

Chico Implementation Team

Feedback Session
November 29, 2023

Chico Implementation Team Sub-Committees

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