Chico Implementation Team

Feedback Session
November 29, 2023
Strengthening Internal Protocols: Mahalley Allen (lead), Jay Blando, Scott Lynch, Emma Contreras

Prevention and Education: Sawyer McAvoy (lead), Autumn Alaniz-Wiggins, Ines Duenas, Carly Hines

Other Conduct of Concern: Seya Lumeya (lead), Maleta Wilson, Nathan Heggins Bryant, Tim Sistrunk

Infrastructure and Resources: Sheryl Woodward (lead), Emma Jewett, Katie Callahan, Seema Sehrawat

Communications: Ashley Gebb (co-lead), Janell Bauer (co-lead), Kendall Ross

Administrative Support: Lisa James
Strengthening Internal Protocols Team

**Phase 1**
- Multi-disciplinary team model
- Develop a common case management system
- Formalize post-Title IX disciplinary processes

**Phase 2**
- Map case resolution process from reporting and intake to investigation and resolution
- Evaluate barriers to reporting and engagement

**Phase 3**
- Separate support and advocacy functions from investigation
- Review and revise tone and content of forms
- Collect post-resolution feedback

**Phase 4**
- Develop robust intake, outreach, and case management protocols
- Develop oversight of investigations for quality, promptness, and equity
**Prevention and Education Team**

**Phase 1**
- Fall 2023 Resource Inventory & Opportunities for Engagement

**Phase 2**
- Curriculum & program development: affirmative consent, bystander intervention, healthy relationships, substance-related education, Title IX, and support & reporting

**Phase 3**
- Continue to develop curriculum
- Implement climate survey August 24’
- Implement peer-to-peer education program

**Phase 4**
- Implementation of campus-wide awareness campaigns, workshops, tabling and events
- Evaluation and assessment
Other Conduct of Concern Team

**Phase 1**
- Develop a Draft Statement of Expectations for Chico State
- Build a plan to educate and train Chico State Community in conflict resolution and restorative justice

**Phase 2**
- Engage with various campus groups to review draft statement of expectations
- Implement a pilot training about conflict resolution and restorative justice

**Phase 3**
- Create a final Statement of Expectations for Chico State
- Full implementation of training and professional development about conflict resolution and restorative justice

**Phase 4**
- Continue to strengthen competencies of campus leadership by providing expanded training and professional development around conflict resolution and restorative justice
Infrastructure and Resources Team

Phase 1
- Identify staffing needs in Title IX/DHR office
- Assess physical location of Title IX/DHR office
- Identify funding needed to support the office

Phase 2
- Submit space needs
- Identify training needs for Executive Leadership and Title IX/DHR staff
- Ensure routine cadence of supervision of AVP, Title IX/DHR

Phase 3
- Provide training to Executive Leadership, Deans, MPP, new staff and faculty hires

Phase 4
- Ensure consistent use of Maxient in HR, FAAF, and other units identified by the Strengthening Internal Protocols team
Communications Team

Phase 1
- Develop Annual Title IX Communications Plan
- Website audit
- Gather campus feedback

Phase 2
- Implement website improvements
- Develop marketing materials
- Revise & enhance annual report

Phase 3
- Website refresh
- Marketing campaign launch
- Develop annual report

Phase 4
- Review ongoing communication practices
- Gather feedback on new materials/resources
Your Input!

• What resources or forms of support would you recommend for creating a more empathetic and healing environment for students, faculty, and staff who may have experienced discrimination, harassment, retaliation, or sexual assault?

• If you were to imagine a perfect space (considering safety, accessibility, and confidentiality) for the Title IX and DHR office on campus, what would that look like and where might that be located?

• Are there any specific communication channels or methods you believe would be effective in raising awareness about our Title IX and DHR programs?

• Are there restorative practices or successful models from other institutions that you believe could be valuable to adopt in our efforts to prevent discrimination, harassment, retaliation, and sexual assault, and promote healing within our community?
Scan the code to take the survey
Thank You