University of Wisconsin System Office of Compliance and Integrity

Annual Youth Programming and Compliance Conference

January 17th and 18th 2023
Fluno Center
Madison, WI

TABLE OF CONTENTS

Building A Culture of Compliance Workbook

WELCOME

BE THE CHANGE YOU WISH TO SEE IN THE WORLD.

Prenicia E. Clifton
Director of Youth Protection and Compliance

Thank you for attending the '23 UW-System Office of Compliance and Integrity Annual Youth Programming and Compliance Conference. This conference was designed to support youth serving staff and programs across Wisconsin. We recognize that we could not talk about the youth protection without discussing all major risks to youth that attend programs around the state. So this conference takes a holistic approach to serving, protecting, and creating impactful and inclusive programming for youth.

We recognize that we may not hit every single topic when it comes to serving youth on campus, but we hope that the conversation around youth protection on your campus does not stop with this conference. Instead we hope to simply be a pebble in the water that continues to ripple into more in depth conversations on your campus.

Whenever I attend conferences, I usually receive a program describing the days events and the bios for presenters. However, for this conference, I wanted to do something different. In recognizing all the ways in which people learn, we wanted this program to be more interactive. So within this program, you will find a page for notes for each presenter. You will also find a QR code on the next page for all of the presenter bios. We did not want to use this space just to present bios, we wanted attendees to be able to completely immerse in this workbook.

We have also included an "Architecture of Compliance" Action Plan. Please feel free to fill this out as thoughts come to you during the conference. Thank you again for attending and we look forward to learning and growing with you.

Sincerely,

Prenicia E. Clifton

Best Practices in Youth Protection, 8:00 - 8:50 am
Candace Collins - Praesidium

Emergency Planning for Youth Activities, 9:00 - 9:50 am
Ed Lawson - UW-Madison

Is It My Problem?...Ethics, LLC's, Third-Party Contracts, 10:00 - 10:50 am
Noah Brisbin, Matt Lind - UW System General Counsel

State Licensing Requirements and UW-System, 11:00 - 11:30 am
Stephanie Sticka - Wisconsin Department of Trade and Consumer Protection

Understanding and Mitigating Third Party Youth Programming Risks, 12:00 -12:50 pm
Starr Sanders - University of North Carolina-Chapel Hill

Supporting Campuses in Implementing SYS Policy 625 at the Campus Level, 1 -1:50 pm
Sandi Maine-Delepierre and Kim Nawyn - UW-Green Bay & UW-Madison

Risk Assessment Program, 2 - 4:00 pm
Lisanne Sison, Angela Ryan, Paige Smith - Gallager & UW System

Closing Remarks, 4:00- 4:15 pm

Conference Presenter Bios

January 18, 2023

Keynote "Culture is Key", 8:00 - 8:50 am
Ju'Riese Colón - Chief Executive Officer of U.S. Center for SafeSport

Culturally Responsive Approaches to Engaging Youth from Diverse Backgrounds, 9:00 - 9:50 am
Brenda Yang, Nichelle Nichols - Forward Service Corporation & National Equity Project

Its all Risky—Mitigating Risk and Injury in Youth Programming, 10:00 - 10:50 am
Angela Ryan and Stacie Kroll- UW System & Gallagher

Best Practices in Hiring Youth Serving Staff, 11:00 - 11:50 am
Gail Ford, Carrie Backman, and Candace Collins - UW System & UW-Madison

The Role of Recognizing Gender and Identity in Keeping Our Youth Safe, 12:00 - 12:50 pm
Miller - Gender and Identity Specialist

Data Collection and Retention Best Practices for Youth Serving Activities, 1:00 - 1:50 pm
Katie Patten and Ryan Mackenzie - UW System & UW-Madison

Title IX and Minors, 2:00 - 2:50 pm
Lauren Hasselbacher. Eric Roesler - UW -Madison & UW-Stevens Point

Closing Remarks, 3:00 - 3:50 pm
Prenicia Clifton - UW System

YOUTH PROTECTION BEST PRACTICES

Candace Collins
Praesidium

Notes

EMERGENCY PLANNING FOR YOUTH ACTIVITIES

Ed Lawson-Emergency Management Specialist
UW-Madison

Notes

Matt Lind
UW-System Office of General Counsel

Noah Brisbin
UW-System Office of General Counsel

Kristina Williston
UW-System Office of Compliance and Integrity

IS IT MY PROBLEM?...LLC'S, ETHICS, AND THIRD-PARTY CONTRACTS

Notes

STATE LICENSING REQUIREMENTS AND UW-SYSTEM

Stephanie Sticka - Technical Specialist for Department of Agriculture Trade and Consumer Protection

Notes

UNDERSTANDING AND MITIGATING THIRD PARTY YOUTH PROGRAMMING RISKS

Starr Barbaro Sanders
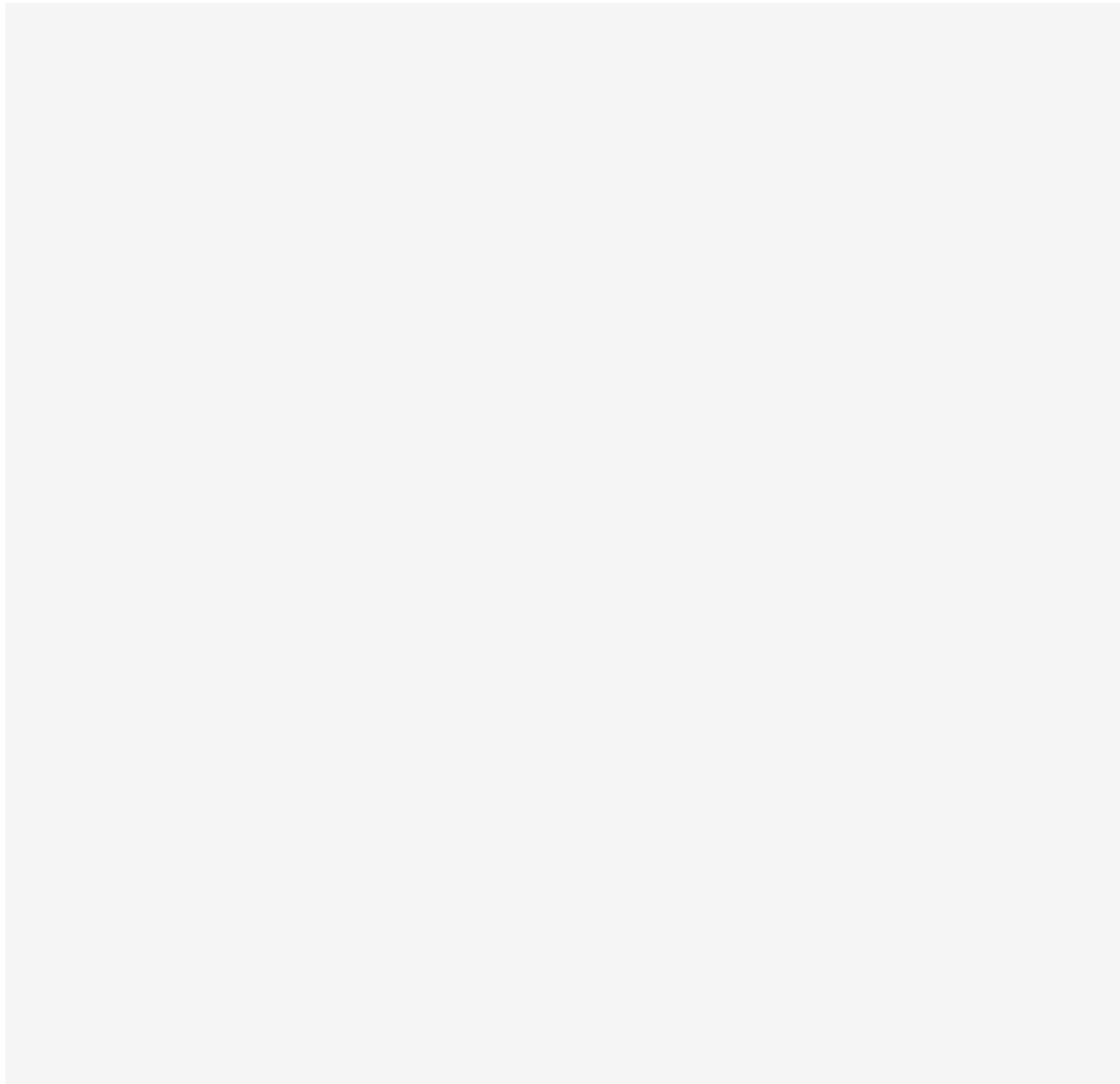UNC Chapel Hill
Protection of Minors on Campus

Notes

Kim Nawyn
UW-Madison Office of Youth
Protection and Compliance

Sandi Maine-Delepierre
UW-Green Bay Compliance Speciallist

SUPPORTING CAMPUSES IN IMPLEMENTING SYS POLICY 625 AT THE CAMPUS LEVEL

Notes

Angela Ryan
UW-System Director of Risk
Management.

Lisanne Sison
Managing Director,ERM and ESG
Gallagher

Paige Smith
UW-System Chief Compliance Officer

RISK ASSESSMENT PROGRAM

Notes

RISK ASSESSMENT PROGRAM

Notes
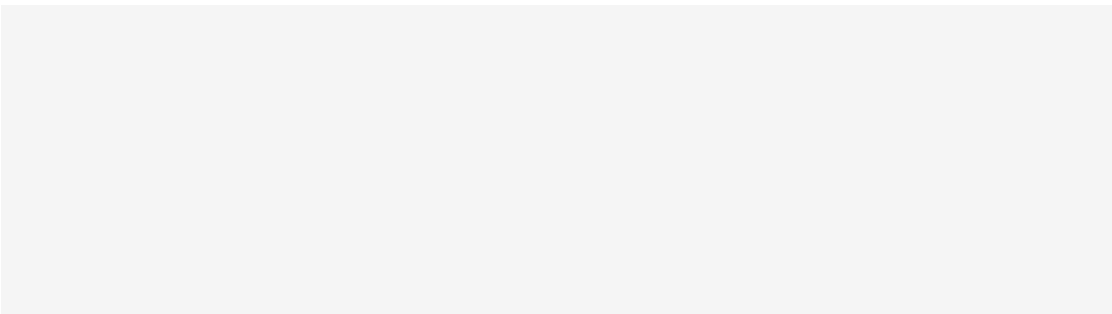
RISK ASSESSMENT PROGRAM
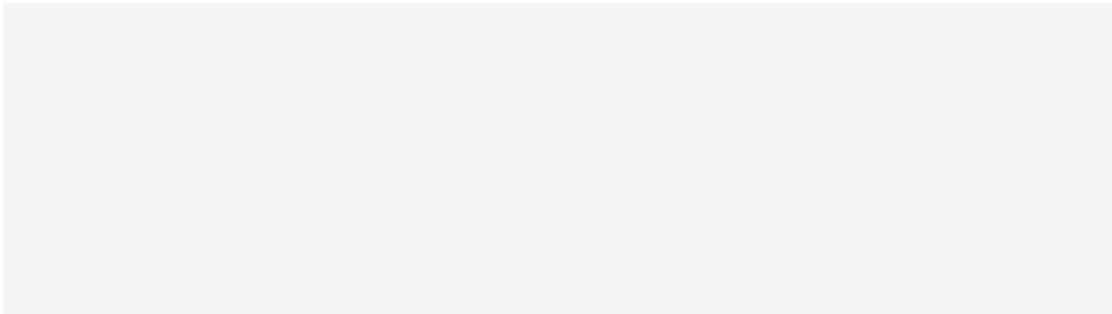
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Building a Culture of Compliance Workbook
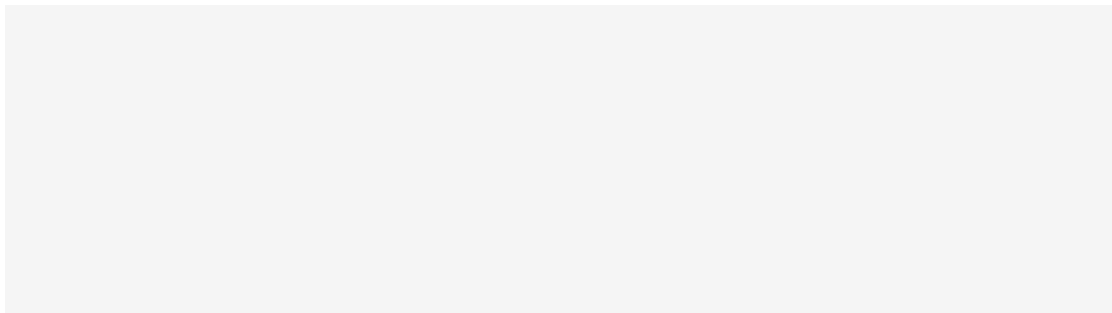
BUILDING A CULTURE OF COMPLIANCE

What are all the ways that your campus engages with youth?

Who is responsible for bringing youth on your campus?

Where do your programs take place?

BUILDING A CULTURE OF COMPLIANCE
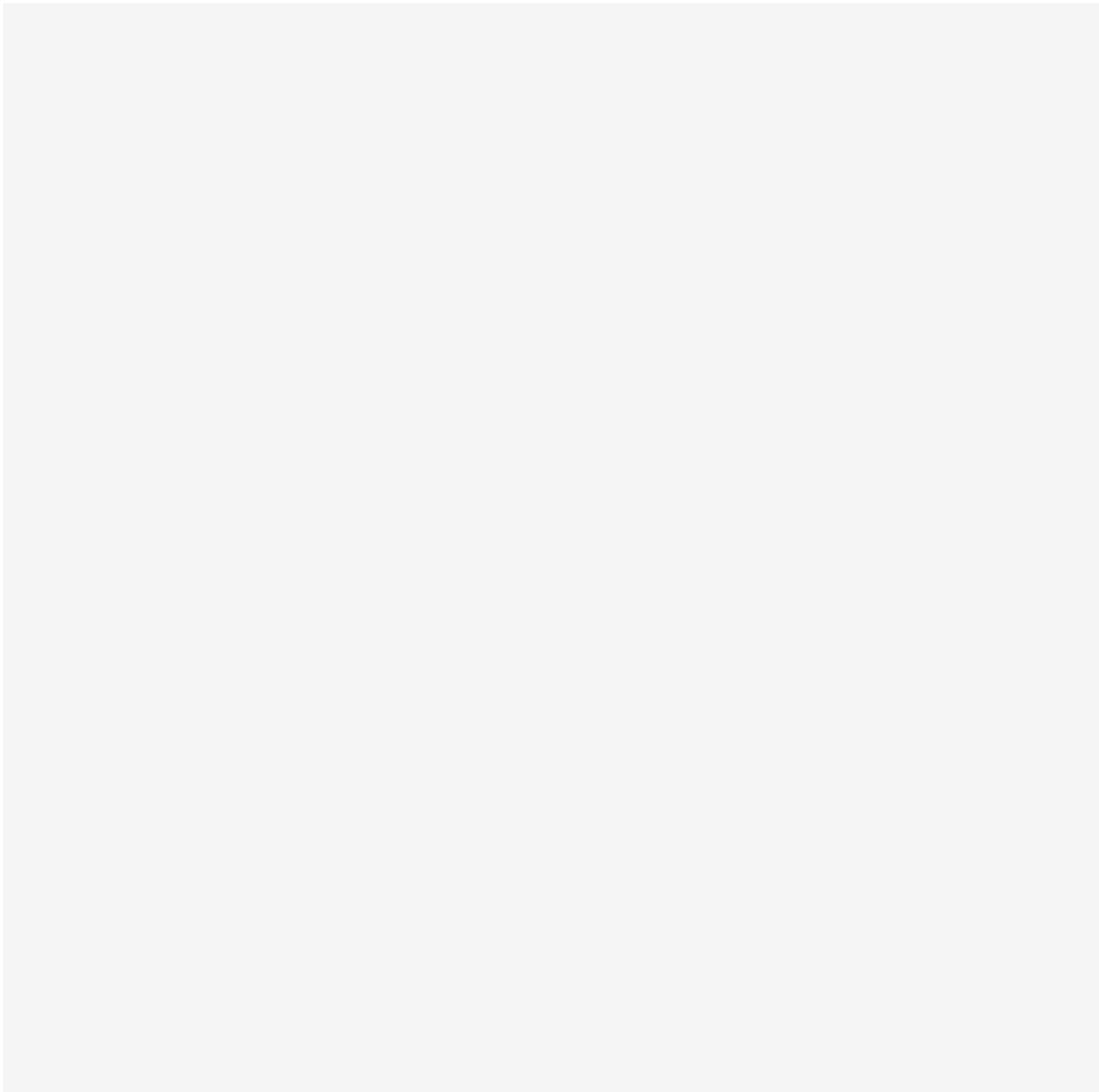
When do your programs take place?

How are those responsible vetted and who does the vetting?

What trainings are available for your campus?

ACKNOWLEDGING AND OVERCOMING CHALLENGES OF THE WORK

INSTRUCTIONS: List 3 Challenges in Building a Culture of Compliance

SILOS AND THEIR RISK TO COMPLIANCE

INSTRUCTIONS: In each silo list every department that you need to partner with to do this work.

BREAKING DOWN SILOS

INSTRUCTIONS: Using the space below, create a communication or action plan on how you will break down silos on your campus when it comes to youth protection.
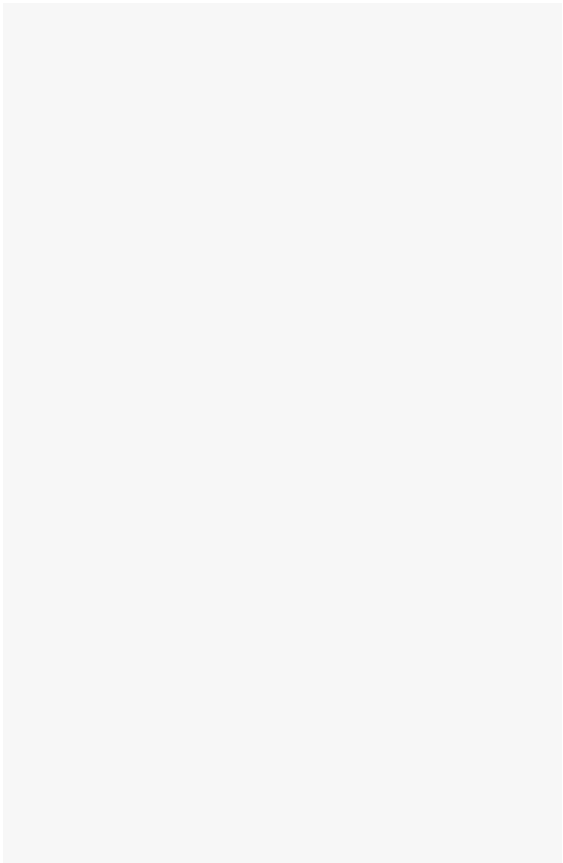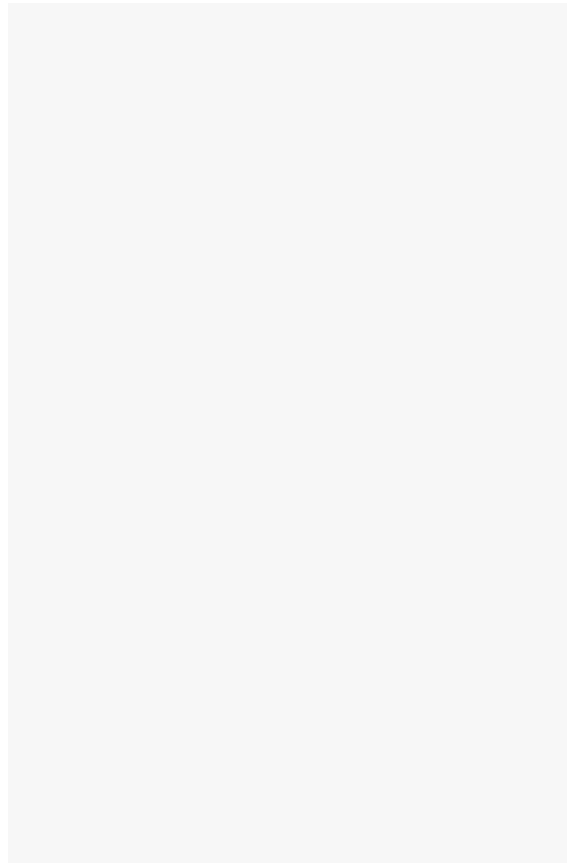
TELL YOUR STORY

*"IN ORDER TO KNOW WHERE YOU ARE GOING, YOU HAVE
TO RECOGNIZE WHERE YOU HAVE BEEN"*

INSTRUCTIONS: In what will be your "Old Story" tell us about your current policy and compliance state. In what will be your "New Story" tell us what you would like the future state of the work to look like.
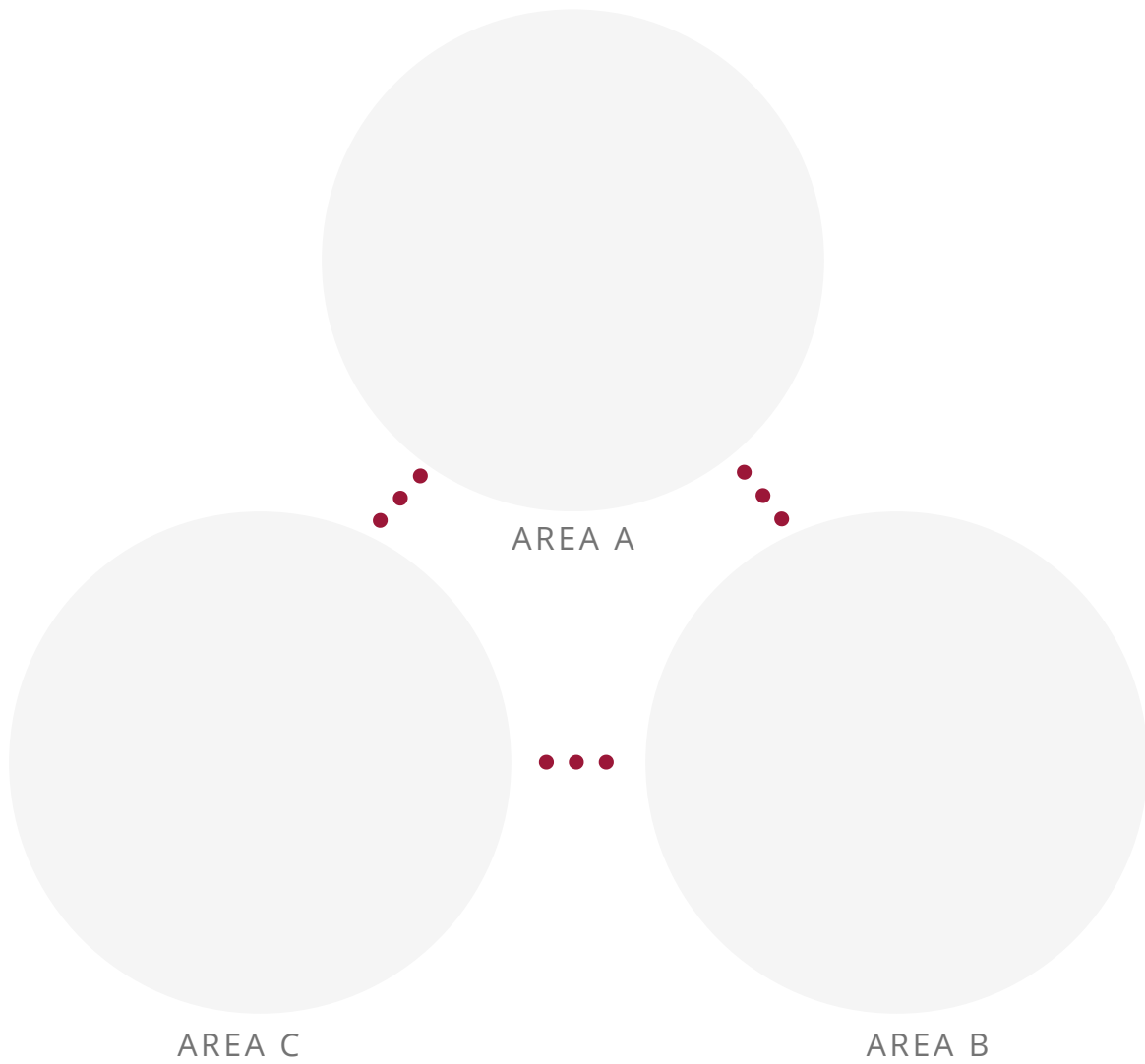
OLD STORY	NEW STORY

BUILDING YOUR ACTION PLAN

INSTRUCTIONS: What are your three major areas of focus for the upcoming year?

AREA A

AREA C

AREA B

Looking to the Future

INSTRUCTIONS: Imagine your perfect state of compliance for your campus

QUESTION #1: WHAT DOES SUCCESS LOOK LIKE?

QUESTION #2: WHAT'S STANDING IN YOUR WAY?

QUESTION #3: WHAT HAVE YOU DONE TO TRY TO SOLVE THE PROBLEM?

QUESTION #4: WHAT WILL HAPPEN IF YOU DON'T TAKE THIS STEP?

QUESTION #5: WHAT ARE YOUR NEXT STEPS MOVING FORWARD?

BUILDING A CIRCLE OF SUPPORT

INSTRUCTIONS: This work will become overwhelming and when it does, you will need a circle of support. Who are the people that you can turn to when you become overwhelmed with the work?
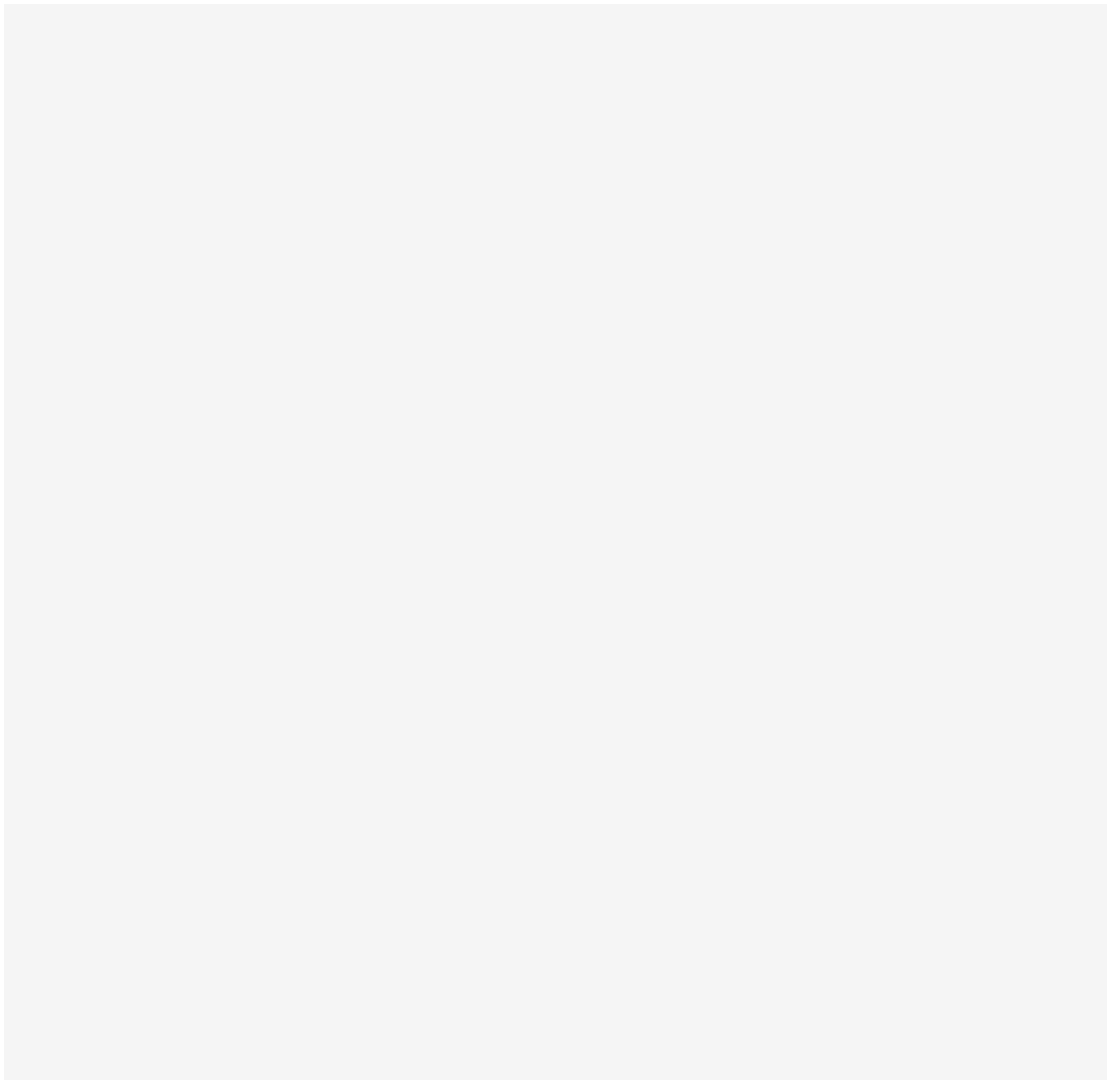
SUPPORT CIRCLE

REMEMBERING THE WHY

WHY IS THIS WORK IMPORTANT TO YOU?

"LEARNING AND INNOVATION GO HAND IN HAND. THE ARROGANCE OF SUCCESS IS TO THINK WHAT YOU DID YESTERDAY WILL BE SUFFICIENT FOR TOMORROW."

WILLIAM POLLARD