



Dear CSUSM Community,

As you may recall, CSUSM was part of a systemwide assessment conducted by Cozen O'Connor aimed to enhance the Title IX and Discrimination, Harassment and Retaliation (DHR) training, awareness, prevention, intervention, compliance and support systems. Alongside the Cozen O'Connor assessment, CSUSM also underwent external reviews through the NASPA Culture of Respect initiative, a California State Audit and a president-directed review by TNG. Additionally, the President's Sexual Harassment Task Force was charged to review current sexual-harassment policies, procedures and training, and make recommendations to improve prevention efforts, care, communication and transparency.

We are pleased to share our progress on implementing the review outcomes and recommendations.

- **Establish a Stand-alone Assistant Vice President of Title IX/DHR Position**

A key recommendation was to create a dedicated Title IX/DHR position. As we conduct a national search, Sarah Clegg will serve as Interim Assistant Vice President (AVP) of Title IX/DHR effective Sept. 23. Sarah brings more than 20 years of experience in higher education, specializing in civil rights and equal-employment opportunity. She has held prominent leadership roles, including CSU senior systemwide director for Civil Rights, and Equity Specialist and Title IX Investigator at both public and private institutions.

- **New Organizational Reporting Structure**

To enhance accountability and ensure care and support for all community stakeholders (i.e., faculty, staff and students), we have established a new organizational reporting structure for Title IX/DHR. The position now reports to the Vice President for Student Affairs, Provost and Vice President of Finance and Administration.

- **Title IX/DHR Office Staffing**

In response to the staffing recommendations from the reports, CSUSM has allocated funds to hire the stand-alone AVP for Title IX/DHR, as well as to address

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compliance, prevention education, communication and provision of supportive measures/resources.

- **Training and Education**

CSUSM hosted several learning sessions with TNG partner, Sandra Schuster, M.S., J.D., a recognized expert in education civil-rights law. She provided Title IX/DHR training for university administrators, academic department chairs and athletics coaches and staff, among others. We will provide additional training and education activities this year, and on an ongoing basis moving forward.

Please save the date for a campus town hall hosted by the CSUSM Implementation Team on **Oct. 24 at noon in the Arts Building, Room 240**. Join us to learn more about the progress on the Implementation Plan and next steps.

We extend our deepest gratitude to the CSUSM team for its invaluable contributions during the past year and for the important work that still lies ahead.

- Dr. Viridiana Diaz, Co-Chair of the Title IX Implementation Team, Vice President for Student Affairs
- Dr. Bridget Blanshan, Co-Chair of the Title IX Implementation Team, AVP for Student Affairs
- Dr. Ranjeeta Basu, Professor, Co-chair of the President's Sexual Harassment Task Force, faculty representative
- Vanessa Vincent, CSUEU President, staff representative
- Illeana Carmona Chavez (2024-25) and Justin Cadiz (2023-24), Associated Students, Inc., student representatives
- Dr. Sarah Villareal, Chief of Staff (ex officio)
- Crisella Caisip, Confidential Administrative Support Specialist (ex officio)

Sincerely,

Viridiana Diaz, Ed.D.  
Vice President for Student Affairs  
Co-chair, Title IX/DHR Implementation Team

Carl Kemnitz, PhD  
Provost and Vice President for Academic Affairs

Leon Wyden  
Vice President of Finance and Administrative Services

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