

**IEAP Initiative Status Report
Fall 2023**



Initiative Title: Title IX Implementation Plan

Initiative: IEAT 4.9

Lead: Title IX Implementation Team Co-Chairs, Laurie Nichols & Kaia Tollefson

Date: February 9, 2024

A. OVERVIEW: Respond briefly (about 50-75 words per answer) to each of the following questions.

1. **Purpose:** What is the problem being addressed through this initiative?

Per the [CSU's Commitment to Change website](#): To strengthen its systems of care and compliance, in 2022 and 2023 the CSU engaged Cozen O'Connor to conduct a systemwide assessment of its Title IX and Discrimination, Harassment and Retaliation (DHR) programs. The report identifies core observations and recommendations for improvements at both the system and university levels. The CSU remains committed to making the meaningful and impactful changes needed to transform our Title IX and other anti-discrimination policies, procedures, infrastructure, culture and climate within the Chancellor's Office and our 23 universities.

Cozen O'Connor's [Title IX and Discrimination, Harassment, and Retaliation \(DHR\) Assessment for CSUCI](#) resulted in 129 specific recommendations for improving trust, operations and impact in CSUCI's Equity & Inclusion Office, which is responsible for navigating complaints on our campus related to Title IX, DHR, and the Americans with Disabilities Act (ADA) compliance.

2. **Goals:** What are participants trying to achieve? (Feel free to include objectives – i.e., smaller, measurable steps along the way toward achieving larger goals.)

Of those 129 recommendations, 108 are actions to be taken in the following five categories:

- Infrastructure and Resources
- Strengthening Internal Protocols
- Communications
- Prevention, Education, Professional Development, Training, and Awareness
- Responding to "Other Conduct of Concern" (OCC)

The Title IX Implementation Team (TIXIT) spent the Fall 2023 semester creating and submitted two plans required by the Chancellor's Office: a [communication plan](#) that was due 10/26/2023, and a [Title IX Implementation Plan](#), due 2/09/2024. Note that the Implementation Plan includes resource needs as requested by the Chancellor's Office, and that at the time of this writing it is unknown whether all noted resource needs will be provided.

3. Metrics/Data for Evaluation:

- a. What metrics will you use to evaluate achievement of this initiative's goals?
- b. What data will be necessary for determining impact?
- c. How and when are these data being collected?

Metrics and data for informing the effectiveness of this multi-year initiative (minimally through 2026) are noted in our [Title IX Implementation Plan](#). In addition to internal protocols within the Equity & Inclusion office for assessing efficiency and impact, satisfaction surveys for individuals who have interactions with the Equity & Inclusion office will be conducted each semester, and annual campus climate survey data in future years will inform any longer-term changes in the overall campus culture.

B. STATUS: Again, please respond briefly to each of the following.

1. Progress: Has progress been made on this initiative this semester? If so, please describe.

- CSUCI's Title IX Implementation Team (TIXIT) was formed in Spring 2023, with some changes in membership made since then.
 - Current membership:
 - Helen Alatorre, ASI Executive Director
 - Bill DeGraffenreid, Interim AVP for Faculty Affairs Success & Equity
 - Renee Fuentes, Manager of Institutional Equity and Deputy Title IX Coordinator
 - Eboni Ford Turnbow, Vice President for Student Affairs
 - Katie Johnson, Restorative Justice & Outreach Coordinator
 - Daisy Navarrete, Student Government President
 - Laurie Nichols, AVP for Administrative Services & HRO / Implementation Team Co-Chair
 - Lindsey O'Connor, Associate Professor of Sociology
 - Kristin Steiner, Director of University Communication (joined Nov 2023)
 - Cassandra Sumano, Analyst to the Dean of Students & CARE Case Manager
 - Erica Taylor, Interim Title IX Coordinator & DHR administrator (joined Jan 2024)
 - Kaia Tollefson, Chief of Staff / Implementation Team Co-Chair
 - Chancellor's Office Liaisons
 - Alex Pursley, Associate Director, Systemwide Title IX
 - Marc Mootchnik, University Counsel
- Communication Plan and Implementation Plan created and submitted to the Chancellor's Office

2. Evaluation: What have you learned thus far? How do you know what you have learned? Largely through the benefit of knowledge and expertise of Erica Taylor, our Interim Executive Director of Title IX/DHR and consultant from Grand River Associates, we have

a greater understanding of how to make sense of and effectively address 108 distinct actions recommended in the Cozen O'Connor report. For example:

- o Through attending to the category of actions under the heading of “Strengthening Internal Protocols,” a great many other recommendations from Cozen O'Connor will be resolved. This is the low-hanging fruit.
 - o In Fall 2023, President Yao authorized staffing in the Equity & Inclusion office to be increased from 2.0 to 4.5 (with 4.5 becoming 5.0 when the search for a full-time Executive Director is complete and the current half-time Interim Director, a consultant from Grand River Associates, is replaced).
 - o Redefining position roles will be necessary to utilize resources already invested in the office, rather than needing to request additional FTE at this time.
 - o Rather than create a new Multi-Disciplinary Team as recommended, at CSUCI we will utilize the BIT/CARE team since it overlaps significantly with Title IX needs, bringing in individuals on a case-by-case basis for specific TIX cases as needed.
3. **Continuation:** Should this initiative continue beyond 2023-24, in your view? Why or why not?
- Yes, as required by the CO
4. **Future Needs:** If your answer to #3 was yes, are ongoing funding or other resource needs required for this initiative beyond 2023-24?
- Yes, as noted in the Implementation Plan
5. **Other:** Is there anything else about this initiative that you would like to add? (e.g., Have new questions or opportunities come up through your experience in leading this initiative?)