Chico Implementation Team Sub-Committees

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**Other Conduct of Concern:** Seya Lumeya (lead), Dr. Maleta Wilson, Nathan Heggies 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
TIX/DHR Multi-Disciplinary Team

Risk Management, ARC, University Housing, SLL, UPD, as needed

Office of General Counsel, CO Director, FAS Labor Director, HR Labor Director, SRR Director

EODR

HR FAS SA/SRR
Protocols

What does the Complainant want to happen next?

- Proceed
  - Informal Resolution
  - Investigation
    - Findings by Investigator
    - Hearing
      - Appeal
      - Referral
- Do not proceed
  - No Investigation unless University initiated
    - Referral
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
“...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.”
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
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. ✓
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