

From: President Richard Yao <president@csuci.edu>

Sent: Tuesday, June 4, 2024 1:26 PM

Subject: Title IX & Inclusion Update

A message from

Richard Yao, Ph.D.



Office of the President

Dear Students, Faculty and Staff,

I had hoped to share with you the Title IX Implementation Plan created by our Title IX Implementation Committee in Fall 2023 and early Spring 2024, submitted to the Chancellor's Office on February 9; however, until we receive word that our plan has been approved, we are not able to publish it to the Title IX & Inclusion website and proceed with our plan to visibly track progress toward achieving its goals.

I can, however, share at least two pieces of very good news.

One, our Title IX & Inclusion team has made great progress in acting upon the Cozen O'Connor recommendations this year, under the leadership of our Interim Title IX Coordinator & DHR Administrator, Erica Moorer Taylor. She has been working in this capacity since Fall 2023, contracted through Grand River Solutions to work 80 hours per month to lead our Title IX & Inclusion office. Please refer to the team's [year-end summary of progress](#) made this academic year in responding to those recommendations – a remarkable attestation to the effective leadership of our dedicated and talented Title IX core team.

Two, though we have had two failed searches in the attempt to fill the Executive Director of Equity & Inclusion and Title IX Coordinator since it was vacated in Summer 2023, given the extreme competition that exists right now for strong Title IX leadership in California and across the nation, I am extraordinarily pleased to tell you that going forward, we will have that very leadership at CSUCI.

I have offered the permanent position to Erica Moorer Taylor who has accepted the role, effective June 10, 2024.

With over 10 years of experience working in Higher Education and Student Affairs, Erica has demonstrated expertise in student conduct, Title IX, restorative justice (RJ), and diversity, equity, and inclusion policy writing, procedure creation and implementation, and prevention education training and workshops. She holds a BA in International Relations from Oakland University, Rochester, Michigan, and an MS in Student Affairs Counseling from Syracuse University, Syracuse, New York.

Erica is a deeply experienced leader in the realms of Title IX and Discrimination, Harassment, and Retaliation (DHR) administration. She is a trained investigator, coordinator, and hearing officer; civil rights investigator; Clery officer; and EEOC Coordinator. She has a variety of complementary skillsets, for example, in creating procedures for trauma-informed responses, record keeping, strategic structure, office staffing, and management; education prevention plans and assessments; informal resolution practices and procedures; and transparent reporting and oversight.

She also brings depth and passion for restorative justice, which stems from her diverse background in conflict resolution and community engagement. Erica is a Restorative Justice Facilitator for the [Center of Restorative Justice](#), and for the past seven years, has implemented RJ practices and principles into alternative resolution options for Title IX, DHR, and equity matters. She has helped lead the creation, implementation, and facilitation of the Center for Conflict Resolution at the University of Redlands. The Center applies RJ principles to address Other Conduct of Concern – that is, behaviors involving students, faculty, staff, and administrators that do not rise to the level of policy violation but that cause distress for individuals and can disrupt a campus community.

While at Pomona College, Erica chaired the RJ Committee with the goal of expanding RJ practices and principles to the entire community. With experience as a facilitator, trainer, and consultant, Erica strives to assist others in creating and maintaining their RJ programs.

Her firm belief that everyone deserves to be treated with respect on their best and worst days forms the basis for her approach to Equity & Inclusion. The foundations of that approach are explaining all available options and resources without bias and overseeing a fair and equitable process.

I couldn't be more pleased with this incredibly positive development for our campus. Please join me in welcoming Erica Moorer Taylor to CSUCI.

Sincerely,
Richard Yao, Ph.D.
President



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Office of the President • CSU Channel Islands
One University Drive, Richard R. Rush Hall

Camarillo CA 93012-8599
Office: 805-437-8410