



**CAL POLY**

# **Title IX/DHR iTeam Kickoff**

October 2, 2023

# Timeline of Events

Dates	Actions
January 17-19, 2023	Cozen conducted an on-site visit to meet with more than 60 administrators and other key university partners.
April 2023	Presidential Implementation Team or “iTeam” identified.
April and May 2023	Chancellor’s Office and Cozen conducted more than eight hours of briefing with campus iTeams detailing core findings and observations. These meetings provided extensive orientation to the assessment and set the stage for campus next steps.
July 17, 2023	CSU Title IX Discrimination Harassment Assessment report by Cozen released.
July 18, 2023	State Auditors Office Title IX Audit report released.

# Implementation Team (iTeam) Members

1. Maren Hufton, Assistant Vice President Civil Rights and Compliance Office, Title IX Coordinator/DHR Administrator, Co-Chair
2. Jen Haft, Interim Chief of Staff, Co-Chair
3. Elizabeth Adan, Chair, Women's, Gender and Queer Studies Department and Professor, Interdisciplinary Studies Liberal Arts (ISLA) Department
4. Sam Andrews, ASI President
5. Rachel Fernflores, Professor Philosophy Department
6. Debi Hill, Associate Vice President of Student Affairs
7. George Hughes, Assistant Vice President, Public Safety and Chief of Police
8. Matt Lazier, Assistant Vice President Communications and Media Relations
9. Al Liddicoat Vice President, University Personnel and Chief Human Resources Officer
10. Joy Pedersen, Assistant Vice President for Student Affairs & Dean of Students
11. Kara Samaniego, Assistant Director of Wellbeing



# Campus iTeam Charge

- The Title IX Coordinator/DHR Administrator is responsible for designing and planning the steps necessary to implement the recommendations, with assistance from the Cozen O’Conner team, and the Chancellor’s Office Title IX/DHR Team.
- The iTeam will:
  - Bring forward the perspectives of campus community stakeholders by giving input and recommendations regarding the implementation process and its specific steps.
  - Help facilitate and support the implementation of Cal Poly’s plan in a manner that is consistent with agreed upon timelines, goals of the assessment and campus culture.
  - Drive informed and collaborative communications to all university stakeholders on implementation efforts. To ensure all communications are clear, accessible and addresses the needs of the community stakeholders.



# Core Values for the iTeam

- The charge is to support and elevate the work and authority of campus Title IX/DHR. *This includes a recognition and acceptance:*
  - that there are some aspects of Title IX and DHR work established by law and regulatory agencies that this team (and the CSU at large) must honor.
  - of each member's subject matter expertise or experience, and how that strength can serve the team.
  - that the team will not interfere with the responsibilities and duties of the Title IX coordinator and DHR administrator.
- Provide a safe, inclusive and non-discriminatory educational, working and residential environment for the students, faculty, staff and other members of the university community.



# Cal Poly Recommendation - 1

Infrastructure and Resources	Opportunity
Address infrastructure challenges including by ensuring sufficient infrastructure and resources (personnel and funding) to cover core functions of the Title IX/DHR program.*	Cozen recommends expanding the team to include 2-3 additional Care Managers, a Training & Education Specialist, 1-2 more Investigators, and more support.

\* intake/outreach, case management, investigations and hearings, informal resolution, sanctions and remedies, prevention and education, training, data entry and analysis, administrative tasks, *and care*

# Cal Poly Recommendation - 2

Internal Protocols	Opportunity
<p>Promote accountability and strengthen internal protocols within the Title IX/DHR program.</p>	<ul style="list-style-type: none"><li>• Additional personnel to continue to separate care/support for parties from Investigator, strengthen MDT role, and review templates.</li><li>• Ensure consistent communications related to confidentiality and employee duty to report, discipline, and supervision.</li><li>• Leadership establish expectation for feedback direct to Title IX.</li></ul>

# Cal Poly Recommendation - 3

Communications	Opportunity
<p>Improve awareness of the CRCO, strengthen campus communications, and address the trust gap.</p>	<ul style="list-style-type: none"><li>• Marketing campaign to raise awareness of role of Title IX/DHR.</li><li>• Improve website and external facing communications.</li><li>• Expand annual reporting.</li><li>• Develop inter-disciplinary committee to support.</li><li>• Leverage community interest.</li><li>• Title IX/DHR in-person engagement opportunities.</li></ul>



# Cal Poly Recommendation - 4

Prevention, Education, Training and Awareness	Opportunity
<p>Promote legal compliance with the VAWA provisions of the Clery Act and consistent attention to prevention and education programming, training, professional development and awareness.</p>	<ul style="list-style-type: none"><li>• Oversight of all university prevention and programming.</li><li>• Convene a Prevention and Education oversight Committee.</li><li>• University website dedicated to Prevention and Education.</li><li>• Social Media Engagement.</li><li>• Course Offerings.</li><li>• And more.</li></ul>

# Cal Poly Recommendation - 5

Other Conduct of Concern	Opportunity
Develop policy, infrastructure, systems, and training to address other conduct of concern.	<ul style="list-style-type: none"><li>• Reinforce values.</li><li>• Strengthen conflict resolution and restorative justice competencies.</li><li>• Create centralized reporting for online and anonymous concerns.</li><li>• Build a triage model.</li><li>• Document and track.</li></ul>

# iTeam Next Steps: Communications Focus

- Create a Title IX/DHR Assessment Webpage (October/November 2023)
- Develop a communications plan to keep campus apprised of implementation (Due to CO October 27, 2023)
  - Minimum of two community-wide status updates provided each academic quarter
  - Strategies to build trust and transparency
- Maxient roll out (Fall quarter)
- Develop an implementation plan (Due to CO December 15, 2023)
  - Set goals, prioritize action items, budget proposals
  - Key deliverables (short-term and long-term)
  - Require presidential approval
- Monitor implementation of approved action items and report on status of the iTeam's work (January 2024 and onward)

# Communication Plan - Template

#	Date(s) / Key Milestones	Medium / Modality	Audience	Key Messages	Preparer	Sender	Feedback received/ Action Items	Status
EX	September 8 and 11, 2023	Live Workshop (via Zoom); same content delivered each date	All Campus Implementation Team Chairs	1) Share overview of initiative including key dates and activities 2) Share templates including sample project schedule and communications plan 3) Next Steps (e.g. next meeting, action items) 4) Q&A	CO Team (McCarthy, Anson, Pursley, Clegg, Jones)	CO Team (Clegg)	Send a copy of the presentation to all Implementation Team Chairs; Open to feedback via email or in follow-up meetings or consults	Delivered 9/7/23

# Discussion

