Update on Civil Rights (Title IX and Other Nondiscrimination) Programs and Services

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CSU Commitment to Change Website
IMPLEMENTATION CATEGORIES

1. Building Chancellor’s Office Infrastructure and Standardizing Oversight Protocol
2. Establishing Systemwide Standards
3. Supporting University-Level Implementation Teams
4. Increasing Oversight of University Title IX and DHR Programs
5. Leading Other Key Initiatives
IMPLEMENTATION TIMELINE -- AS OF JANUARY 2024

- **2023-Q3**:
  - Campus and CO Implementation Teams formed

- **2023-Q4**:
  - Cozen and CSA reports released
  - Target date: first group of guidance

- **2024-Q1**:
  - Target date: second group of guidance

- **2024-Q2**:
  - Deadline for CSA Recommendations 1, 2, 3, 4, 6, 7, 8, 10, 11, 13, 14 and 16 (related to guidance/policies to be issued).

- **2024-Q3**:
  - Target date: third group of guidance

- **2024-Q4**:
  - Target date: fourth group of guidance
  - Deadline for CSA Recommendations 5, 9 and 15 (related to other conduct of concern, updates to parties, and best practices for preventing and responding to sexual harassment, respectively).

- **2025-Q1**:
  - Deadline for CSA Recommendation 12 (related to unified case management system across the CSU)
IMPLEMENTATION CATEGORY 1

Building Chancellor’s Office Infrastructure and Standardizing Oversight Protocol
1. Building Chancellor’s Office Infrastructure and Standardizing Oversight Protocol

• Key Actions To Date
  • AVC Civil Rights Programs and Services recruitment completed.
  • Five Systemwide Directors for Civil Rights, two currently in place (plus two interim).
1. Building Chancellor’s Office Infrastructure and Standardizing Oversight Protocol

• Next Actions
  • *Oversight protocol being drafted*
  • *Next recruitments:*
    • Three Systemwide Directors for Civil Rights in Human Resources
    • Five Civil Rights Attorneys in Office of General Counsel
IMPLEMENTATION CATEGORY 2

Establishing Systemwide Standards
2. Establishing Systemwide Standards

Goals

• Consistent approach to implement and enforce policy that is clear and understandable.

• User-friendly communications supporting policy implementation.

• Consistently convey a culture of care and compliance.
2. Establishing Systemwide Standards

Next Actions

• Guidance to be issued within 90 days

| Initial Assessments Guidance (completed) | Data Tracking Protocols |
| Documentation And Recordkeeping Checklist | Communications With Parties |

• Q1 and Q2 Guidance

| Continued Title IX/DHR Guidance | Disciplinary/Corrective Action |
| Policy Interpretation | Informal Resolution |
| Structure Of Analyses And Determinations | Prevention and Support |
| Tracking Key Dates And Timeline Extensions | Other Conduct Of Concern |
| Multi-Disciplinary Teams | |
IMPLEMENTATION CATEGORY 3

Supporting University-Level Implementation Teams
3. Supporting University-Level Implementation Teams

• Key Actions To Date
  • Ongoing communications/support with campus implementation teams.
  • Campus implementation teams have prepared draft implementation plans.
  • Both communications and implementation plans are being reviewed and feedback is being provided.
  • Ongoing support by university and CO staff to respond to the needs of students, faculty and staff.
IMPLEMENTATION CATEGORY 4

Increasing Oversight of University Title IX and DHR Programs
4. Increasing Oversight of University Title IX/DHR Programs

- Current and Upcoming Actions
  - *Develop protocols for consistency through templates and tools.*
  - *Guidance, tools and templates collected/presented into a digital “manual/handbook”.*
  - *Civil Rights SharePoint site will provide central repository to access information.*
  - *Annual Title IX and DHR survey updated.*
IMPLEMENTATION CATEGORY 5

Leading Other Key Initiatives
5. Leading Other Key Initiatives

• Key Actions To Date
  • Centralized Reporting/Unified Case Management System
  • Prevention, Education, Training and Professional Development
  • Investigations and Resolutions
  • Other Conduct of Concern
  • Systemwide Communications
  • Retreat and Reference Policies
  • Systemwide Directors
  • Title IX White Paper – Legislative Legislation
The CSU Civil Rights Implementation Oversight Committee

Charge
To ensure that the recommendations of Cozen O’Connor’s systemwide Title IV assessment and the California State Auditor’s report are appropriately and efficiently implemented, and with transparency and accountability.

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