

2023 Annual Report



Year in Review

The 2022-2023 academic year was a year of transition for the Office of Equity and Inclusion (OEI). First was OEI moving from an office in the Division of the President's Office to the newly created Division of Diversity, Equity, Inclusion, and Justice. This move coincided with the arrival of Dr. Bobbie Porter as the campus' inaugural Vice President of Diversity, Equity, Inclusion, and Justice.

In August and September, OEI lost its longtime Title IX Coordinator/DHR Administrator Elizabeth Schrock and Deputy Title IX Coordinator/DHR Administrator Amy Largarticha. Their departures were quickly felt by the campus. VP Porter was able to quickly stabilize this moment by contracting with Grand River Solutions to provide Title IX services to the campus. Mary Zabriskie served as Interim Title IX Coordinator and Jennifer Cobb served as Interim Deputy Title IX Coordinator. Risk Manager Lawrence Kimaara served as the Interim DHR Administrator. More changes came on November 14, 2022, when Blair Miles became the inaugural Executive Director of the Office of Equity and Inclusion. Nallely Lopez closed the academic year by joining OEI as the new Title IX Coordinator on June 7, 2023.

The Office of Equity and Inclusion spent much of the academic year once Executive Director Miles joined trying to learn the campus, introduce himself, and introduce the office. As such, much of the period was spent meeting campus leaders, providing trainings, and ensuring that OEI responded to all outreach made to it.

January 17-19, 2023, OEI had its campus visit by the Cozen Review

Team. Cozen O'Connor, a Philadelphia-based law firm, was engaged by the California State University Board of Trustees to conduct comprehensive, systemwide assessment of its Title IX and Discrimination, Harassment, and Retaliation (DHR) programs. All 23 campuses, as well as the systemwide office, were visited for 2-3 days by a team of Cozen reviewers.

OEI, with the invaluable assistance of the Division of Diversity, Equity, Inclusion, and Justice (DEIJ), coordinated a site visit which had the Cozen team meet with not only OEI, but also leadership from Student Conduct, Residence Life and Housing, Human Resources, Faculty Affairs, Athletics, University Police, the Culture and Identity Centers, Information Technology, and Student Health Services. Open forums were also held for faculty and staff. Meetings with the Academic Senate Executive Committee and leaders of Associated Students, Inc. were held. Finally, a survey was conducted by Cozen, and its link was distributed to the campus community. Cozen received 330 responses from CSUDH faculty, staff, and students.

On Monday, July 17, 2023, Cozen O'Connor received both its [systemwide report](#) and its [CSUDH campus report](#). Regarding Cozen's findings related to CSUDH, it noted several concerns, but ultimately felt very positive about the direction of the office.

Despite the staff turnover, throughout the academic year, OEI has striven to educate, counsel, and provide personal support to all those who have had contact with it.

Office of Equity & Inclusion

Mission

The CSUDH Office of Equity & Inclusion (OEI) supports a campus climate that embraces and uplifts equity, inclusion, and justice.

OEI also champions inclusive excellence and equal access to education and employment for students, staff, and faculty.

We do this by:

- Cultivating a campus climate that values diverse cultures, identities, and experiences
- Ensuring equity in policies, practices, and programs
- Providing educational opportunities and resources for the campus community to combat bias and violence
- Responding promptly to bias-related concerns and complaints of discrimination, harassment, and retaliation
- Holding ourselves accountable to our own mission and values

Office of Equity & Inclusion Staff

Blair Miles

Executive Director

Interim Discrimination, Harassment, and Retaliation Administrator

pronouns: he/his

Nallely Lopez

Title IX Coordinator

pronouns: she/her or they/them

Kayla Andres

Student Assistant

pronouns: she/her

Karla Madrigal

Student Assistant

pronouns: she/her

Trainings

OEI provided the following educational presentations and trainings to the following campus community groups:

- Monthly New Employee Orientations
- Occupational Therapy students, staff, and faculty
- OEI/Title IX 101 at All New Employee Orientations
- Athletic Coaches and Staff
- Athletes
- Housing residents
- Veterans Resource Center
- Study Abroad students

As part of the goal to increase visibility of the office to the campus, most of the trainings and presentations were designed to introduce OEI, and educate the campus that OEI is a comprehensive compliance unit, as opposed to simply addressing matters of sexual misconduct, better known as Title IX.

OEI provided training and education to approximately 405 campus community members during the '22-'23 Academic Year.

Professional Development

In 2022 – 2023, the Office of Equity and Inclusion (OEI) engaged several professional development opportunities, focusing on bolstering investigative skills and partnering with other departments.

Association of Title IX Administrators (ATIXA): OEI staff attended sessions regarding Civil Rights investigations and Title IX regulations.

Clery Center: OEI attended this training on the Clery Act and its requirements.

CSU Systemwide DHR/Title IX Annual Conference: OEI attended the annual 3-day conference of all CSU Title IX Coordinators, DHR Administrators, and Title IX/DHR staff.

Campus Partners

OEI reaffirmed its collaboration with several key campus offices whose partnership is critical to the effectiveness of OEI.

Center for Advocacy, Prevention, and Empowerment (CAPE). CAPE assists with private and confidential information and support related to sexual assault, intimate partner abuse, stalking, and sexual harassment. CAPE is confidential.

Student Psychological Services. Psychological Services offers private and confidential services for a wide-range of emotional, mental, or social health concerns. Student Psychological Services is Confidential.

Student Health Services. Student Health Services offers appointments for students in need of medical care, including walk-in appointments, routine care, and other non-emergency health services.

Student disAbility Resource Center (SdRC). The SdRC ensures that students with disabilities have full access to their educational, cultural, social, and physical facilities and programs. OEI partners with the SdRC to ensure that students are provided the appropriate long-term academic accommodations or other adjustments.

Campus Partners

Office of Community Standards. This office, led by the Director of Student Conduct, is charged with ensuring that students engage in a manner that promotes “high regards to academic integrity, professionalism, and overall good citizenship.”

CARE Team. A multi-disciplinary group of campus officials that work in a proactive and collaborative approach to respond to non-emergency concerns.

Faculty Affairs. This office, which is in the Division of Academic Affairs, provides many of the typical Human Resource functions for academic personnel (faculty). This includes addressing concerns of unprofessional, inappropriate conduct of faculty.

Human Resources. Within the Division of Administration and Finance, Human Resources (HR) provides a wide range of services to CSUDH’s approximately 2,000 non-faculty employees. Working with OEI, HR addresses matters of concern regarding employee conduct and issues of accommodation for employees with needs due to disability.

University Police. The CUSDH Police Department assists with reporting crimes, including sexual assault, dating/domestic violence, and stalking and respond to all emergency incidents on campus.

Culture and Identity Centers. CSUDH has 7 culture and identity centers that aim to provide students with identity-based support, programming, and resources:

- Toro Dreamers Success Center
- Rose Black Resource Center
- Queer Culture Resource Center
- Women's Resource Center
- Veteran's Resource Center
- Latinx Resource Center
- Asian Pacific Islander Resource Center

Nondiscrimination Policy

CSUDH is committed to maintaining an inclusive and equitable community that values diversity and fosters mutual respect. All Students and Employees have the right to participate fully in CSUDH programs, activities, and employment free from prohibited conduct, including:

- **Discrimination** based on any Protected Status
 - Age
 - Disability (physical and mental)
 - Gender (or sex, including sex stereotyping), Gender Identity (including transgender), Gender Expression
 - Genetic Information
 - Marital Status
 - Medical Condition
 - Nationality
 - Race or Ethnicity (including color, caste, or ancestry)
 - Religion (or religious creed)
 - Sexual Orientation
 - Veteran or Military Status
- **Harassment** based on any Protected Status
- **Sexual Harassment**, including hostile environment and quid pro quo ("this for that")
- **Dating Violence, Domestic Violence, Sexual Exploitation** and **Stalking**
- **Sexual Misconduct**
- **Prohibited Consensual Relationships**
- **Retaliation** for exercising rights under the policy, opposing conduct that a person believes in good faith is Discrimination or Harassment because of a Protected Status, or for participating, in any manner, in any related investigation or proceeding

Complaints

The Office of Equity and Inclusion (OEI) is charged with receiving reports of potential violations of the *CSU Policy Prohibiting Discrimination, Harassment, Sexual Misconduct, Sexual Exploitation, Dating Violence, Domestic Violence, Stalking & Retaliation.*

During the 2022-2023 academic year, OEI received a total of **131 reports**. Reports received OEI are generally made through the Maxient online reporting form, however they are occasionally made via email and in-person walk-ins. Reports are grouped into one of three categories:

- **Title IX Concerns** – Concerns related to gender discrimination/harassment, sexual harassment, sexual misconduct, stalking, and dating/domestic violence.
- **Discrimination, Harassment, Retaliation (DHR) Concerns** – Concerns related to discrimination/harassment based on including age, disability (physical and mental), genetic information, marital status, medical condition, nationality, race or ethnicity (including color, caste, or ancestry), religion (or religious creed), and veteran or military status.
- **Non-Related Title IX or DHR Concerns** – Concerns that are not related to either Title IX or DHR.

In the 2022-2023 academic year, OEI received 66 reports related to Title IX concerns, 31 reports related to DHR concerns, and 34 reports that were unrelated to either Title IX or DHR (See Figure 1).

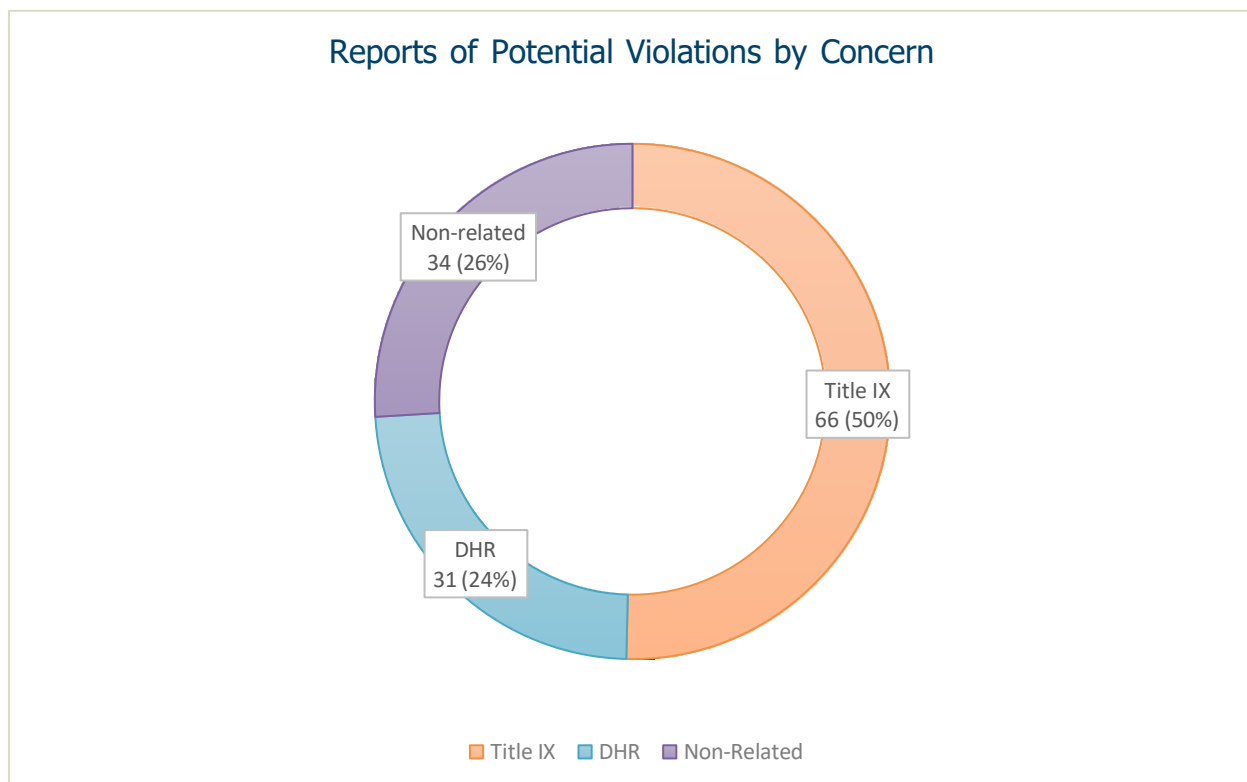


Figure 1

Intake Meetings

The Office of Equity and Inclusion must offer an intake meeting to any alleged target of a Title IX or DHR incident. Individuals who agree to meet with an OEI representative for an intake interview will be provided information about the Title IX/DHR process and their options moving forward. These options include accommodations, referrals, an early resolution process, or a formal complaint process.

In the 2022-2023 academic year, OEI had **53** intake meetings.

Formal Complaints

After an intake meeting, the individual must choose to either make a formal complaint, take another action (i.e., request a supportive service or resource), or take no action at all. In the 2022-2023 academic year, OEI received 16 formal complaints. Of the 16 formal complaints received, 11 complaints were accepted, and 5 complaints were rejected¹. Seven of the formal complaints that were accepted by OEI were related to Title IX, while the other four were related to DHR (See Figure 2).

¹ The Office of Equity and Inclusion has the discretion to reject formal complaints if the complaint is deemed inappropriate.

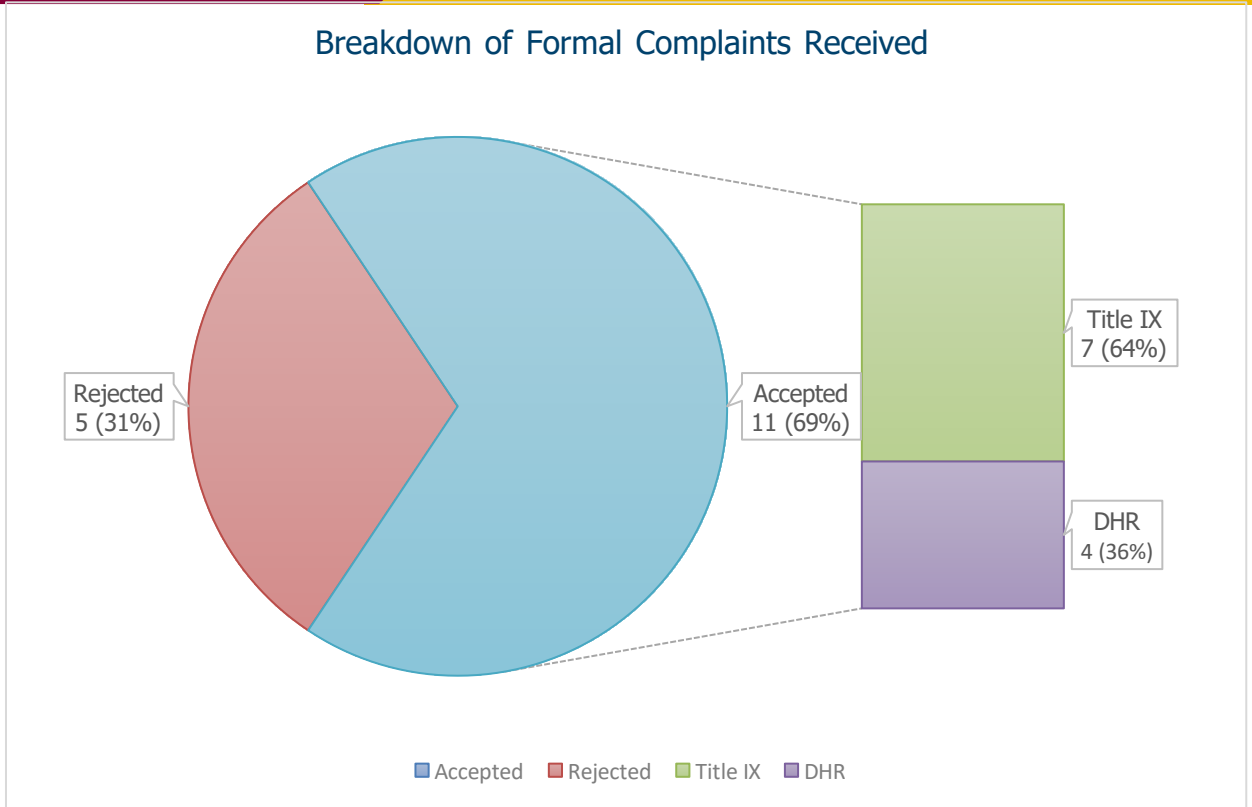


Figure 2

