

Chico Implementation Team

May 2024



Chico Implementation Team Sub-Committees

Strengthening Internal Protocols: Mahalley Allen (lead), Scott Lynch, Emma Contreras, Carly Hines, Erika Romo, Holly Aiello

Prevention and Education: Sawyer McAvoy (lead), Autumn Alaniz-Wiggins, Ines Duenas, Carly Hines, Juanita Mottley, Erin A. Tarabini, and Lexi Coffman

Other Conduct of Concern: Seya Lumeya (lead), Dr. 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: Julia Lape, Lisa James

Strengthening Internal Protocols Team

Phase 1

- Multi-disciplinary team model ✓
- Develop a common case management system. *Pending training on May 13, 2024*
- Formalize post-Title IX disciplinary process ✓

Phase 2

- Map case resolution process from reporting/intake to investigation & resolution ✓
- Evaluate barriers to reporting and engagement ✓

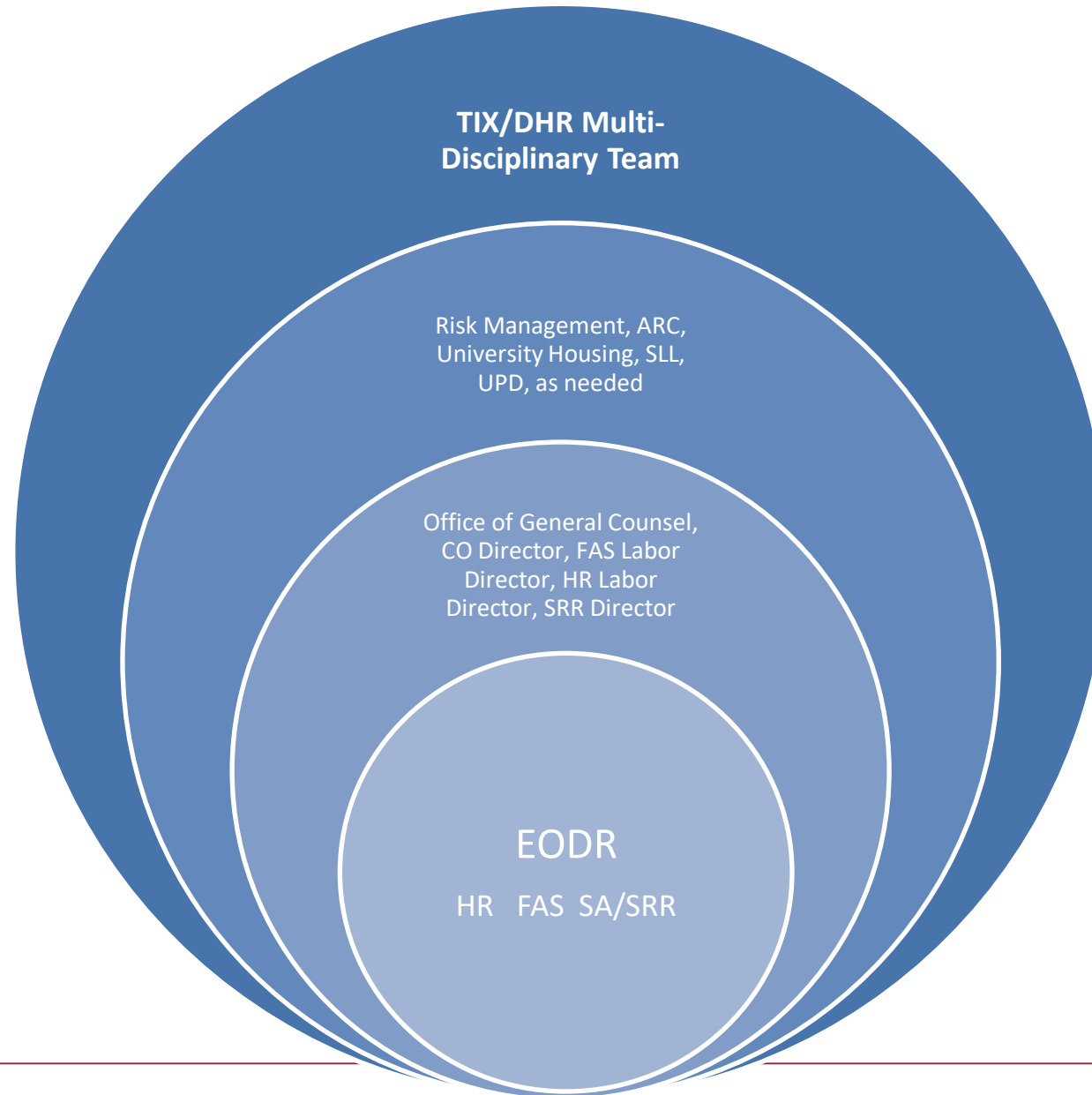
Phase 3

- Separate support from investigation. *Partially started*
- Review & revise tone & content of forms. *Pending new regulations*
- Collect post-resolution feedback. *Partially complete. Done for Informal Resolution & Trainings.*

Phase 4

- Develop robust intake, outreach, and case management protocols
- Develop oversight of investigations for quality, promptness, and equity

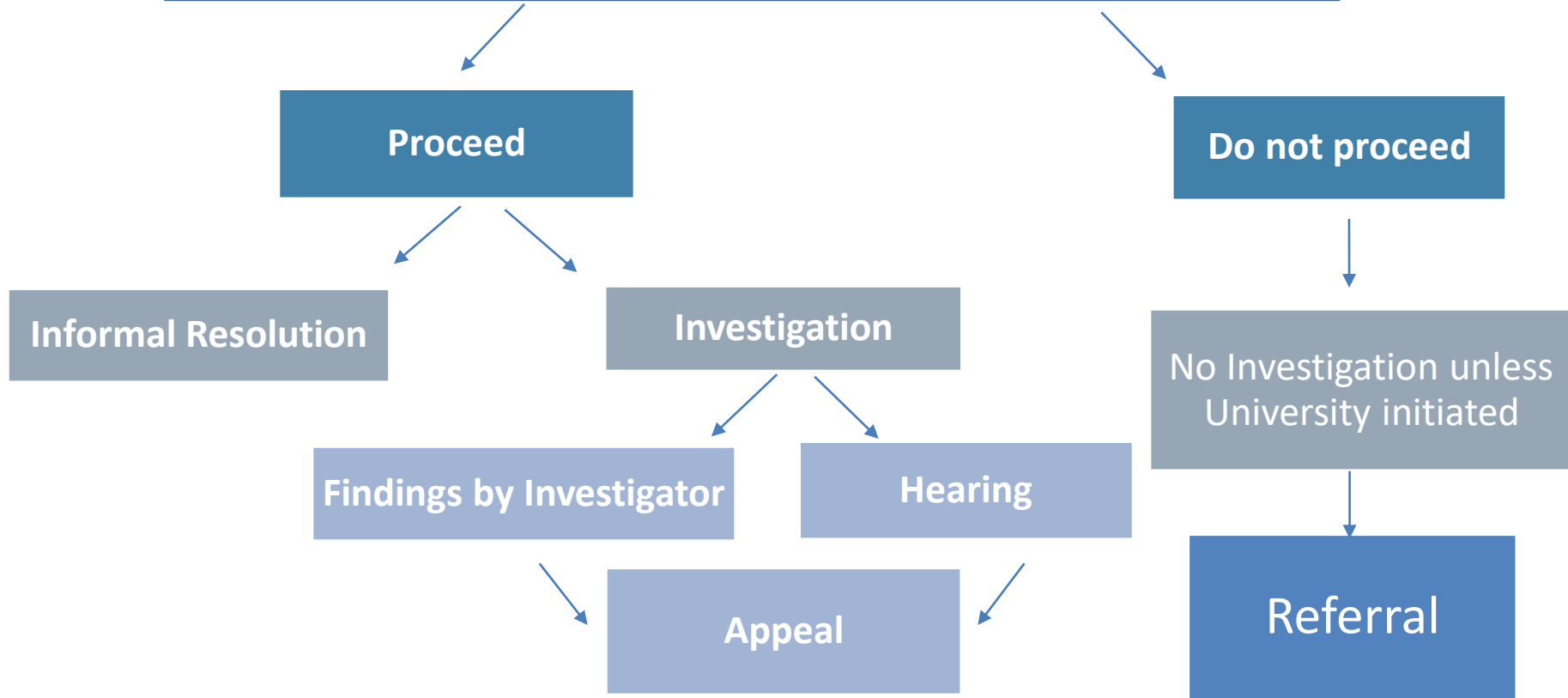
EODR



Protocols



What does the Complainant want to happen next?



Infrastructure and Resources Team

Phase 1

- Identify staffing needs in Title IX/DHR ✓
- 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 & TIX/DHR staff. **Partially complete**
- Ensure routine cadence of supervision of AVP, Title IX/DHR ✓

Phase 3

- Provide training to Executive Leadership, Deans, MPP, new staff and faculty hires. **Partially complete.**
 - *MPPs/Deans – 4/5/24*
 - *VP training pending new VPBF*

Phase 4

- Ensure consistent use of Maxient in HR, FAS, and other units identified by the Strengthening Internal Protocols team

Other Conduct of Concern Team

Phase 1

- Develop Community Agreement for Chico State ✓
- Build a plan to educate and train Chico State Community in conflict resolution and restorative justice ✓

Phase 2

- Engage with campus groups to review draft Community Agreement. *In Progress*
- Implement a pilot training about conflict resolution and restorative justice ✓
- Develop civility guide maintained at SRR

Phase 3

- Create final Community Agreement 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

SETTING THE CONTEXT



“...the perception on campus was that ‘nobody wants to address the bad behavior,’ and that people feel like they ‘need EODR’s permission to engage with the [other] person,’ but that ‘EODR can’t be everywhere at once.’ They reported that OAPL is not sufficiently equipped with the personnel to address ‘employee relations’ type issues among the faculty.”

SETTING THE CONTEXT

The Cozen Report recommended the following:

- Invest in **education and training** about conflict resolution.
- Strengthen and expand available **competencies** regarding conflict resolution, navigating interpersonal conflict, restorative justice, and other forms of remedial responses.
- Consider the need for **additional personnel**, such as an Ombudsperson or a conflict resolution professional, including those with expertise in restorative justice and mediation.
- Communicate the **new and available conflict resolution suite of resources** through web content annual training, and awareness campaigns.

Training

Registration
links will be
available soon



Learning Opportunity



Conflict Resolution and Transformation Learning Roadmap

Basic Conflict Resolution Training for Managers/ Supervisors and Staff

Sept. 26, 2024 | 10:00 AM–2:00 PM | CLSA 100A
Oct. 11, 2024 | 8:30 AM–12:30 PM | CLSA 100A

Teams only | 4 hours, single learning event, in person

Facilitators: Catina Swift and Seya Lumeya

Conflict has the power to lower team morale, productivity, and the overall team environment. However, if managed effectively, conflict can lead to stronger relationships, increased creativity, and a successful team. This session provides useful tools, techniques, and skills to prevent conflicts from escalating within your team.

Learning Outcomes

1. Define Conflict
2. Understanding Seedbed of Conflict and Conflict Cycle
3. Understanding the role of Power in Conflict (Four Options)
4. Explain the Value of the Respect Agreements
5. Create a Respect Agreement

Conflict Competence: Resolution and Transformation

Sept. 16, 23, 30, Oct. 7, 14, 2024 | 9:00 AM–1:00 PM
CLSA 100A Open to the campus public

5 days (4 hours a day), in person

Facilitators: Seya Lumeya

This interactive course is designed to help all members of the California State University Chico (CSU, Chico) community, including students, managers, deans, department chairs, faculty, and staff, to develop resilience during times of conflict, reach out to each other and resolve disputes peacefully and constructively.

Learning Outcomes

1. The opportunity for conflict to lead to clarity, closeness, and restoration for individuals and relationships.
2. Skills and strategies to increase cooperation to handle conflict situations and decrease power struggles.
3. Skills and strategies to transform conflict and conflict situations into teaching/learning moments.
4. Read: The Little Book of Conflict Resolution & Transformation by Jean Paul Lederach.

Advanced Conflict Competence Training for Practitioners

Prerequisite: Conflict Competence Resolution and Transformation
Nov. 4, 18, Dec. 2, 3, 9, 2024 | 9:00 AM–1:00 PM
CLSA 100A

For those interested in becoming Certified Facilitators
5 days (4 hours a day) and 20 additional hours for practicum, in person

Facilitators: Seya Lumeya

This five-day course is designed to help future practitioners, facilitators, and mediators acquire effective techniques for resolving conflicts using restorative principles. It includes practicums, class discussions, role-plays, and other activities to build understanding and competence.

Learning Outcomes

1. Understanding Restorative Justice Theory and Principles
2. Understanding the role of Power in Conflict (Four Options)
3. Understanding Mediation
4. Understanding the Role of a Mediator
5. How to use Restorative Principles in Injustice based Conflict
6. How to use Restorative Principles in Interest based Conflict
7. In class Practice
8. Read: The Little Book of Restorative Justice by Howard Zehr & Getting to Yes by Ury and Fisher Optional Read: Discipline that Restores
9. Complete 5 cases (2 observe, 1 co-lead, 2 lead)
10. Receive a Certificate as a Restorative Justice Mediator/ Facilitator/ Practitioner.

Resolution Training

Basic Conflict Resolution Training for Managers/ Supervisors and Staff

Sept. 26, 2024 | 10:00 AM–2:00 PM | CLSA 100A

Oct. 11, 2024 | 8:30 AM–12:30 PM | CLSA 100A

Teams only | 4 hours, single learning event, in person

Facilitators: Catina Swift and Seya Lumeya

Conflict has the power to lower team morale, productivity, and the overall team environment. However, if managed effectively, conflict can lead to stronger relationships, increased creativity, and a successful team. This session provides useful tools, techniques, and skills to prevent conflicts from escalating within your team.

Learning Outcomes

1. Define Conflict
2. Understanding Seedbed of Conflict and Conflict Cycle
3. Understanding the role of Power in Conflict (Four Options)
4. Explain the Value of the Respect Agreements
5. Create a Respect Agreement

Prevention and Education Team

Phase 1

- Fall 2023 Resource Inventory ✓
- Identify Opportunities for Engagement ✓
- Research other CSU and national programming in practice ✓

Phase 2

- Curriculum/program development. **Started working group**
- Training Coordinator.
- **exploring option**
- Re-vamped entire TIX training for faculty/staff. ✓
- Piloting student training. **Scheduled for June.**

Phase 3

- Continue to develop curriculum
- Implement climate survey August 24'
- Implement peer-to-peer education program
- Piloting student training

Phase 4

- Implementation of campus-wide awareness campaigns, workshops, tabling and events
- Evaluation and assessment

Communications Team

Phase 1

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

Phase 2

- Implement website improvements. ***Started draft, pending for Fall***
- Develop marketing materials. ***Pending slogan.***
- Revise & enhance annual report. ***Report is in August***

Phase 3

- Website refresh
- Marketing campaign launch
- Develop annual report

Phase 4


- Review ongoing communication practices
- Gather feedback on new materials/resources

Reports

Our goal for this summer is to create a dashboard similar to this for the Annual Report & Trainings with a training request button.

- Started process with ITSS. ✓
- Met with SJSU for initial training. ✓

— AY (1) **Data Configurator**

22-23  The data can be refined by activating the **selectable elements**

21-22

318

Total # of Reports Made to the Title IX Office:

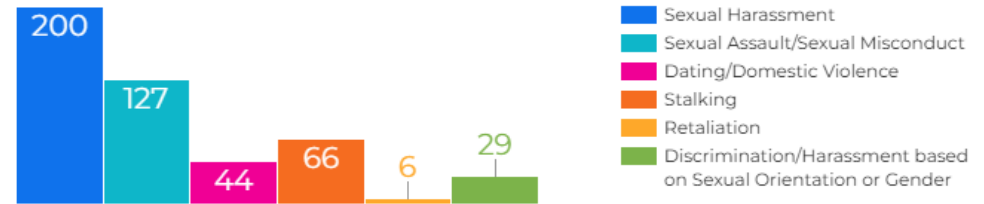
144

Community members requested & received Supportive Measures.

WHAT

types of Reports were made?

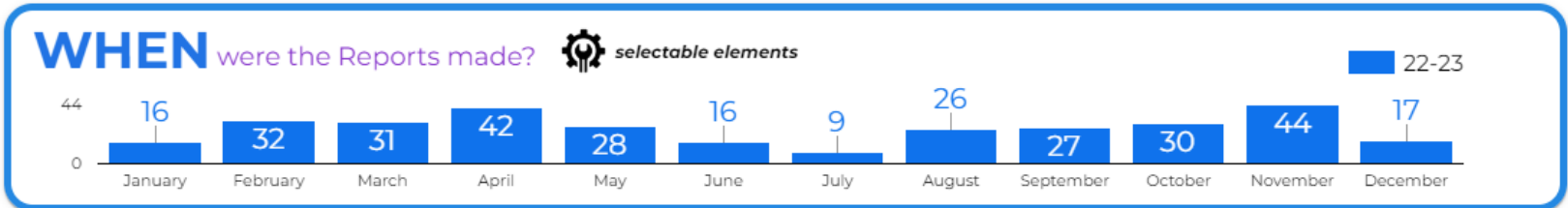
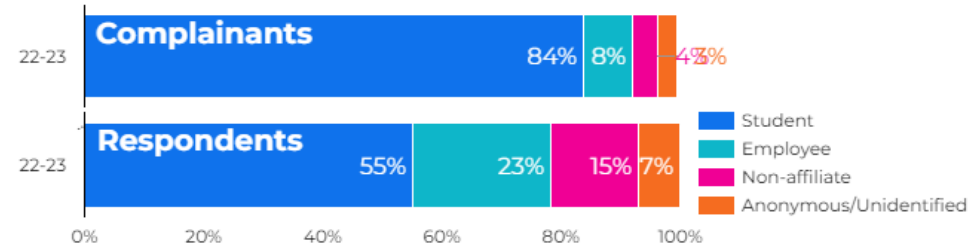
Reports often allege more than one form of prohibited conduct. Therefore, the total number reflected here is greater than the number of Reports received.



WHO

was involved in the Reports?

A report is any information shared with the Title IX Office



We Want to Hear From You

1. Take our EODR Tagline Survey & help us spread the word on the survey
2. We are piloting our new in-person training. If you would like to request for us to present it to your organization, office/department, please contact titleix@csuchico.edu
3. Are there any other stakeholder groups that you recommend for us to present our Community Agreements?

Thank You