Systemwide Title IX and DHR Assessment

Presented By:
The Institutional Response Group | Cozen O'Connor
Gina Maisto Smith, Chair
Leslie M. Gomez, Vice Chair

Statewide Academic Senate
September 9, 2022
Framing the Conversation

We Don’t Know What We Don’t Know

Flip the Lens

Embrace the Tension

Together We are Better than the Sum of our Parts
The Context

• Regulatory Framework

• Dynamics of Trauma & Sexual and Gender-Based Harassment and Violence

• Individual Culture, Climate, History, Resources, Policies, Procedures, Personnel and Values of the Institution
The Challenge of the Context

University’s Response
Policies/Procedures Informed by:

Central process to uniformly vet all complaints of sexual and gender-based harassment and violence

University Counsel

Note: Lists of report recipients and relevant laws not exhaustive.
ALLEGATION

Respondent

Student Conduct

Title IX Investigation

Information

Legal Rights

Media

Questions

Emotional Response

Fear

Denial

Shame

Anger

Embarrassment

Sanction

Fine

Exonerated

Expulsion

Law Enforcement

School

Parents

Peers

Community Reaction

Support

Shunning

Practical Life Changes

Financial

No Contact Order

Change in Class Schedule

Change in Living

Arrest
The Care Compliance Continuum

Offer Supportive Measure upon Actual Knowledge

Pursue Investigation and Adjudication in Response to a Formal Complaint
Key Elements of Effective Practices

- Title IX Coordinator
- Multi-Disciplinary Team
- Privacy vs. Confidentiality
- Integration of Reporting Responsibilities
- Uniform Policy and Procedures
- Centralized Reporting and Response
- Investigations and Decision-Making
- Communication & Documentation
- Education and Prevention
Scope of Engagement

• Engaged by the Chancellor on behalf of the Board of Trustees of the California State University (CSU) system to conduct a system-wide assessment of the university’s implementation of its Title IX and DHR programs.

• The goal is to strengthen the CSU institutional culture by assessing current practices and providing insights, recommendations, and resources to advance CSU's Title IX and DHR training, awareness, prevention, intervention, compliance, and support systems.
Steps of the Engagement

- Identification of Campus Liaison/Leadership Team
- Document Review
- Implementation Assessment (in person or remotely)
- Community Engagement
- Observations and Recommendations
  - Iterative, collaborative, and ongoing to the campus
  - Periodic updates to the Board subcommittee
  - Final presentation to the Board of Trustees
## Individual Campus Visit Template

<table>
<thead>
<tr>
<th>Time</th>
<th>Tuesday</th>
<th>Wednesday</th>
<th>Thursday</th>
</tr>
</thead>
<tbody>
<tr>
<td>8:30 to 9:30 AM</td>
<td>Title IX Coordinator</td>
<td>DHR Administrator</td>
<td>Counseling</td>
</tr>
<tr>
<td>9:45 to 10:45 AM</td>
<td>Title IX Team/Student Cases [All individuals in the interview list who intersect with student cases]</td>
<td>Human Resources/Faculty Affairs [And any additional individuals who intersect with employee cases]</td>
<td>Health Services</td>
</tr>
<tr>
<td>11:00 AM to Noon</td>
<td></td>
<td></td>
<td>Health Promotion/Education</td>
</tr>
<tr>
<td>Working Lunch</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1:00 to 2:00 PM</td>
<td>VP Student Affairs/Dean of Students</td>
<td>Provost</td>
<td>Residence Life/Housing</td>
</tr>
<tr>
<td>2:15 to 3:15 PM</td>
<td>Student Conduct</td>
<td>Campus Law Enforcement</td>
<td>Diversity and Inclusion</td>
</tr>
<tr>
<td>3:30 to 4:30 PM</td>
<td>Victim Advocate</td>
<td>Athletics Department</td>
<td>Identity Center/Affinity Group Directors</td>
</tr>
<tr>
<td>4:45 PM to 5:45 PM</td>
<td>Campus Counsel</td>
<td>Clery Coordinator</td>
<td>OPEN</td>
</tr>
</tbody>
</table>

**Other Campus Constituents:** Investigators, Greek Life Coordinators, Hearing Officers/Hearing Advisors, University-Provided Advisors, Appellate Officers/Authorities, Informal Resolution Facilitators, Ombudsman, Threat Assessment/Care Team, Bias Incident Response Team, Other: ____________________
Community Engagement

• Tailored campus survey at each campus to provide opportunity for all students, staff, and faculty to provide input and perspectives

• Working with College Presidents and campus liaisons to identify opportunities for in person or Zoom meetings with faculty, staff and students
Schedule

JUNE
• Meet with all Presidents and Vice Chancellors
• Meet with all Title IX Coordinators

JULY
• Chancellor’s Office    July 12/13/14
• Fresno State        July 19/20/21

AUGUST
• Meet with all DHR Administrators
• Sonoma State        August 2/3/4
• SJSU                 August 2/3/4
• Channel Islands     August 15/17
## Schedule

### SEPTEMBER

- Northridge: September 6/7/8
- San Francisco: September 6/7/8
- Stanislaus: September 14/15/16
- Maritime: September 20/21/22
- Bakersfield: September 27/28/29
- Chico: September 27/28/29
Schedule

OCTOBER

- Fullerton: October 4/5/6
- Sacramento State: October 11/12/13
- San Marcos: October 25/26/27
- San Bernadino: October 25/26/27
- East Bay: October 25/26/27
Schedule

NOVEMBER
• San Diego November 1/2/3
• Long Beach November 8/9/10
• Los Angeles November 29/30/December 1

DECEMBER
• Monterey Bay December 6/7/8
• Humboldt December 6/7/8
• San Luis Obispo December 13/14/15
• Pomona December 13/14/15
Proposed Timeline

JANUARY
• Dominguez Hill   Date TBD
• Completion of outstanding steps in individual assessments

FEBRUARY
• Prep for presentation at March Board of Trustees meeting

MARCH
• Present findings and recommendations to the Board of Trustees and complete final written report
Contact Information

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