



Date: June 1, 2025

To: Marcus Brown
Systemwide Senior Director for Civil Rights

From: Erica Moorer Taylor
Executive Director of Title IX & Inclusion Office

Re: Implementation Plan Status Report, Spring 2025

Cc: President Yao
President of CSU Channel Islands

CSUCI has made the following progress in implementing the Cozen O'Connor recommendations:

- Infrastructure and Resources: 78% Completed
- Strengthen Internal Protocols: 91% Completed
- Communications: 100% Completed
- Prevention Education, Professional Development, Training, and Awareness: 78% Completed
- Other Conduct of Concern: 86% Completed

As of this progress report, tasks are 84% complete with the following breakdown

- 57 out of 68 recommendations have been Completed
- 8 out of 68 recommendations are In-Progress
- 3 out of 68 recommendations have been started and will be perpetually Ongoing with no end date planned

Below is the CSU Channel Islands Implementation Plan Status Report highlighting key accomplishments and milestones during the past six months, January 1, 2025 – June 1, 2025. A copy of the University Implementation Plan has also been included for your review and, if appropriate, for inclusion on your website. These updates are also available to view online on our Cozen O'Connor webpage at the following link: <https://www.csuci.edu/titleix/cozenoconnor/index.htm>

Infrastructure and Resources

❖ Completed Tasks: 7 out of 9 = 78%

- Fall 2024 Completed Tasks: 1, 2, 3, 6, 7, and 9
- Spring 2025 Completed Tasks: 4

❖ Completed - The following tasks were completed between January 2025 and June 1, 2025.



Task #4: Based on benchmarking and recommendations from the Chancellor's Office, identify recurring baseline (or line item) funding (both source and amount) for the Title IX/DHR program.

- CSUCI has established a recurring baseline budget for the Title IX & Inclusion Office. This budget will be reviewed and adjusted annually.

❖ In-Progress

Task #5: Work with the Chancellor's Office to implement an enterprise-level case management system and develop protocols for consistent collection and retention of data.

- The Chancellor's Office has identified Case IQ as the enterprise-level case management system. CSU Channel Islands will begin the transition from Maxient to Case IQ within the 25-26 AY.

Task #8: Identify a sustainable model to provide respondent support services.

- The Education, Prevention, and Compliance Specialist is currently collaborating with the Deputy Title IX Coordinator to host Support Person Training scheduled for June 17, 2025. Staff and faculty who attend this training will gain knowledge of the roles and expectations of support persons and will receive in-depth training on the Title IX & Inclusion resolution process. Following the completion of the training, attendees will be eligible to register as Certified Support Persons. Upon registration, their names and contact information will be made available to individuals who request a support person but are not providing their own. Our office will maintain and update this list annually.

Strengthen Internal Protocols

❖ Completed Tasks: 10 out of 11 = 91%

- Fall 2024 Completed Tasks: 1-1, 1-2, 1-3, 1-4, 1-5, 1-6, 1-7, 2, 3, and 4

❖ In-Progress

Task #5: Develop and implement a process to routinely collect post-resolution feedback from the parties and all impacted individuals.

- The Title IX & Inclusion office met with Institutional Research (IR) in March 2025 to review post-process surveys. Since this meeting, the Title IX & Inclusion office has created a series of surveys to be distributed post-process, along with the creation of a Fall 2025 study. The questionnaires were shared with the Chancellor's Office and Region 3 Title IX Coordinators for support in using trauma-informed language. The questionnaires will be submitted for Institutional Review Board (IRB) approval during the summer of 2025, and upon approval, will be distributed during the 25-26 academic year.



Communications

❖ Completed Tasks: 6 out of 6 = 100%

- **Fall 2024 Completed Tasks: 1, 2, 3, 4, and 6**
- **Spring 2025 Completed Tasks: 5**

❖ Completed - The following tasks were completed between January 2025 and June 1, 2025.

Task #5: Develop standing committee of representative student, faculty and staff ambassadors to support and facilitate institutional efforts to more effectively communicate with campus constituents.

- Chaired by the Education, Prevention, and Compliance Specialist, the Education and Prevention Oversight Committee meets biweekly. During these meetings, the committee identifies campus events related to the goals of prevention education. Additionally, this committee is responsible for reviewing campus-wide emails, social media campaigns, and program development. It is comprised of members from each division on campus, ensuring that our communications are accessible to all. Members act as liaisons between their divisions and the committee regarding upcoming opportunities for engagement and education. Through this committee, our office has connected with the Institutional Programming Collaborative, a cross-campus initiative aimed at increasing engagement among students. This committee reviews programming assessments to ensure learning outcomes are being met and analyzes feedback to improve future program offerings that are reflective of the needs of the campus. The Education, Prevention, and Compliance Specialist will develop and share out a calendar of events three weeks prior to the start of each semester. The calendar will be sent to faculty and staff through Faculty Senate and Staff Council listservs.
- This committee is responsible for the development of learning outcomes for all programming offered by Title IX & Inclusion. These learning outcomes are written using the framework of Bloom's Taxonomy and are tailored to each event to reflect the goals of Title IX & Inclusion and the partnering office or group.

Prevention Education, Professional Development, Training and Awareness

❖ Completed Tasks: 22 out of 28 = 78%

- **Fall 2024 Completed Tasks: 1, 3, 4, 10, 11,12, 13, 15, 16, 18, 19, 20, 21, 23, 25, 28**
- **Spring 2025 Completed Tasks: 2, 5, 7, 8, 9, and 17**

❖ Completed - The following tasks were completed between January 2025 and June 1, 2025.

Task #2: Proactively coordinate with system-level subject matter experts to assist with education, training, materials, and communications related to complex and difficult issues facing all CSU institutions.



- Beginning in February 2025, the Education, Prevention, and Compliance Specialist has attended monthly meetings with other CSU Campus Preventionists. The group has collaborated on developing programs and resources. It has supported system-wide initiatives such as the Sexual Assault Awareness Month “Slow Down, Think About It” campaign. This system-wide group will continue to meet monthly, with additional support from the Chancellor’s Office beginning in Fall 2025.

Task #5: Convene a University-wide Prevention and Education Oversight Committee to coordinate and align programming across the University.

- Our Education, Prevention, and Compliance Specialist has convened the University Prevention and Education Oversight Committee with the support of the Executive Director of Title IX & Inclusion and the Campus Chief of Staff. This group has met bi-weekly throughout the Spring 2025 semester and includes members from the divisions of Academic Affairs, Business and Financial Affairs, Student Affairs, and the Office of the President. The group has identified a list of student groups (Resident Advisors, Club Officers, Embedded Peer Mentors, ASI Leadership) to receive refresher Title IX training and is in the process of developing a calendar of events for the Fall 2025 semester. This committee will host collaborative events and workshops aimed at educating the community about campus policies and fostering a community of mutual respect.
- This committee is responsible for the development of learning outcomes for all programming offered by Title IX & Inclusion. These learning outcomes are written using the framework of Bloom’s Taxonomy and are tailored to each event to reflect the goals of Title IX & Inclusion and the partnering office or group.

Task #7: The Committee should include subcommittees, as determined by the Committee. Committees may focus on the needs of various constituencies (undergraduate students, graduate students, staff, administrators, and faculty) or the types of programming (compliance, professional development, prevention and education, bystander intervention, etc.).

- The Education and Prevention Oversight Committee has developed the following subcommittees: Professional Development, Prevention and Education Events, and Compliance Logistics. The responsibilities of each subcommittee are detailed below.
 - The Professional Development subcommittee is responsible for reviewing and analyzing all training, presentations, and workshops offered for faculty and staff. Additionally, the subcommittee maintains a calendar of available training opportunities, which is shared each semester with campus groups, including Staff Council and Academic Senate.
 - The Events subcommittee is responsible for creating and reviewing event opportunities for all students. This committee analyzes data from previous events with the goal of increasing reach and access for our students. Additionally, this subcommittee maintains a calendar of events, training sessions, and workshops available to students each semester.
 - The Compliance Logistics subcommittee supports the Education, Prevention, and Compliance Specialist by reviewing campus communication, tracking annual compliance



training, and acting as liaisons between members' respective divisions and the committee.

Task #8: The Committee should be charged with reviewing prevention program content, evaluating proposed programming or speakers, ensuring that prevention-related communications are reaching all constituents, and developing and implementing a mechanism for assessing effectiveness including by monitoring participation levels and measuring learning outcomes.

- The committee reviews assessments and program development at the end of each term to determine necessary improvements in program planning and event offerings. This enables the committee to assess the needs of the campus community holistically, supporting all populations. The committee evaluates learning outcomes and takeaways to continually enhance programming. These learning outcomes are written using the framework of Bloom's Taxonomy and are tailored to each event to reflect the goals of Title IX & Inclusion and the partnering office or group. The Education, Prevention, and Compliance Specialist will develop and share out a calendar of events three weeks prior to the start of each semester. The calendar will be sent to faculty and staff through Academic Senate and Staff Council listservs.

Task #9: With assistance from the Chancellor's Office, develop a strategic plan for university programming that identifies all training requirements under federal and state law and CSU policy, all constituencies and constituent groups in need of training, and all potential university partners that can collaborate to deliver content.

- With support from the Chancellor's Office and the Education and Prevention Oversight Committee, our Education, Prevention, and Compliance specialist has identified all groups that need training. To that end, beginning in July 2025, all students will receive their Annual Title IX training through CSU Learn. Our office will continue to provide additional training for Residence Life staff, Fraternity and Sorority Life, Embedded Peer Mentors, and all first year and transfer students. Starting in Spring 2025, additional campus offices and organizations will attend Title IX & Inclusion workshops to increase institutional knowledge of our scope and work. These groups include Disability Advocacy and Support Services, Library Staff, Extended University Staff, and Writing and Multi-Literacy Tutors. Additionally, starting in Fall 2025, we will provide training to Associated Students employees, campus clubs and organizations' leadership teams, and campus-affiliated tutors. Faculty and staff will continue to complete their annual training on CSU Learn and have the opportunity to attend additional sessions offered by our office, which provide further information regarding policy and supporting students. These additional sessions will be offered throughout the school year and upon department request.

Task #17: Develop a university website dedicated to prevention and campus programming that is kept current, facilitates distribution of prevention and education materials, and incorporates the opportunity for feedback and recommendations.



- The Events, Education, and Training website was launched at the start of the Spring 2025 semester. This website is updated each semester to reflect program and event offerings. Additionally, it provides information on the annual student training and other ways to get involved with education and prevention. The website includes contact information and a booking link to schedule training with our Education, Prevention, and Compliance Specialist. We have increased our presence on social media, resulting in a 30% rise in profile visits and reaching 4,188 individual accounts in Spring 2025. Our social media outreach has led to increased attendance compared to previous semesters and allowed us to run social media campaigns alongside our regular calendar of events.

❖ In-Progress

Task #6: The Committee should include all departments who provide training, prevention and education, including, at a minimum, representatives from the Title IX/DHR program, the confidential advocate, student affairs, student health, counseling, UPD, fraternity and sorority life, residential life, human resources and employee labor relations, academic/faculty affairs, DEI professionals, identity-based affinity centers, university subject-matter experts, and staff, faculty, and student representatives.

- The committee currently includes representatives from Title IX, Campus Advocate, Student Affairs, Health and Wellness, Counseling, UPD, Fraternity and Sorority Life, Residential Life, Academic Affairs, identity-based organizations, faculty, and the Office of the President. In July, a student representative from Associated Students Inc. will join the committee. Additional members will be identified and added based on the needs of the committee and the University.

Task #14: Build a university calendar that includes online modules, social norm campaigns, orientation for students and employees, recurring opportunities for programming, and awareness events.

- The Education, Prevention, and Compliance specialist is collaborating with the Education and Prevention Oversight committee to develop a calendar that encompasses all relevant opportunities. This calendar will feature annual training opportunities through CSU Learn, tabling events, workshops, and information about training offered by external partners. We will continue to promote social norms campaigns and post event information on our Instagram. Our calendar will be distributed with our global communication to all campus members at the start of each semester. It will remain available on the education and prevention webpage.

Task #22: Evaluate the potential opportunities for curricular or course-based programming and credential-based options.

- The Education, Prevention, and Compliance Specialist is collaborating with faculty and other members of the Division of Academic Affairs to identify potential curriculum offerings to be launched no later than Fall 2026. These offerings will represent a partnership between Title IX and Academic Affairs.

Task #24: Commit to providing programming regarding bystander engagement.



- The Education, Prevention, and Compliance Specialist has conducted social media outreach on the topic of bystander intervention. Bystander intervention is integrated into all existing events and training offered for the campus community. Bystander intervention remains a key learning outcome for all program development, with the goal of offering a stand-alone bystander intervention program in collaboration with the University Police Department in Fall 2025.

Task #26: Engage students in the development and delivery of programming through peer educator/peer advocate programs.

- The Education, Prevention, and Compliance Specialist is partnering with the Wellness Student Assistance Office to help develop and deliver Title IX policy-related programming directly. The budget will be crucial in supporting these efforts. This collaboration is designed to identify opportunities for creating a Title IX & Inclusion Peer Educator Program. The intentional research and allocated funds to initiate this task will constitute an ongoing commitment, aiming for implementation in the 2026-27 academic year.

❖ Ongoing

Task #27: Identify student leaders who can serve as ambassadors/promoters of this work.

- At this time, students from existing campus peer advocacy programs, including Wellness Peer Educators, Mental Health Peers, and Resident Advisors, serve as ambassadors for this work and support program development and delivery. The Education, Prevention, and Compliance Specialist has drafted a plan to create a stand-alone peer advocacy program, aiming to launch this program in Fall 2026.

Other Conduct of Concern

❖ Completed Tasks: 12 out of 14 = 86%

- Fall 2024 Completed Tasks: 3.3, 4, 4.1, 5, and 6
- Spring 2025 Completed Tasks: 1, 2, 3, 3.4, 3.5, 3.6, and 7

❖ Completed – The following tasks were completed between January 2025 and June 1, 2025.

Task #1: In conjunction with the Chancellor's Office and CSU's Office of General Counsel, develop a written policy, document, or statement by senior leadership to establish expectations, guidelines, and/or definitions of conduct.

- The Chancellor's office published in January 2025, "Other Conduct of Concern: Systemwide Guidance" for the CSU system. CSUCI has implemented this guidance and incorporated it into our OCC response.

Task #2: Reinforce CSU values and expectations about respect, tolerance, and professionalism through programming and opportunities for in-person engagement.



- The OCC Committee conducted four informational meetings with supervisors and staff members in Spring 2025 regarding the OCC guidance. This information underscores the definition of OCC, its impact on our community, and what future responses and support for OCC will entail.

Task #3: Strengthen and expand available competencies regarding conflict resolution, navigating interpersonal conflict, restorative justice, and other forms of remedial responses.

- The OCC committee planned two training sessions for Summer 2025 for all MPPs on how to respond to OCC when they receive an OCC report. These trainings will include conflict resolution options and other forms of remedial responses.

Task #3.4: Develop communications competencies to embrace the tension of difficult issues including the intersections of speech in the contexts of politically and socially-charged events and issues.

- OCC worked with the University Response Team (URT) which is charged with overseeing the new systemwide Time Place & Manner Policy. The URT published a new TPM brochure to support the campus's competency in navigating disagreements while upholding First Amendment rights and academic freedom. Through a variety of professional development experiences (e.g., Difficult Dialogues, Election Exhale, and UndocuAlly Training), faculty, staff, and administrators had opportunities to learn about the intersections of free speech and socially charged issues.

Task #3.5: Communicate the new and available conflict resolution suite of resources through web content, annual training, and awareness campaigns.

- OCC created and published a website with information regarding training opportunities and awareness campaigns. The website will be updated annually with resources from the trainings offered and informational conflict resolution resources.

Task #3.6: Invest in education and training about conflict resolution.

- Through Difficult Dialogues training with CSU East Bay in Fall 2024 and again in Spring 2025, faculty, staff, and administrators had opportunities to receive education on conflict resolution.

Task #7: This information should be tracked and analyzed on an annual basis at minimum to inform the need for remedial actions regarding culture and climate, targeted prevention and education programming, and ongoing issues of concern.

- OCC has created an internal assessment to review response times, ongoing issues of concern, culture and climate, and to identify targeted prevention and education programming.

❖ Ongoing

Task #3.1: Strengthen traditional employee relations functions within human resources to assist in responding to concerns involving faculty and staff.



- The OCC Committee will collaborate with Human Resources to provide training for MPPs on responding to OCC reports.

Task #3.2: Strengthen competencies of managers, supervisors, deans and department chairs by providing expanded training and professional development to meet the needs of assigned roles.

- The OCC Committee will collaborate with Human Resources to host training for MPPs on responding to OCC reports, as well as provide timely support in this area.

Budget & Fiscal Resources

During the 2022–2023 and 2023–2024 fiscal years, the Title IX & Inclusion Office had the following budget allocation to cover departmental staffing, external investigations, hearings, professional development and training, and prevention education and awareness activities:

2022–2023: \$530,357.00

2023–2024: \$497,527.46

On August 5, 2024, the Chancellor’s Office released the 2024 budget memorandum and allocated \$350,000 in ongoing funding to the University to support its Title IX and antidiscrimination programs. The University has used or intends to use the funding from the Chancellor’s Office during the 2024–2025 academic year to cover departmental staffing, external investigations, hearings, professional development and training, and prevention education and awareness activities.

The budget for the 2024-2025 Year is: \$543,485.