



TITLE IX & INCLUSION

C H A N N E L
I S L A N D S

Summary of Cozen Recommendations Implementation AY 2023-24 May 12, 2024

- In November 2023, CSU Channel Islands engaged Grand River Solutions (GRS) to support the Title IX & Inclusion office in light of personnel transitions. GRS is a company that seeks to uniquely support each community in developing systemic change, which not only meets compliance requirements, but also creates a sustainable framework for mutual respect. In-the-field practitioners specialize across the spectrum, from building systems and capabilities to comprehensive response and resolution services that effectively address gender, equity, and Clery goals.
- Erica Moorer Taylor of GRS has been serving as our Interim Title IX Coordinator and DHR Administrator since November on an 80 hours/month contract.
- Through this partnership, our Title IX & Inclusion team has been able to make the following accomplishments:
 - Addressing all outstanding Title IX & Inclusion open cases resulting in completing and closing all cases that were backlogged. All current cases are on track to be completed within the system-outlined timeframe.
 - Enhancing operations by creating comprehensive office procedures. These procedures ensure a prompt and organized response to all reports, meticulous record-keeping, and the effective implementation of supportive measures, fostering a sense of security through solid organization.
 - Creating a monthly Executive Report to communicate to the President's Office, Cabinet, and the Chancellor's Office providing anonymous updates on active investigations, informal resolutions, outreaches, supportive measures, and progress steps on the Cozen implementation plan. No confidential information is shared – ONLY numbers and categories of incidents.
 - Monthly meetings with the Chancellor's Office are conducted to ensure oversight of all matters.
 - Creating procedures with stakeholders: Academic Affairs, Human Resources, and Student Affairs to formalize the referral process for other conduct of concern (OCC).
 - OCC includes matters which are reported to the Title IX & Inclusion office which, although concerning, would NOT fall under the narrow definition of a violation of the Nondiscrimination Policy, even if sustained to be true. These

- matters are referred to the appropriate office for ongoing review and to ensure the concerns are fully addressed.
- With the support of the Office of the President, the Title IX & Inclusion office implements the following requirements in all referrals:
 - A meeting scheduled with the party within five (5) working days of receiving the referral.
 - An update within three (3) weeks of the referral to confirm timely progress of referred OCC reported.
 - This new procedure for tracking OCC originally reported to the Title IX & Inclusion office has resulted in a transparent and collaborative partnership for supporting our community when any harm is experienced.
 - Multi-Disciplinary Team (MDT) – We have created procedures for participating in the campus-wide MDT meetings to ensure holistic support and response to any party participating in a Title IX & Inclusion process. This team supports the assessment of community risk and creativity of supportive measure implementation, as well as coordinating streamlined communication with parties needing support from multiple campus areas.
 - The staff has received additional training in Restorative Justice practices, investigative report writing, and pregnancy and parenting accommodations and support. This training has resulted in enhanced:
 - Informal resolution process and agreements utilizing restorative justice principles.
 - Templates and consistency used in investigation reports.
 - Processes and procedures for supporting student-specific pregnancy and parenting accommodations.
 - Streamlined and consistent communication with:
 - Academic Affairs whenever academic accommodations are needed;
 - Student Affairs for housing accommodations and no-contact orders; and
 - Human Resources in determining supportive measures for faculty and staff.

Title IX & Inclusion Goals Moving Forward

- Between now and August 1:
 - Implementation of new federal guidance and policy and procedure changes to ensure compliance.
 - Creation of new handouts and flowcharts to better explain the processes associated with the office.
 - Updates to the website to enhance user friendliness and ease of access for information about the process.

- AY 24-25 goals:
 - New training and education plan for faculty, staff, and students.
 - New assessment of training and programs.
 - Implementation of restorative justice practices in circles and conferences.

How the Title IX Implementation Committee Supports the Title IX & Inclusion office:

- Provides oversight of Cozen O'Connor Recommendations Implementation; serves as a sounding board and reviews Title IX & Inclusion website content and other communication platforms and documents for accessibility, clarity, and tone. This “lay audience” helps to translate Title IX-speak for students and other members of the campus community.
- Supports efforts to communicate updates and progress to the community.
- Initiates dialogue and creates an action plan to address Other Conduct of Concern (OCC) – i.e., behaviors that are problematic but do not rise to the level of a Nondiscrimination Policy violation; and
- Helps build trust in CSUCI’s commitment to and effectiveness in:
 - Implementing all Cozen O'Connor recommendations; and,
 - Ensuring that all members of the campus community are safe, heard, and responded to in a timely and effective manner when problems arise.

Respectfully,

Title IX & Inclusion Team

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