

ACADEMIC IMPRESSIONS: FACILITATION PLAN (JUNE 2020)
Event: Advanced Title IX Investigator Training & Certification

Dates: June 24 – 26, 2020

<https://www.academicimpressions.com/advanced-title-ix-investigator-training-certification/>
Senior Program Manager: Rabia Khan Harvey

Day One – Wednesday, June 24, 2020

11:30 a.m. - 12:00 p.m. (30 mins)	Tech Check for Attendees		
12:00 - 12:15 p.m. (15 mins)	Welcome & Introductions	Rabia	
12:15 – 1:00 p.m. (45 mins)	Session 1: New Regs and the Investigation Process	Jill	<p>In this opening session, our faculty will give you a review of the new Title IX regulations as it relates directly to your investigation process. We will also address gaps in the new law that could impact the way investigations are facilitated.</p> <p>Share out! What gaps in the new law have you identified as an investigator?</p>
1:00 - 1:45 p.m. (45 mins)	Session 2: 10-Step Investigation Model Introduction	Jill	<p>You will be introduced to the first six steps of the 10-step investigation model developed by our expert faculty that will provide you with new strategies that you can incorporate in your existing investigative process.</p> <p>Activity! You will be introduced to a mock incident report and, as a group, apply the first six steps of the investigation model with the faculty.</p>
1:45 – 2:00 p.m. (15 mins)	15-Minute Break		
2:00 - 2:45 p.m. (45 mins)	Session 3: Revising Interview Techniques	Jill	<p>Our faculty will incorporate their legal background and training to provide some useful strategies to solicit a complete narrative from your witnesses while reviewing the remaining steps of the proposed investigative model.</p> <p>Share with us! Based on what you learned so far, what are some ways you can refine your current strategy to incorporate these steps?</p>
2:45 – 3:15 p.m. (30 mins)	30-Minute Break		

3:15 – 4:00 p.m. (45 mins)	Session 4: Implicit Bias and Applying New-Found Interview Techniques to an Existing Case	Jill	You will learn the importance and value of mitigating your own personal bias while conducting witness interviews. <i>Practice Applying!</i> You will practice applying some of the new strategies from the 10-step investigative model in a case study through small group role plays.
4:00 – 4:45 p.m. (45 mins)	Day One Q&A and Virtual Networking Reception	All	
Day Two – Thursday, June 25, 2020			
11:30 a.m. - 12:00 p.m.	Tech Check for Attendees		
12:00 - 12:10 p.m. (10 mins)	Refresh and Reset	Rabia	
12:10 – 12:20 p.m. (10 mins)	Session 5: Understanding Witness Testimony Challenges	Rabia	<i>Share with us!</i> What are some of your challenges related to collecting and analyzing witness testimony? This list of challenges will be addressed by our faculty in the following session.
12:20 – 1:10 p.m. (50 mins)	Session 6: Filling the Gaps: Analyzing Incomplete Witness Testimony	Jill	You will learn new techniques on following up on information that is inconsistent with other witness testimonies, or evidence that does not corroborate witness statements, including how to respond to witnesses who are not as forthcoming, honest or knowledgeable about the incident in question.
1:10 – 1:20 p.m. (10 mins)	10-Minute Break		
1:20 – 1:45 p.m. (25 mins)	Session 7: Mock Interview with a Difficult Witness	Jill	<i>Group Observation and Discussion!</i> Through a mock interview with one of our faculty, you'll observe techniques on how to facilitate a difficult and uncooperative witness interview. We'll have the opportunity to identify and name these techniques that you can incorporate into your practice.
1:45 – 2:30 p.m. (45 mins)	Session 8: Examining Corroboration and Contradiction in Evidence	Jean	Every case has its unique challenges to understanding what really happened. Now that it is no longer the investigator's role to decide what happened, you do have to present all the evidence to your campus' decision maker. This session will teach you how to identify and plug the holes in a case so that your decision maker has as much of the facts needed to render a decision.
2:30 – 3:00 p.m. (30 mins)	30-Minute Break		

3:00 – 3:30 p.m. (30 mins)	Session 9: Activity: Identifying Incomplete Fact Patterns to Enhance Your Investigation	Jean	You'll work in groups with incomplete fact patterns to identify what information you need to complete your investigation, and to come up with a plan to get that information.
3:30 – 3:45 p.m. (15 mins)	Day Two Q&A	All	

Day Three – Friday, June 26, 2020

11:30 a.m. - 12:00 p.m. (30 mins)	Tech Check for Attendees		
12:00 - 12:10 p.m. (10 mins)	Refresh and Reset	Rabia	
12:10 – 12:40 p.m. (30 mins)	Session 10: Final Investigation Report	Jean	You'll have the opportunity to review a final investigative report template and learn what information should be organized and what information must be shared in this report.
12:40 – 1:30 p.m. (50 mins)	Session 11: Technology in the New Era	Jean	The new Title IX regulations require technology training for the Title IX process, and the new reality of a global pandemic suggests technology will be central to future investigations. We'll review some of the concerns, present some suggestions, and discuss solutions as a group. Share out! What effective technology resources have you used to conduct your investigations? What issues, if any have surfaced during your virtual investigations?
1:30 – 1:45 p.m. (15 mins)	15-Minute Break		
1:45 - 2:15 p.m. (30 mins)	Session 12: Closing Activity: Establishing Rapport through a Computer Screen	Rabia/Jean	Closing Activity! In this closing activity, we will ask for volunteers to share their webcam with us so that our faculty can provide constructive feedback of their virtual environment specific to the interview process. We will also ask volunteers to role play rapport building as an investigator/witness.
2:15 – 2:30 p.m. (15 mins)	Final Q&A and Wrap up		