



Title IX Progress and Campus Implementation Plan

Academic Senate Update

April 10, 2023

Dawnita Franklin

Associate Vice President, Office of Equity and Compliance

Nicole Hawkes

Vice President and Chief of Staff

Bharti Sharma

Associate Professor, Department of Biological Sciences

Candy Alvarado

Prevention and Education Specialist, OEC

CSU's Commitment to Change

To strengthen its systems of care and compliance, in 2022 and 2023 the CSU engaged Cozen O'Connor to conduct a systemwide assessment of its Title IX and Discrimination, Harassment and Retaliation (DHR) programs. The report identified core observations and recommendations for improvements at both the system and university levels. The CSU remains committed to making the meaningful and impactful changes needed to transform our Title IX and other anti-discrimination policies, procedures, infrastructure, culture and climate within the Chancellor's Office and our 23 universities.

Scope of Review and Overview



Cozen O' Connor's Institutional Response Group conducted a three-day campus visit from December 13-15, 2022 as part of CSU Systemwide Assessment



18 meetings with 45 administrators and other campus stakeholders



Cozen received additional feedback from students, faculty, and staff (via zoom, in-person, and dedicated email (calstaterewiew@cozen.com))

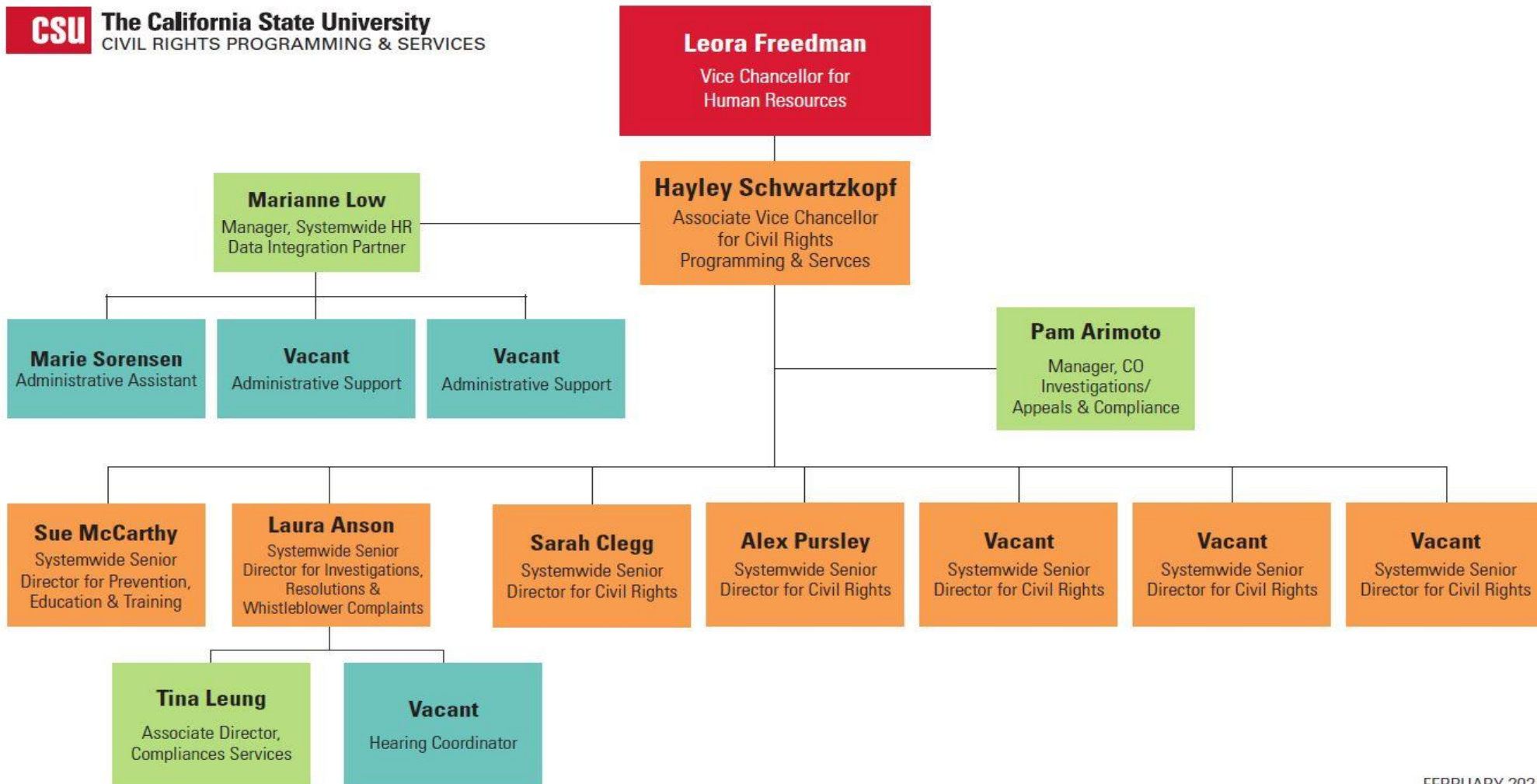


Survey sent to all faculty, staff, and students (1457 responses from CPP; 2nd highest in the system)



Initial report presented at May 2023 Board meeting and full report released in July 2023

CSU System Office of Civil Rights



FEBRUARY 2024

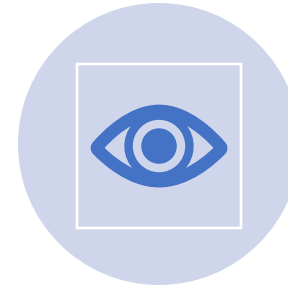
CPP's Office of Equity and Compliance

“The [Cal Poly Pomona] OEC team has a high level of fluency, competence, and experience with respect to Title IX and DHR, and the team has a strong working relationship with campus partner offices.”

Overview: CPP Areas for Improvement



Infrastructure, Strengthening Internal OEC Processes and Coordination with Campus Partners



Awareness and Visibility



Prevention and Education



Responding to Other Conduct of Concern

Status of Implementation Efforts



Formed Implementation Team April 2023



Convened Implementation Team and formed Subcommittees in September 2023



Hosted Pure Praxis training pilots in November 2023



Implemented OEC website enhancements in Fall 2023 (www.cpp.edu/officeofequity)



Submitted Implementation Plan to Chancellor's Office in February 2024



Visibility and awareness efforts ongoing throughout 23-24

CPP's Implementation Team

- Dawnita Franklin, Associate Vice President, Office of Equity and Compliance
- Nicole Hawkes, Vice President and Chief of Staff
- Kimberly Allain, Senior Associate Vice President, Employee & Organizational Development and Advancement
- Robert Almand, Director of Executive Communications
- Andrea Cunanan, Student (third year), Psychology and History
- Rhonda Dixon, Senior Coordinator and Advocate, Survivor Advocacy Services
- Chelsea Epps, CPP Campus Counsel
- Dr. Jill Hargis, Interim Associate Vice President for Faculty Affairs
- Yasmin Iltchi, Director, Employee/Labor Relations & Compliance
- Hallie Lewis, Interim Associate Vice President for Student Health and Wellbeing
- John McGuthry, Vice President & Chief Information Officer, Information Technology & Institutional Planning
- Emily Nunez, Student (third year), Sociology
- Dr. Cindy Pickett, Presidential Associate for Inclusion and Chief Diversity Officer
- Weston Prisbrey, Interim Assistant Dean for Student Health & Wellbeing
- Dr. Bharti Sharma, Associate Professor, Biological Science, College of Science
- George Tejadilla, Executive Director of Academic Personnel

Infrastructure and Resources

- **Restructured OEC Staff**
 - Reassigned existing staff member to Intake Coordinator
 - Appointed existing staff member to Prevention and Education Specialist
 - Successfully recruited two new OEC staff members
- **Streamlined Intake Process**
 - Modified Reporting and Intake forms
 - Developed and documented New Internal Processes
- **Established routine monthly meetings with Faculty Affairs/ELR**

Visibility and Awareness



Clear and consistent communication



Website upgrades – improve navigation, accessibility



Created a confidential email address



In-person engagement with OEC through events, presentations, open houses (tabling, orientations, etc.)

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- Nondiscrimination policy awareness
 - Visibility campaign to raise awareness about role of Title IX and DHR, resources, reporting and options
 - Print, web, social media, give-away items
 - Expand annual report

Education and Prevention



Candy Alvarado appointed as Prevention and Education Specialist working in partnership with Rhonda Dixon, Survivor Advocate



Prevention and Education Committee and student ambassadors



Peer educator/advocate program enhancement



Programming and training/development plan and assessment

- Annual calendar
- Core principles and standards for content
- Bystander Intervention Program
- Communication plan

April: Sexual Assault Awareness Month



T.E.A.L. Tuesdays



Other Conduct of Concern

Elevate Employee & Labor Relations and Compliance

Routine communication and coordination with OEC, ELRC, Faculty Affairs, Student Affairs on responses

Enhanced Training and Development

- Pure Praxis performance-based training
- Tailored trainings for specific roles, e.g. Department Chairs

Office of Conflict Resolution Services and Ombuds

- Dawn Osborne-Adams, UNC Ombuds visit in February
- Search extended to Fall 2024
- Learning and capacity building activities in summer and fall

Principles of Community

Report @CPP and Inclusive CPP

Next Steps



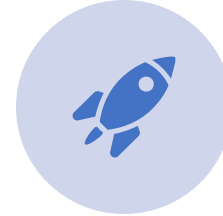
APPROVAL OF CAMPUS IMPLEMENTATION PLAN FROM CHANCELLOR'S OFFICE.



IMPLEMENTATION PLAN AVAILABLE ON CPP WEBSITE FOR THE CAMPUS COMMUNITY.



FORMATION OF CAMPUS MULTI-DISCIPLINARY TEAM (MDT)



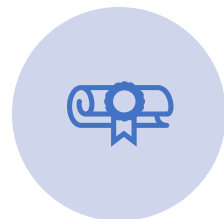
LAUNCH REPORT@CPP



RECRUIT DIRECTOR OF CONFLICT RESOLUTION SERVICES & OMBUDS



CONTINUE VISIBILITY AND AWARENESS EFFORTS.



CONTINUE TO ENHANCE PREVENTION AND EDUCATION ACTIVITIES.



DEMONSTRATING CARE, VALUING PEOPLE AND COMMUNITY, BUILDING TRUST.

Q&A