



STATUS UPDATE

April 2023

Significant progress has been made by Cozen O'Connor in its systemwide assessment of the CSU's Title IX and Discrimination, Harassment and Retaliation (DHR) programs. There has been strong participation and engagement at each of the 23 universities, as well as the Chancellor's Office, which will help ensure the assessment is informed, thorough, complete and tailored to each university.

Throughout the process, the Cozen O'Connor team has invited feedback from university constituents through its dedicated email address, and with each campus community through their visits and a confidential (anonymous) online survey. Nearly 18,000 members of the CSU community responded to the survey.

At the May 2023 board of trustees meeting, Cozen O'Connor reported to the trustees, university leaders and all members of the CSU community during an open session that was [live streamed](#). This report will describe the assessment process, what the assessment revealed and their recommendations at the system level (Chancellor's Office) and at our universities. Consistent with our commitment to candor in this assessment, Cozen O'Connor's written report will be publicly released soon after the board meeting, and will include a section with observations and recommendations for each of the CSU universities.

Cozen O'Connor initially planned to provide a separate report to each university prior to the final systemwide report. While Cozen O'Connor has shared ongoing feedback about recommendations to strengthen and support the work of Title IX and DHR during campus visits and in follow-up discussions, the Cozen O'Connor team concluded that sharing individually tailored recommendations to each university would be best understood and most meaningful if delivered in the context of, and in conjunction with, systemwide observations and recommendations. Therefore, the final written report will address specific findings for each university in a separate section of the final systemwide report.

Each university president is forming an Implementation Team that will include university Title IX and DHR staff, as well as student, faculty, and staff stakeholders. Beginning in mid-April, the Cozen O'Connor team will convene all members of these Implementation Teams to ensure that all team members have the opportunity (before the end of the term) to develop a deeper understanding of the framework of the assessment; the evidence base and process for reaching observations and recommendations; the goals that form the basis for the recommendations; and how to be best prepared to receive the upcoming report and successfully move forward. To learn more about the campus reports, see the Status Update page.



Note: This document may contain outdated information.

CIVIL RIGHTS PROGRAMMING & SERVICES | 401 GOLDEN SHORE, LONG BEACH CALIFORNIA 90802-4210 | CIVILRIGHTS@CALSTATE.EDU