

Title IX as a Leadership Challenge: Facilitating Collaboration & Sustaining Campus Partnerships

CSU Title IX Key Personnel Coordination Meeting
February 10-11, 2015 | Long Beach, CA

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Title IX: Leadership versus Compliance



COMPLIANCE

Single ownership for the work

Focuses almost exclusively on transactional effectiveness

Is an overlay on the institution's existing practices, programs, policies and procedures

Is administratively, fiscally, and programmatically isolated

Involves superficial and minimal changes by the campus

Is sustained as long as "the champion" is present

Requires care and competence

Primarily guided by a legalistic or risk management paradigm

Is does not recognize or avoids the tensions inherent in the work

LEADERSHIP

Shared ownership for the work

Focuses on transformational *and* transactional effectiveness

Infiltrates the systems, structures, culture and core values of the institution

Is administratively, fiscally, and programmatically embedded

Involves foundational and fundamental change by the campus

Sustainable over time, with many champions

Requires care, competence *and* courage

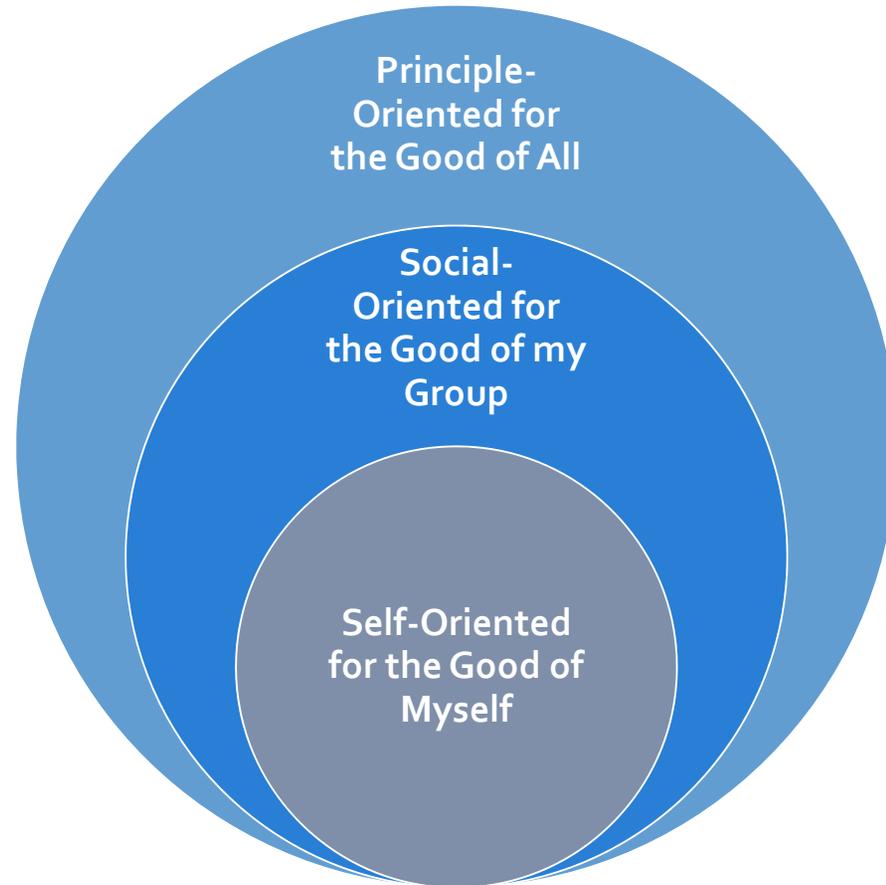
Primarily guided by a social justice and/or public health paradigm

Acknowledges and "works through" the tensions inherent in the work

Kouzes & Posner
(2012):
Five Practices
of Exemplary
Leadership

- Model the Way
- Inspire a Shared Vision
- Challenge the Process
- Enable Others to Act
- Encourage the Heart

Third Circle Leadership



Quotes on Leading Social Justice Change

- “There is no such thing as a single-issue struggle because we do not live single-issue lives.” - Audre Lorde
- “We must not allow ourselves to become like the system we oppose.” - Archbishop Desmond Tutu
- “When will our consciences grow so tender that we will act to prevent human misery rather than avenge it?” - Eleanor Roosevelt
- “Washing one’s hands of the conflict between the powerful and the powerless means to side with the powerful, not to be neutral.” - Paulo Freire