Florida College System
Equity Conference

November 5-7, 2014

Daytona State College
Mori Hosseini Center
1200 W. International Speedway Blvd.
Daytona Beach, Florida
November 5, 2014

Welcome and thank you for attending the 2014 Florida College System Equity Conference. This marks the sixth year that a college has hosted this technical assistance gathering. I want to extend my gratitude to Daytona State College and, especially, Mr. Lonnie Thompson for his leadership in hosting this year’s conference. Your attendance demonstrates that equity, diversity and civil rights have permeated throughout the Florida College System due to collaboration and training that occurs each year at this event.

Originally established to provide technical assistance to equity officers for reporting requirements and civil rights policy implementation, the professional development offered during the conference now benefits personnel in equity and diversity, human resources, student affairs, campus security, legal and disability services as well. This year’s conference will focus on three major areas that require action and responses from college administrators, faculty and students.

In addition to covering state equity reporting and policy requirements, the focus of one afternoon will be to provide you with new information related to the Violence Against Women’s Reauthorization Act and the Clery Amendments, campus safety, Title IX and new federal requirements related to these laws. Additionally, I am excited about new information that will be shared with disability services providers related to activities and programs occurring within the Florida College System to help ensure access and foster success for students with disabilities.

Enjoy the conference and take back information and guidance on new federal regulations and promising practices to enhance equity and diversity at your respective colleges.

Sincerely,

Randall W. Hanna
Day 1: Wednesday, November 5, 2014 - Ballroom

Noon-4:30 p.m.  Registration and Check-in

1-1:15 p.m.  Welcome and Conference Overview
Lonnie Thompson, Director of Equity & Inclusion
Daytona State College
Lynda Earls, Director, Equity & Civil Rights Compliance
Division of Florida Colleges

1:15-2:30 p.m.  College Equity Reports Overview
Lynda Earls, Director, Equity & Civil Rights Compliance
Division of Florida Colleges

2:30-3 p.m.  Campus SaVE Prevention Education Demo
Moderator: Alexander C. Jordan, Coordinator of Equity, Access, and Campus Safety/Security
Division of Florida Colleges

3-3:15 p.m.  Break

3:15-5 p.m.  Panel: College Equity Reports-Comments and Promising Practices
Adriene Jefferson, Dean of Minority Affairs, Equity Officer and Title IX Coordinator
Indian River State College
Ginger Stokes, Director of Human Resources and Equity Coordinator
St. Johns River State College
Gloria Tracy, Manager, Employment and Equity
State College of Florida, Manatee-Sarasota
Moderator: Lynda Earls, Director, Equity & Civil Rights Compliance
Division of Florida Colleges

5 p.m.  Welcome and Reception
Hosseini Center, Daytona State College
Day 2: Thursday, November 6, 2014
Please note there are separate schedules and meeting times for Concurrent Sessions A and B

Concurrent Session A: Morning Schedule: Ballroom

8:30-9:15 a.m. ................................................................. Federal Requirements for Annual Notice of Nondiscrimination
Continuing Notice of Nondiscrimination and Grievance Procedures
Clarification of Required Notice of Title IX and ADA Coordinators
Lynda Earls, Director, Equity & Civil Rights Compliance
Division of Florida Colleges

9:15-10 a.m. ................................................................. Civil Rights Compliance Onsite Reviews and Q & A
Lisa Moore, Executive Director, Employer Relation and Equity Officer,
Florida State College at Jacksonville
Lynda Earls, Director, Equity & Civil Rights Compliance
Division of Florida Colleges

10-10:15 a.m. ........................................................................................................................................... Break

10:15-11:45 a.m. ................................................................. College Equity Reports
Lynda Earls, Director, Equity & Civil Rights Compliance
Division of Florida Colleges

Concurrent Session B: Morning Schedule: Madorsky Theater

8:30-10 a.m. ................................................................. Professional Development for Disability Service Providers
Dr. Bea Awoniyi, Assistant Vice President Student Affairs and College Ombudsman
Santa Fe College
Dr. Henri Benlolo, Dean of Student Services
College of Central Florida
Moderator: Alexander C. Jordan, Coordinator of Equity, Access, and Campus Safety/Security
Division of Florida Colleges

10-10:15 a.m. ........................................................................................................................................... Break

10:15-11 a.m. ................................................................. Service Versus Therapy/Emotional Support Animals
Elizabeth “Liz” Smith, Counselor for Students with Disabilities
Northwest Florida State College
11-11:45 a.m. ................................................................. Florida College System Disability Services Task Force
Panel: Denise Giarrusso, Director, Services for Students with Disabilities
Florida State College at Jacksonville;
Stephanie Crosby, Assistant Director, Office for Students with Disabilities
Valencia College
Moderator: Lynda Earls, Division of Florida Colleges

Joint Sessions: Luncheon - Ballroom

11:45 a.m.-1 p.m. ....................................................................................................................... Luncheon

12:20-1 p.m. ................................................................................................................................ Welcome
Dr. Carol Eaton, President
Daytona State College
Keynote Speaker: Honorable Hubert L. Grimes, Seventh Judicial Circuit

Concurrent Session A: Afternoon Sessions Ballroom

1-2 p.m. .................................................................................................................. Clery Act Amendments
Abigail Boyer, Assistant Executive Director of Programs
Clery Center for Security on Campus

2-3:15 p.m. ........................................................................................................ Title IX and Q & A Publication
Scott Sausser, Esq., Compliance Team Leader, Office for Civil Rights
U. S. Department of Education

3:15-3:30 p.m. ......................................................................................................................... Break

3:30-5 p.m. ......................................................................................................................... Violence Against Women Reauthorization Act
Jennifer L. Dritt, LCSW (LA), Executive Director
Florida Council Against Sexual Violence
Theresa Prichard, Director of Advocacy and Legal Assistance to Victims
Florida Council Against Sexual Violence
Moderator: Frank Watkins, Vice President of Student Affairs
Indian River State College
Concurrent Session B: Afternoon Sessions - Madorsky Theater

1-2 p.m. ................................................................. Disability Chat Session: Advocating and Mediation Role Between Students and Instructors Senate Bill 1720 and Remedial Classes Additional Tools for Your Toolbox
Angela Hartsell, MS, CRC, Coordinator, Adaptive Services Florida SouthWestern State College

2-3:15 p.m. ................................................................. Transition and Postsecondary Programs for Students with Disabilities
Jordan Knab, Ed.S., Research Faculty Member
College of Education, University of South Florida and Principal Investigator on a Federal Grant, the Florida Consortium on Postsecondary Education and Intellectual Disabilities

3:15-3:30 p.m. ......................................................................................... Break

3:30-5 p.m. ................................................................. Course Substitutions-Round Table Discussion
Policy and Procedure Compliance
Committees for Awarding Course Substitutions
List of Courses Used for Substitutions
Moderator: Alexander C. Jordan, Coordinator of Equity, Access and Campus Safety/Security
Division of Florida Colleges

Day 3: Friday, November 7, 2014 - Joint Sessions - Ballroom

9-10:30 a.m. .......... Case Studies: Discrimination Complaints and Disability Services Related Complaints
Lynda Earls and Alexander C. Jordan, Division of Florida Colleges

10:30-10:45 a.m. ......................................................................................... Break

10:45 a.m.-Noon ................................................................. Florida College System Update
Kasongo Butler, Vice Chancellor of Public Policy and External Affairs
Division of Florida Colleges

Noon ......................................................................................... Adjournment
Florida College System Equity Conference 2014
Meet the Presenters

Bea Awoniyi serves as the Assistant Vice President (AVP) for Student Affairs at Santa Fe College. In that capacity, she serves as Ombudsperson and oversees all grant programs within the Division of Student Affairs. Prior to her role at Santa Fe College, Bea served as one of the Assistant Deans of Students and as Director of the Student Disability Resource Center at Florida State University. For many years, Bea worked as a disability services professional where she developed programs and wrote standards for practice and services. She has also participated in state-wide and interagency collaborations for effective transition, inclusion and engagement of students with disabilities in many states including, Colorado, Iowa and Florida. Bea is highly engaged in national organizations such as the Association on Higher Education and Disability (AHEAD) where she now serves as President. She continues to serve the Florida state affiliates (Florida AHEAD), where she was one of the founding members, and later served as treasurer, secretary, and president. Bea is a member of the National Association of Student Personnel Administrators (NASPA) and was Chair of Region III Disability Concerns. She now serves on the Florida College System Disability Services Task Force (FCS - DSTF) established by Randy Hanna, Chancellor of the Florida College System.

Originally from Nigeria, Bea received her Bachelor and Master degrees from Southern Illinois University in Carbondale and her PhD. from Colorado State University in Ft. Collins, Colorado. Bea is the 2011 recipient of the Ronald E. Blosser Dedicated Service Award, AHEAD's highest honor and the first recipient of Florida State University’s Fredrick A. Fay Pioneer Award.

Henri Benlolo is the Dean of Student Services at the College of Central Florida, whose responsibilities include administrative oversight of testing and assessment, including career services; conduct; discipline and threat assessment; counseling; access services; a variety of college success programs; and the EOC program. Dr. Benlolo is also a partner in a national trial consulting firm and teaches graduate courses in business, psychological appraisal, and counseling. Since 1972, he has been actively involved with a variety of public and private organizations and private rehabilitation firms serving the disabled. For many years he directed statewide health and rehabilitative services programs for the State of Florida, managed institutions for offenders, trained police officers, was a forensic therapist, and managed private corporations.

In 1988, Dr. Benlolo received the Presidential Award (President Ronald Regan) in recognition of outstanding program contribution by the private sector and was selected Outstanding Young Man of America. He is a member of the National Board of Clinical Therapists, the International Association of Personnel in Employment Security and an executive council member of the Florida Association of College Administrators (FACTA). In 2010 he received the Gabor Award for Outstanding Administrator/Professional Employee.

Dr. Benlolo is originally from Casablanca, Morocco and speaks French, Spanish, Hebrew, Berber Arabic and Swahili. He received his PhD in psychology in 1999, a Master's Degree in 1974 and a Bachelor's degree in 1971 from the University of Florida.
Abigail Boyer is the Assistant Executive Director of Programs for the Clery Center for Security On Campus. Working in the non-profit field since 2007 as an educator, trainer and speaker, Abigail presents nationally on topics related to campus safety, the Clery Act, dynamics of sexual and domestic violence, and victims’ services. Ms. Boyer manages a comprehensive array of services and programs for the Center, including Jeanne Clery Act Training, on-line curriculum development, and National Campus Safety Awareness Month.

Prior to joining the Clery Center, Ms. Boyer served as the Community Outreach Coordinator for The Crime Victims’ Center of Chester County, Inc, where she was instrumental in the development and implementation of prevention education programs targeted towards students, parents, and other community members.

Abigail earned a Bachelor of Arts degree in Political Science at West Chester University and is currently pursuing her M.S. in Organization Development and Leadership with a concentration in Adult Learning and Training at Saint Joseph’s University.

Jennifer Dritt, LCSW (LA), has been Executive Director of the Florida Council Against Sexual Violence since 2003. A graduate of the University of New Mexico and the Smith College School for Social Work, Ms. Dritt has been involved in the work to end sexual violence for thirty-five years, initially as a rape crisis advocate and sexual trauma clinician, most recently as an administrator and policy maker.

She has served as adjunct faculty at Florida State University College of Social Work, and has provided clinical supervision for graduate interns from Louisiana State University, the University of Tennessee, and the University of New Mexico.

Ms. Dritt previously served on the Board of Directors of the Tennessee Coalition Against Domestic and Sexual Violence and the National Coalition Against Sexual Assault, and is currently a board member of the Florida Network of Children’s Advocacy Centers.

Lynda Earls is the Director of Equity and Civil Rights Compliance. She provides assistance to ensure nondiscrimination against students, employees and/or applicants within the Florida College System. Lynda is responsible for ensuring colleges receive guidance related to state and federal civil rights laws and regulations, including policy and procedure development. She works directly with college equity and compliance officers, disability coordinators, and other college personnel as requested; and she oversees the development, review, and data analysis of annual college equity reports. Lynda provides oversight of civil rights compliance reviews of colleges in her role as liaison with the U.S. Department of Education, Office for Civil Rights. Student, employee, and public complaints alleging discrimination are also under Lynda’s purview. Lynda is a member of the Association of Florida Colleges and serves on the Executive Committee of the Florida College System Activities Association.

Lynda earned a Master of Arts degree in Political Science from the University of Central Oklahoma and a Bachelor of Science degree in Business Administration from Oklahoma State University.
Denise Giarrusso is the Director of Services for Students with Disabilities at Florida State College at Jacksonville. In her current position, she collaborates with administrators, faculty, staff, and students to ensure access within the college community. In addition, she works closely with local county school board personnel, Project 10: Transition Education Networks, state, federal and local nonprofit agencies to promote awareness of accessible services available to postsecondary students and coordinates referrals to meet individual student needs.

Denise earned a Master of Arts degree in Rehabilitation and Mental Health Counseling and has twenty-plus years’ experience working with Floridians with disabilities in a variety of settings.

Honorable Hubert L. Grimes, is the first black judge to serve on County Court, he retired from the Seventh Judicial Circuit, on Jan. 30, 2014, after 25 years on the bench. After serving 11 years in county court, he was appointed to the circuit bench in 1999. He has presided over juvenile delinquency, juvenile dependency, dependency drug court and family court cases.

He currently presided over family court cases at the Volusia County Courthouse in DeLand, FL. Honorable Grimes worked as an attorney for Central Florida Legal Services, worked for Central Florida Community Development Corp., and had his own private law practice.

Honorable Grimes received his undergraduate degree from Kentucky State University and his law degree from the University of Georgia.

Angela Hartsell, MS, CRC, as a non-traditional, low income, first generation college student, Angela Hartsell graduated from Mississippi State University obtaining both a Bachelor of Science in Educational Psychology with a minor in Art in 2002 and a Master of Science in Counseling with an emphasis in vocational rehabilitation in 2004. Angela has been a Certified Rehabilitation Counselor since 2004.

She served as a Vocational Rehabilitation (VR) Counselor/Home Economic Instructor for the Mississippi Department of Rehabilitation with the REACH Center for the Blind in Tupelo and Angela has served as a VR Counselor for Division of Blind Services in Fort Myers, Florida. Since November 2012, Angela has assumed the role as Director of Adaptive Services for Florida SouthWestern State College, where she truly loves what she does: empowering individuals with disabilities while creating opportunities for educational success, one student at a time.

Adriene Jefferson serves as Dean of Minority Affairs, Equity Officer and Title IX Coordinator for Indian River State College. She is currently certified in Title IX Investigator Training and Title IX Coordinator and Administrator Advanced Training. Adriene received her certification from the Association of Title IX Administrators (ATIXA). Having served in many higher education capacities, Adriene has worked at Indian River State College and the surrounding community for over thirty years. She declares herself as a drum major for education and civil rights for all.

Adriene earned a Master of Education degree in Guidance and Counseling from Florida A&M University.
Alex Jordan is the Coordinator of Equity, Access, and Campus Safety/Security. He is responsible for providing assistance to the college equity and compliance officers for student access, employment diversity, and services provided to students with disabilities. He has a background in law enforcement and will be responsible for coordinating and disseminating information related to homeland security and campus safety/security to the Florida Colleges.

Alex earned his Bachelor of Criminal Justice from Florida A & M University. He is pursuing his Master of Public Administration degree at Florida A & M University. He is a graduate of Helms School of Government at Liberty University.

Jordan Knab is a research faculty member in the College of Education at the University of South Florida St. Petersburg. He currently serves as the Principal Investigator on a federal grant, the Florida Consortium on Postsecondary Education and Intellectual Disabilities, a funded project aimed at increasing the participation of students with intellectual disabilities on postsecondary campuses. Jordan previously served as the principal investigator and project director of Project 10: Transition Education Network, Florida’s statewide discretionary project addressing the transition needs of Florida’s youth with disabilities, ages 14 to 22.

Jordan completed his Ed.S., degree and doctoral studies at The George Washington University in the area of transition leadership. Jordan's Master’s degree is in school psychology and he has practiced psychology and assessment in public school settings and private practice. Jordan was appointed to the Governor’s Commission on Jobs for Floridians with Disabilities by Governor Rick Scott in 2011.

Lisa Moore currently serves as the Executive Director, Employee Relations and College Equity Officer for Florida State College at Jacksonville (FSCJ). Prior to that, Lisa served as Director of Policy and Compliance in the General Counsel’s Office for the College. She has also served as Director of Policy and Compliance/ Professional Standards for Duval County Public Schools and Circuit Director for the Fourth Judicial Circuit Guardian ad Litem Program. Lisa earned her Bachelors in Business Administration from Georgia State University and a Juris Doctorate from Mercer University School of Law.

Originally from Macon, Georgia, Lisa has lived in Jacksonville for 22 years. She is married and has a daughter, Alexa and a West Highland terrier named Javier. She enjoys trying new food experiences, travel and reading.

Theresa L. Prichard, J.D., is the Director of Advocacy and the Legal Assistance for Victims (LAV) Project at FCASV. In this capacity, Ms. Prichard provides technical assistance to attorneys, victim advocates, and service providers across the state regarding sexual violence legal issues. Her areas of focus include campus sexual assault, enforcement of victims’ legal rights, and immigration. Prior to joining FCASV in January of 2014, Ms. Prichard spent more than five years as an attorney at Legal Services of North Florida representing domestic and sexual violence survivors in immigration and family law matters. She is a member of the Big Bend Coalition Against Human Trafficking and the Leon County Commission on the Status of Women and Girls Sexual Assault Policy Group.

Theresa graduated from the Florida State University College of Law in 2008, where she advocated for children in prison as a member of the Children’s Advocacy Center at FSU (now Public Interest Law Center), and clerked at Legal Services of North Florida as a Florida Bar Foundation Fellow. She received her B.A. in Anthropology from the University of South Florida.
Liz Smith serves as the Counselor for Students with Disabilities at Northwest Florida State College. In this position, she assists students with disabilities in pursuing their academic and career goals. Liz has over 18 years of professional experience working in the fields of mental health, social work, K12 education, and higher education.

Liz graduated from Auburn University with her Bachelor’s degree in Psychology and from the University of Central Florida with her Master’s degree in Clinical Psychology. She is a member of both the national and state chapters of the Association on Higher Education and Disability (AHEAD) as well as the Interagency Council for Transitional Services of Okaloosa and Walton Counties.

Scott R. Sausser, ESQ. is a Compliance Team Leader with OCR. In that capacity, he leads a compliance team in the enforcement of federal civil rights laws and regulations that prohibit discrimination on the bases of race, color, national origin, gender, disability, age, and the Boy Scouts of America Equal Access Act in four Southeastern states in complex complaint and compliance investigations, resolutions and negotiations involving recipients of federal funds and public education systems. Mr. Sausser received his J.D., with High Honors, from the University of Florida, Levin College of Law, where he was selected for membership in the Order of the Coif.

Scott received his B.S., with distinction, in Exceptional Education for Varying Exceptionalities from Nova Southeastern University, where he was also selected for membership in the Alpha Chi Honor Society and was the recipient of the University’s College of Education Outstanding Achievement Award. Prior to joining OCR, Mr. Sausser practiced employment law in the private sector with a national law firm.

Stephanie Crosby is the Assistant Director for Office of Students with Disabilities. Prior to working at Valencia College, she served as the coordinator for Disability Support Services at Tallahassee Community College.

Stephanie is pursuing her doctorate in Higher Education Leadership at the University of Florida.

Gloria Tracy is the Employment and Equity Manager in the Human Resources Office at the State College of Florida, she had held this role since, 2007. Prior to that Gloria served as the Affirmative Action Office at the City of Gainesville Equal Opportunity Office.

Gloria earned a Master’s in Higher Education Administration from Kent State University and received an S.P.H.R Certification (Senior Profession in Human Resources).
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Daytona State College, Mori Hosseini Center, 1200 W. International Speedway Blvd., Daytona Beach, Florida

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