with mandatory reporting of child abuse and neglect, student discipline, and policies and processes to address harassment and discrimination based on protected class, which includes serving as the district's Title IX Coordinator. Over the course of a decade in legal practice, Kristin has demonstrated her passion for working with children, including our community's most vulnerable youth, and she strives to meaningfully implement DPS's core values and disrupt the school to prison pipeline. Originally from Charleston, South Carolina, Kristin has lived in Denver since 2010, and along with her husband, is raising a family of three awesome daughters, one of whom is a DPS graduate.

Stephanie Lucero

Stephanie Lucero is the Title IX Coordinator and Student Equal Opportunity Officer at Aims Community College. Stephanie has served in this current role for two years, and previously was the Student Behavioral Officer and an adjunct instructor at Aims for eleven years within the Criminal Justice program. Stephanie holds a Bachelor of Arts in Sociology from the University of Northern Colorado, as well as a Master of Science in Higher Education, Integrative Studies from Capella University. Stephanie has a rich and



varied background prior to entering higher education, as a court appointed juvenile mentor, juvenile probation officer, paralegal, and serving the Greeley community as a Greeley Police Officer. Stephanie is an active member of her community and is on the board of directors for A Woman’s Place – Domestic Violence shelter, a Commissioner for the Greeley Urban Renewal Authority, and a member of Scroll and Fan – a children’s clothing bank for the local school district.

Stephanie will serve as a representative for a public two-year institution on the panel – Implementing the New Title IX Regulations at College/Universities and in K-12 Schools within Colorado.

Diana Prieto

Diana Prieto serves as the Vice President for Equity, Equal Opportunity and Title IX. Prieto has worked in equity offices at public land-grant universities for over 24 years leading and focusing efforts on ensuring equity, equal access and opportunity for students and employees. She joined Colorado State University in July 2010 as the Director of the Office of Equal Opportunity and over time assumed responsibility for the Human Resources, Talent Development and Ombuds functions at the University serving as the Associate Vice President for Human Capital and Chief Human Resources Officer prior to becoming Vice President in 2020. Before joining Colorado State University, Prieto was the Director of the Office of Institutional Equity at Purdue University. Prieto obtained her law degree from the Tulane University School of Law and her undergraduate degree from Smith College. Ms. Prieto maintains her legal license in the State of Indiana.

Shelly Tombleson

Shelly Tombleson is the Director of Human Resources and the Title IX/EO Coordinator at Lamar Community College (LCC). She is in her third year in this role and has previously served as an adjunct instructor. Shelly holds a Bachelor of Arts in Sociology from the University of Northern Colorado. In addition to her current role, she has previously served as a director for a transitional housing program, a regional manager for a Court Appointed Special Advocate program (CASA), and a mental health crisis clinician amassing over ten years of experience working with survivors of sexual assault and parties involved in domestic/intimate partner violence. Shelly will serve as a representative for the rural colleges of the Colorado Community College System on the panel – Implementing the New Title IX Regulations at College/Universities and in K-12 Schools within Colorado.



Margaret Ochoa

Margaret Ochoa, JD, is the Child Sexual Abuse Prevention Specialist for the Colorado School Safety Resource Center in the Department of Public Safety. She provides resources for school personnel, students, and their communities to identify, prevent, and respond to sexual abuse and assault. Since she joined the team in 2016, she has trained thousands of youth-serving professionals on understanding and responding to the sexual behaviors of children, identifying and responding to sexually predatory behavior, satisfying statutory obligations to report abuse, and juvenile sexting and dating violence prevention. Related to these safety concerns, Ms. Ochoa also trains on Cyber Safety and Threat Assessment. Previously, Ms. Ochoa worked as an Assistant County Attorney in Jefferson County, Colorado, where she represented the Department of Human Services in all aspects of child protection.

Brad Stiles

Brad Stiles, MA, served for 8 years in the U.S. Army as a Military Policeman and Combat Tactics instructor, before transitioning to the Jefferson County Sheriff's Office, as a Deputy Sheriff. Brad was assigned to many duties with the Sheriff's Office to include serving as a Field Training Instructor, a Crime Scene Technician, as a member of the Honor Guard, as an Academy Instructor and as a Planning section member with the Jefferson County Incident Management Team (Type 3). Brad has a M.A. in Emergency and Disaster Management, from American Military University and is a graduate of the 2017 Colorado EM Academy. As the Emergency Response Outreach Consultant, Brad has provided training to thousands of school personnel and emergency responders on a variety of school safety topics.

Mollie Putnam

Mollie Putnam (she/her/hers) has a background in youth development, working with youth of all ages in Colombia, Spain, and across the United States. She combines her experiences in classrooms, group homes, summer camps, and before & after school programs to take a strength-based and trauma-informed approach as Project PAVE's Prevention Manager. In this role, Mollie leads the Brave Woman program, working to build a space for young women and girls in the Denver Metro community to reflect on the norms of gender socialization and build healthy identities rooted in self-worth and authenticity.



Tekola Cornetet

Upon receiving an award for his engagement in Project PAVE's healthy masculinity program, True Man, Tekola Cornetet (he/him/his) joined the organization to work towards PAVE's mission of ending the cycle of relationship violence. In this time, Tekola has worked with youth of all ages, engaging them in conversations about the factors that go into healthy relationship building; among others, these factors include masculinity, femininity, and socialization. Now, Tekola works as both a Youth Community Educator and a Development Intern. These roles see him continuing his work in the community while simultaneously aiding in the PAVE's administrative operations.

Renu (Re) Gupta

Re is the Sexual Violence Prevention Program Coordinator at the Colorado Department of Public Health and Environment. A first-generation daughter of immigrants and solo-mom, Re brings experience in compensatory youth development, socioemotional literacy and pubertal/sexual health education, trauma informed practices, and ethnography-focused approaches to community-led violence prevention work.

Em Alves

Em is the Violence Prevention Education Coordinator at The Phoenix Center at Auraria. They are a Master of Social Work concentrating in Violence & Injury Prevention with a focus on women and femmes of color. As the co-chair of the 2nd Annual Midwest Queer Indigenous People of Color Conference and a former IPV hospital advocate, Em is committed to challenging dominant narratives that contribute to violence within our communities, while building intentional spaces for survivors and allies. Em is passionate about the role of education in violence prevention and creating resources and materials that speak to the diversity of human experience, a passion they discovered during their time as a Peer Educator in undergrad. Em entered the field of social work because they believe that pushing systems and challenging hegemonic policies is necessary for the collective liberation of all. They are the host of the PCA's podcast The Phoenix Cast, which was recently voted a top anti-racist podcast by Pretty Progressive. In their free time, Em loves to watch terrible TV and spends too much time planning cat furniture upgrades with their spouse.

Sexual Misconduct Summit Planning Committee 2021 Representation as Directed by SB19-007

Co-Chairs (as voted on by the Committee)

Name	IHE	Title
Katherine Miller	MSU Denver/The Phoenix Center at Auraria	Advocacy Services Program Manager & Affiliate Professor
Violet Stoudt	University of Colorado Boulder	Student
Tashana Taylor	Colorado Community College System	Director of Civil Rights and Investigations

PUBLIC FOUR-YEAR INSTITUTION

Name	IHE	Title
Teresa Wroe	University of Colorado Boulder	Senior Director of Education and Prevention/Deputy Title IX Coordinator
Jessica Ladd-Webert	University of Colorado Boulder	Director, Office of Victim Assistance

PUBLIC TWO-YEAR COLLEGE

Name	IHE	Title
Stephanie Lucero	Aims Community College	Title IX Coordinator & Student Equal Opportunity Officer
Tashana Taylor	Colorado Community College System	Director of Civil Rights and Investigations

PUBLIC RURAL COLLEGE

Name	IHE	Title
Molly Wieser	Fort Lewis College	Title IX Coordinator
Shelby Schuppe	Western State University	Title IX & Student Conduct Coordinator

PUBLIC AREA TECHNICAL COLLEGE

Name	IHE	Title
Tisha Lee	Emily Griffith Technical College	VP Student Services

PRIVATE FOUR-YEAR INSTITUTION

Name	IHE	Title
Member resigned.		

TWO STUDENTS, ONE FROM A PUBLIC FOUR-YEAR INSTITUTION AND ONE FROM A PUBLIC TWO-YEAR COLLEGE (many more selected than statute required)

Name	IHE	Title
Aylin Gutierrez Ruiz	University of Colorado Denver	Student
Kelila Fitch-Cook	Front Range Community College	Student & Pres of Feminist Uprising Collective
Rabbia Imran	University of Colorado Anschutz	Graduate Student
Violet Stoudt	University of Colorado Boulder	Student

REPRESENTATIVE OF A CAMPUS-BASED ORGANIZATION THAT REPRESENTS VICTIMS OF SEXUAL MISCONDUCT

Name	Organization	Title
Katherine Miller	MSU Denver/The Phoenix Center at Auraria	Advocacy Services Program Manager & Affiliate Professor

REPRESENTATIVE OF A STATEWIDE COMMUNITY-BASED ADVOCACY ORGANIZATION THAT REPRESENTS VICTIMS OF SEXUAL MISCONDUCT

Name	IHE	Title
Raana Simmons	Colorado Coalition Against Sexual Assault	Director of Policy

GUEST MEMBER

Amanda Prince	Rocky Mountain Victim Law Center	Victim Services Specialist
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