



THE CALIFORNIA STATE UNIVERSITY
OFFICE OF THE CHANCELLOR

BAKERSFIELD

December 21, 2022

CHANNEL ISLANDS

CHICO

To the California State University Community:

DOMINGUEZ HILLS

EAST BAY

FRESNO

FULLERTON

HUMBOLDT

As we close the academic term and prepare for the new year, I write to provide an update regarding the systemwide assessment of California State University's implementation of Title IX and Discrimination, Harassment and Retaliation (DHR) policies and practices, and to encourage your continued feedback this spring. As I relayed when the assessment was launched in June, one of my foremost priorities as interim chancellor is to lay the groundwork to ensure that our universities are safe and welcoming environments, where students, faculty and staff can thrive personally, professionally and intellectually, free of discrimination, harassment and sexual misconduct. Your input is highly valued – indeed, essential – to this effort.

LONG BEACH

LOS ANGELES

MARITIME ACADEMY

MONTEREY BAY

NORTHRIDGE

POMONA

Cozen O'Connor's Institutional Response Group has been engaged to assess how we implement our Title IX and DHR programs and to provide insights, recommendations and resources to advance the CSU's antidiscrimination training, awareness, prevention, intervention, compliance and support systems. I am pleased to report that the Cozen team has made significant progress this fall and winter, visiting 20 of our 23 universities to thoroughly review our systems of accountability and care. I offer my deepest gratitude to the campus teams who have hosted and supported Cozen's visits, and to all of you who have provided your candid, thoughtful and heartfelt feedback. Three remaining campus visits are scheduled in January:

SACRAMENTO

- San Luis Obispo January 17 to January 19

SAN BERNARDINO

- Dominguez Hills January 17 to January 19

SAN DIEGO

- Fullerton January 24 to January 26

SAN FRANCISCO

SAN JOSÉ

SAN LUIS OBISPO

Key to this assessment is actively, authentically and humbly listening – to our diverse and talented students, our world-class faculty and staff, and partners and friends. And through our listening to date, we have clearly heard a strong desire – especially from student and faculty leaders – for additional opportunities to contribute, and for information about Cozen's findings at, and recommendations for, each campus.

SAN MARCOS

Additional Opportunities to Provide Input to Cozen

SONOMA

STANISLAUS

Cozen has prepared surveys unique to each campus. You are encouraged to share with Cozen insights into your campus, its culture and climate, and its strengths and challenges related to its Title IX and DHR programs. Participation is voluntary and entirely

confidential, with your responses sent directly and exclusively to Cozen. **This survey will remain open through February 15, 2023.** The surveys can be accessed immediately via links in the attached communication from Leora Freedman, acting vice chancellor for Human Resources. **In January, each campus will also send a link to the survey to its students, faculty and staff via email.** You may also continue to submit confidential feedback to Cozen via the following dedicated email address established for this assessment: CalStateReview@cozen.com.

Please note that this is an opportunity to provide critical input on systemwide Title IX and DHR policies and procedures; **any reports or questions regarding specific cases should be directed to [your university's Title IX Coordinator](#).**

Reports Regarding Campus Visits

In February and March, Cozen will deliver a written report to each university president describing the campus visit, the aggregate themes shared by university community members, strengths the university should continue to support, and areas that call for improvement. The report will also note other initial observations and recommendations – including steps the university can take immediately, even without significant additional funding. With these reports in hand, each president will form a working group that will be charged with reviewing Cozen's reports and ensuring that the recommendations are implemented. The working groups will include a student, faculty and staff member. Additional information about the campus reports is provided in Acting Vice Chancellor Freedman's communication.

Cozen will conclude its assessment this spring and will report to the Board of Trustees at an open session in mid-2023 (likely the May meeting), at which time it will discuss recommendations for systemic improvements.

Allow me to reiterate what I stated in June: As the nation's largest, most diverse and most consequential university system, we have countless reasons to be proud. United in our mission, and building upon our resilience and great strengths, this is an opportunity to showcase our core values in how we care for people and to exemplify this standard for our next generation of leaders. We are well on our way, and I thank you.

Sincerely,



Jolene Koester
Interim Chancellor