

*Report to CSU Board of Trustees
January 31, 2024*

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

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Vice Chancellor for Human Resources

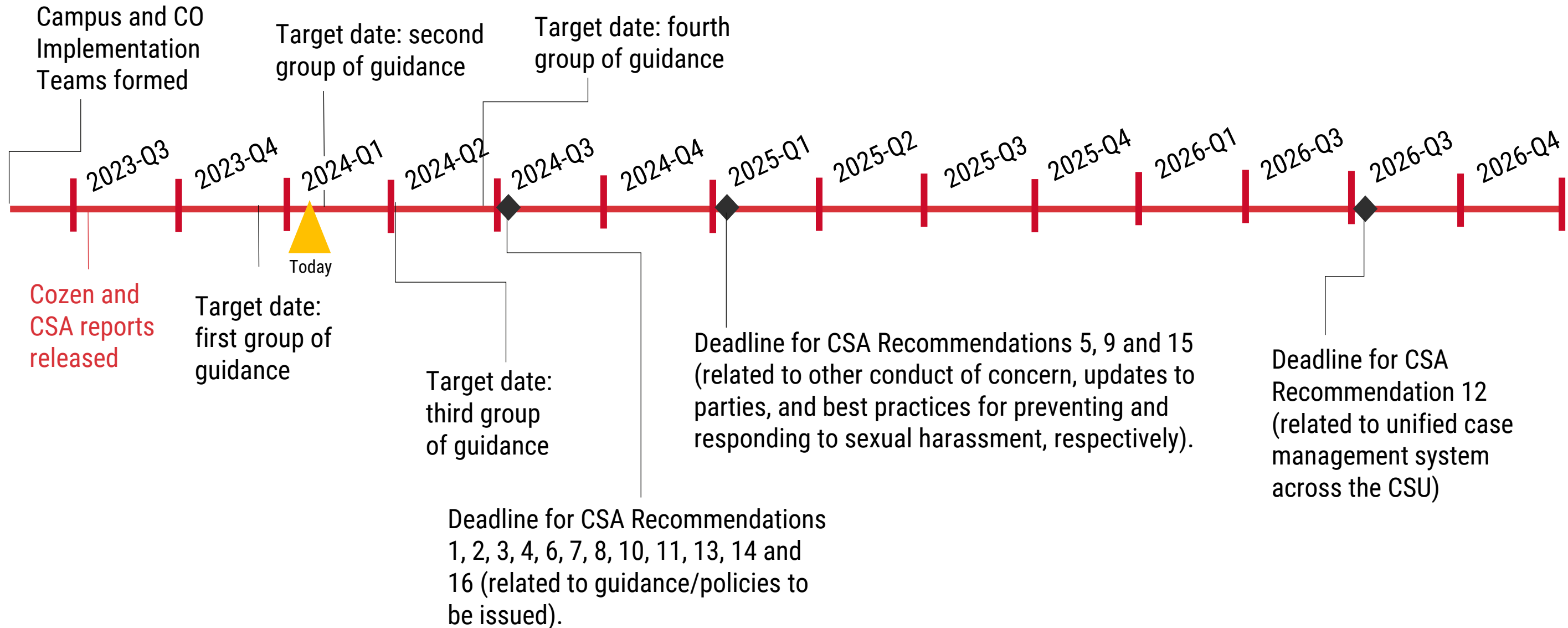
[CSU Commitment to Change Website](#)



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**

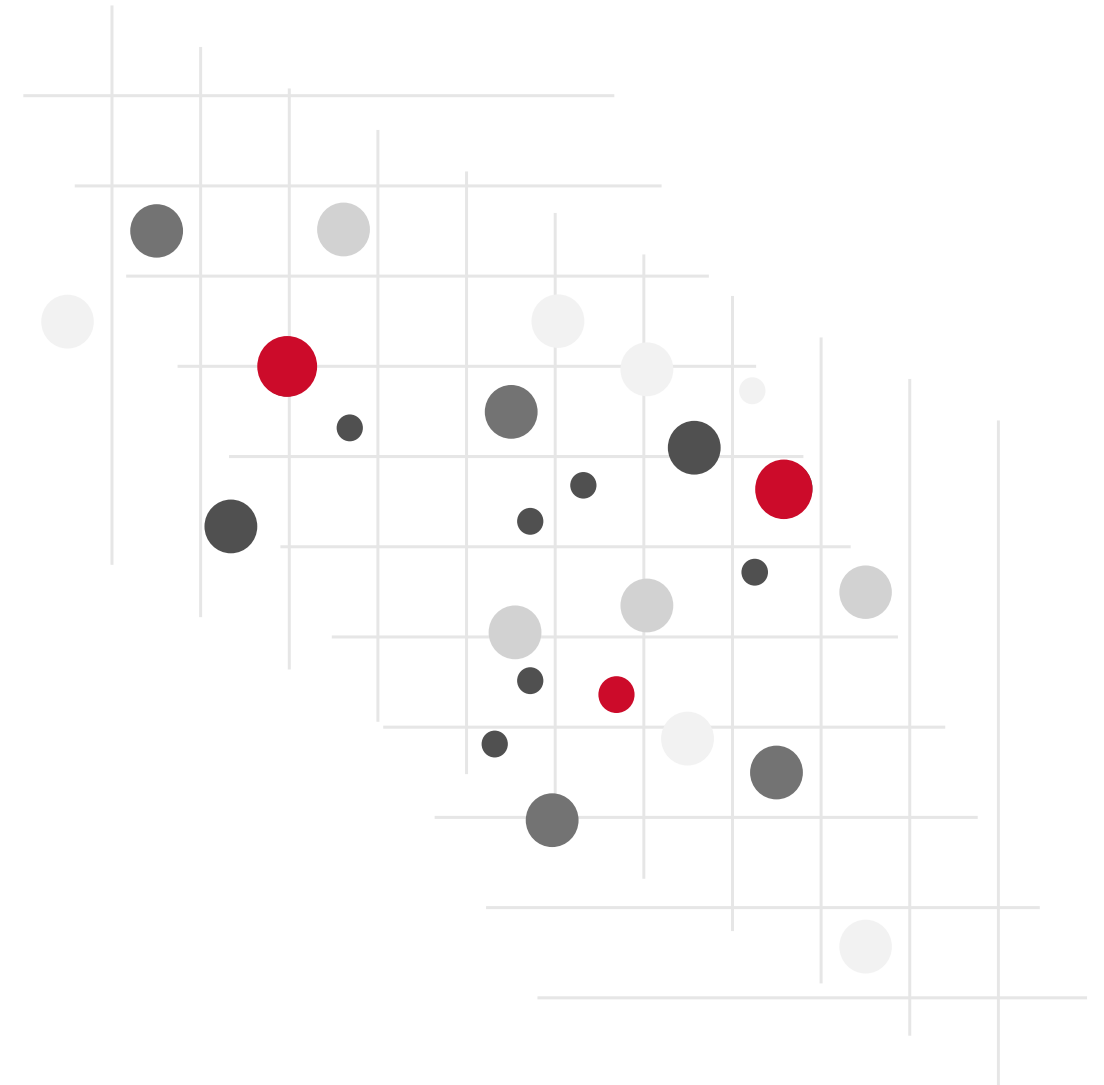
IMPLEMENTATION TIMELINE -- AS OF JANUARY 2024





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)

Documentation And Recordkeeping Checklist

Data Tracking Protocols

Communications With Parties

- *Q1 and Q2 Guidance*

Continued Title IX/DHR Guidance

Policy Interpretation

Structure Of Analyses And Determinations

Tracking Key Dates And Timeline Extensions

Multi-Disciplinary Teams

Disciplinary/Corrective Action

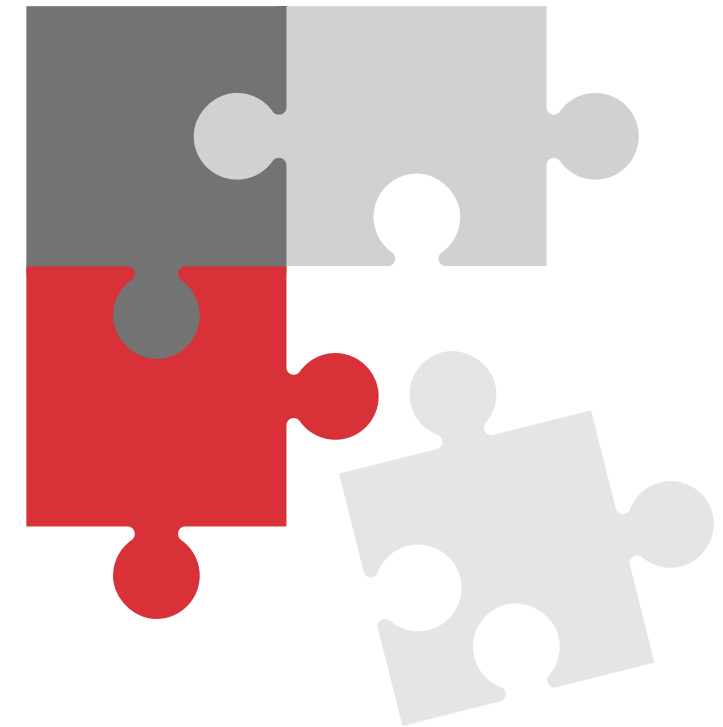
Informal Resolution

Prevention and Support

Other Conduct Of Concern

IMPLEMENTATION CATEGORY 3

Supporting University-Level Implementation Teams

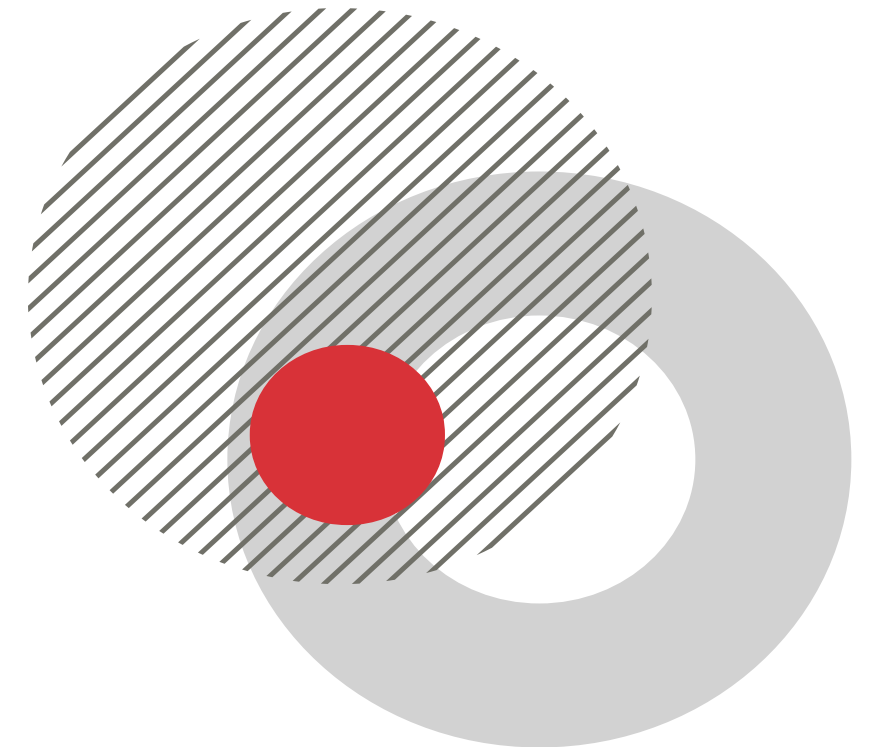


3. Supporting University-Level Implementation Teams

- 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

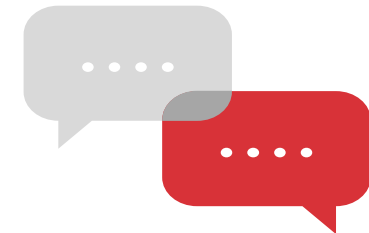
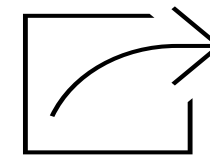
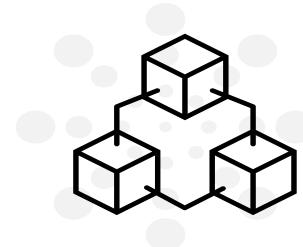
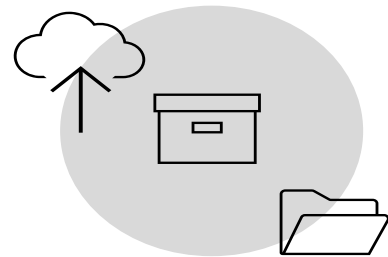
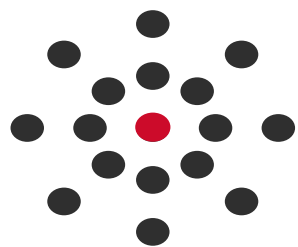


4. Increasing Oversight of University Title IX/DHR Programs

- 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.

Membership

Chair	Dilcie Perez , Deputy Vice Chancellor, Academic and Student Affairs and Chief Student Affairs Officer
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Presidents	Steve Perez (Chico) Vanya Quiñones (Monterey Bay)
Academic Senate	Beth Steffel , Chair, Academic Senate of the California State University and Chair, The Intersegmental Committee of the Academic Senates
CSSA	Genesis Galilea Pompa , Vice President of Systemwide Affairs, Student (Pomona)
Campus Representatives	Al Liddicoat , Vice President for University Personnel and Chief Human Resources Officer (San Luis Obispo) Jessica Rentto , Sr. Associate Vice President, Administration (San Diego)
Staff	December Bolden , Assistant Vice Chancellor and Chief of Staff, Office of General Counsel (CO)
Staff/CO Liaison	Melinda Latas , Director Systemwide Clery and Campus Safety Compliance (CO)