

Courtney Bullar...: Hello there, Courtney Bullard, the host of this podcast, The Law and Education. As most of you already know, I'm also an attorney, consultant, and the owner of Institutional Compliance Solutions. You can find out more about my company and me going all the way back to episode one of this podcast, or you can go to [www.icslawyer.com](http://www.icslawyer.com).

This episode is a diversion from our typical episodes of me interviewing folks or providing informational episodes to you about the substantive work of compliance with Title IX and beyond, and is a celebration of women, both on the ICS team and in my life personally. It is also a time to share a little bit of information about Women's History Month and International Women's Day.

Women's History Month this year is underscored by the celebration of the 50th anniversary of Title IX this summer. And PS, be sure to go get those new stamps that have come out. You can order them online. I'll make sure to put a link in the show notes.

Title IX is seen as one of the most important pieces of legislation in regards to women's rights of the last century. Passed in 1972, Representative Patsy Mink, the first Asian American woman to serve in Congress, was the Bill's lead author and sponsor. Given that we're celebrating Women's History Month, this month and International Women's Day this week, I thought it would be fitting to talk about ICS, my team, and also to celebrate women who have paved the way for women like me to become lawyers and business owners.

ICS is a women owned business, owned by me and my team. My core team is exclusively made up of women. Kind, strong, uniquely remarkable women. Some say you should not be friends with your coworkers or those who work for you, but I do not subscribe to that belief. We have a close knit team here at ICS, and we are working, momming to both human and fur babies, wifeing and doing all the things in life and regularly sharing those with each other. Celebrating victories or milestones, and also supporting each other through failures personally and professionally. That is what makes up the fabric of the culture at ICS.

While I lead this team, as a business owner, I also subscribe to the belief that you should surround yourself with people who are not just you're equal, but better than you in many aspects. And that is exactly what I've done. I want to take a moment to talk about the two women who lead our work and I call my core team when it comes to the substantive work we do with clients each day. Betsy Smith is our Title IX lead. And if you've listened to her, trained with her, worked with her, you will quickly be struck by her tenacity, her energy and her passion. As a former sex crimes and DV prosecutor who is married to a K-12 administrator, she is our K-12 guru. I will boldly and unequivocally say that no one serves K-12 clients in this work like Betsy, given her unique knowledge of the K-12 world and the way in which she approaches the work.

She also of course brings expertise to the higher education area, as a former deputy Title IX coordinator at a large state institution and former collegiate athlete. Her past work and student conduct on the ground allows us to serve clients beyond Title IX in ways that were not possible pre Betsy Smith at ICS.

Celeste Bradly recently on the podcast and newer to the team, is my HR DEI guru. Also a lawyer with practical experience, she brings a fresh perspective to our Title IX work with her expansive knowledge in protected class discrimination, and is also building on our protected class discrimination work in new, innovative and thoughtful ways. She's always open to discussions that stretch all of us on the team, on ways to be more inclusive. Some of these conversations are hard, maybe even uncomfortable. Perhaps we have differing views at times, but they leave us enriched as humans and better in our service to our clients. Celeste has been a dear friend of mine for years. She was at the hospital when my daughters were born and I was at the hospital when her sons were born. But professionally, we went different directions for some time. Reconnecting professionally has been really special and you will understand why if you ever work with her as a client.

I often sit back in meetings with Betsy and Celeste and watch them do their thing and am constantly amazed and impressed. You will find me texting them, telling them what a great job that they're doing. But most importantly, they do the same for me and for each other and for our other team members each and every day. Both of these ladies bring a passion and energy to the team, but we also have many more attorneys on the team and other women behind the scenes helping keep ICS on track. All of whom are phenomenal as well. The ICS culture is one of kindness, integrity, and transparency. I've taken great care in who I choose to be on the team and I've taken a lot of time in making those determinations. And as a result, I have a team of individuals that hold the same values, including being constantly supportive to each other.

So let's talk about Women's History Month and International Women's Day. The inception of Women's History Month is traced back to 1857 when women from various New York City factories staged a protest over poor working conditions. The first Women's Day celebration in the US was in 1909. Seven decades later, in 1981, Congress established National Women's History Week. And in 1987, it was expanded to a month. The theme this year for National Women's History Month is providing healing, promoting hope, which is a tribute to the ceaseless work of caregivers and frontline workers during this ongoing pandemic and also recognition of the thousands of ways that women of all cultures have provided both healing and hope throughout history.

The theme of International Women's Day, which is celebrated to commemorate the cultural, political and socioeconomic achievements of women, is gender equality today for a sustainable tomorrow. And it was first celebrated in 1911. This episode is not only a love letter to my team and some history regarding these important celebrations, but also a nod to and celebration of the women in

my life who have influenced me in so many ways. From working mothers to homemakers, to working women who did not have children, I've been so fortunate to have some incredible women in my family, starting with, of course, my mother, who is an ever present constant in my life. We call her BB. That is her grandmother name to my children, and everyone who meets her, wants to be adopted by her or wants her to be their BB too. I couldn't do this work life thing without her, especially with my children and running a business. She is forever behind the scenes and I'm sure I will get a text from her, for me even mentioning her in this podcast, but she is an incredible mom and an incredible person.

I'm also fortunate to have had great aunts, aunts, grandmothers, and great-grandmothers throughout my life, all of whom I have had the privilege of knowing. I have one great-grandmother, Nanny, who lived until 104, had her first child at 15, who obviously lived through a whole lot in her lifetime and had some incredible stories that she shared with me from when I was small all the way until she passed, not all that long ago. My other great-grandmother, Gigi, who worked for a newspaper back in the 1920s and interviewed Houdini as part of her work and my grandmothers who are a really important and influential part of my life as well. One of whom is still alive at 94 years old and lives in Philadelphia. I have fond memories with all of them and have gotten advice on all aspects of my life from all of them as well that has truly shaped me as a human being.

In keeping with the theme of these celebrations, I encourage you to take a moment to recognize women in your own communities, organizations, and life this month. And of course, for my coordinators doing work on the ground, it's an important time to share facts and history with your community in ways in which it dovetails with Title IX.

Finally, moving forward, for me, I'm also taking a moment to think about ways I can set an example, not only for my two daughters, but also my two stepsons who call me Mom C, which I love and have been in my life for a very long time. So in that vein, I will leave you with a quote from one of my favorite women who lives in Tennessee, my state, and the headquarters for ICS, Dolly Parton. "If your actions create a legacy that inspires others to dream more, learn more, do more and become more, then you are an excellent leader." Remember that women lead in all facets of society, not just in the workplace, but in our homes and communities.

I hope all of you are doing well as you listen. And I sincerely appreciate you tuning in to all of our episodes. If you are enjoying these episodes, please subscribe to the podcast and also rate, review and share it with others. If you have a topic that you would like to hear more about, or are interested in being a guest, please reach out to me directly at [chb@icslawyer.com](mailto:chb@icslawyer.com). Continue to follow ICS and any of my team members personally on all of our social media platforms, we are constantly sharing information for Women's History Month,

as well as the 50th anniversary of Title IX. Feel free to repurpose and utilize however might be of help to you on the ground. I am losing my voice because we have been in training season. So be sure to check out all of the trainings that we are offering, and we'll put that link in the show notes. And as always, if there's any ways in which ICS can further support you and your work, be sure to reach out to us.

Speaker 2: Did you know that ICS offers on demand e-learning Title IX training through community access. Title IX University provides coordinators with the unlimited ability to train their entire Title IX team in compliance with the 2020 regulations with specific courses for investigators, decision makers, advisors, and more. Have a change in one of your team members? No need to wait until they can attend a training. Simply add them to community access and they can get trained on their time. Coordinators can also run reports to track training as well as run other metrics to aid and compliance efforts.

Last year alone, over 8,000 learners completed courses through Title IX U and the platform predicts that saved our community partners 30,000 hours in commute time, and \$3 million in training costs. Simple, effective, and user friendly, community access provides compliance at your fingertips. Contact us today to find out more about Title IX University and the benefits of becoming an ICS community partner.

Courtney Bullar...: This podcast does not establish an attorney client relationship, which is only formed when you have signed an engagement agreement with ICS. It is also not intended to replace any legal advice provided by your legal counsel. It is for informational purposes only.