

# 2022 Annual Report



# Year in Review

This year, the Office of Equity and Inclusion (OEI) transitioned back to on-campus operations after being remote for more than a year. This transition posed unique challenges and adjustments for campuses across the CSU system, including CSUDH. After the transition, OEI experienced an increase in reports, including bias-related incidents, discrimination, harassment, retaliation, and incidents falling under Title IX, such as sexual misconduct and harassment.

Throughout the year, OEI made advances in campus-wide projects and trainings, coordinating comprehensive anti-bias trainings for search committees and sexual assault prevention programs for students this year. With the addition of new buildings on campus, OEI provided trainings on inclusivity specific to transgender students and employees and promoted all-gender restrooms to academic chairs, departments, and campus leaders. Further, OEI made significant updates and improvements to the website, which included the option to request anti-bias and prevention education trainings and workshops.

On January 1, 2022, the CSU system enacted the CSU Interim Policy Prohibiting Discrimination, Harassment, Sexual Misconduct, Sexual Exploitation, Dating Violence, Domestic Violence, Stalking & Retaliation. This policy replaced CSU Executive Orders 1095, 1096, and 1097. In response, OEI provided events and workshops for campus leadership, students, and employees to learn about the new Policies and Procedures.

# 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

**Elizabeth Schrock, Ed.D.**

Title IX Officer

Discrimination, Harassment, and Retaliation Administrator

*pronouns: she/her*

**Amy Largarticha, M.S.**

Deputy Title IX Officer

Deputy Discrimination, Harassment, and Retaliation Administrator

*pronouns: she/her or they/them*

**Yvonne Calderon**

Administrative and Compliance Coordinator

*pronouns: she/her*

**Lauren Pang**

Graduate Assistant

*pronouns: she/her*

**Kayla Andres**

Student Assistant

*pronouns: she/her*

# Prevention Education

Part of OEI’s mission is to engage in comprehensive violence prevention and anti-bias education. This year, OEI engaged in the following educational initiatives:



Each CSUDH student must complete this training by the deadline or a hold will be placed on their student account. With your help, CSUDH will become a safer place for ALL students.

**Toros Take Action:** OEI collaborated with CAPE to adapt Green Dot’s sexual assault prevention education workshops, facilitate workshops, and launch Toros Take Action.

**Transition from “Not Anymore” to “Get Inclusive”:** OEI transitioned to a new company for online compliance training for students called Get Inclusive. This training will not only meet state and federal Title IX compliance requirements, but will also include modules on equity, inclusion, and mental health.

**Moving Beyond Bias:** OEI collaborated with 7 campus partners to adapt Moving Beyond Bias, a UC/CSU Implicit Bias training, for CSUDH and provide trainings across campus.

**Peer Prevention Education Coalition (PPEC):** OEI advised the PPEC Registered Student Organization, who held events and tabled.

**Recognize Violence, Change Culture (RVCC):** OEI sponsored a partnership between PPEC and RVCC to do various campaigns throughout the year, including the “Love with Boundaries” social media and poster campaign and interactive activity for tabling and events.



# Trainings

**OEI provided the following educational workshops and trainings to the campus community:**

- Green Dot/Toros Take Action: Sexual Assault Prevention Education Trainings
- Moving Beyond Bias: Implicit Bias Trainings
- OEI/Title IX 101 at All New Employee Orientations
- Department Chairs
- Implicit Bias Training for all faculty Search Committees
- Process training for Housing Professional Staff Training
- Green Dot/Title IX Compliance Residential Assistant Trainings
- 2-Day Process Advisor Training for MPPs
- Police Department Title IX/Clery Reporting Process Training
- QCRC & Latinx Resource Center Trainings
- Interim Policies and Procedures (Q&A and Leadership Trainings)
- QCRC & OEI Trans Inclusivity Training (Cabinet, AAC+, Various Departments)
- Support & Report Trainings



# Other Accomplishments

**Coordinated Community Response Committee:** OEI and CAPE co-chaired this Committee and held monthly meetings with 20+ campus and community constituents. This year they engaged in tabletop exercises, event updates, and VAWA grant action planning sessions. They also invited content experts to each meeting to present to the group on LGBTQ+ survivors, gender bias, victim advocacy, legal updates, and INCELS.

**Student Athlete Attestation Form:** This year, the NCAA passed a new requirement for all student athletes, who must attest to whether they have been found responsible for sexual and other misconduct on an annual basis. OEI worked with the Athletics Department to develop a policy, process, and form.

**Principal Investigator Attestation for Federal Grants:** OEI worked with Dean of Graduate Studies to create a process to meet the requirements of many federal granting organizations to inform them if a Principal Investigator (PI) has been involved in or found responsible for misconduct.

**GIS All-Gender Restroom Mapping project:** OEI worked with GIS staff, Communications, and other campus leaders to assess how far students and employees would have to walk to get to an All-Gender restroom at CSUDH as part of the larger effort to convert more restrooms on campus to All-Gender restrooms.

**Development of Clery Reporting Form and Process:** OEI assisted the new Clery Director and Coordinator by training them in Maxient and developing a Clery reporting form to be provided to CSAs.

**Co-sponsorship with SdRC of Movies & Mental Health:** OEI co-sponsored “Movies for Mental Health” with the Student disAbility Resource Center and other departments across campus.

# Professional Development

In 2021 – 2022, the Office of Equity and Inclusion (OEI) engaged in various professional development opportunities, focusing on bolstering investigative skills and partnering with other departments.

**Association of Title IX Administrators (ATIXA):**

OEI staff attended sessions of the National ATIXA Annual Conference.

**Association of Workplace Investigators (AWI):** In collaboration with the Chancellor’s Office, OEI joined AWI and attended trainings.



**Annual Sexual Harassment in Education**

**Conference, UC Berkeley:** OEI attended this annual online conference.

**NASPA Annual Conference:** OEI staff renewed their membership with NASPA, attended the conference, and presented.

**NASPA Law Conference:** OEI staff attended this conference.

**Victim Rights Law Center, Sanction Training:** In collaboration with the Center for Advocacy, Prevention, and Empowerment (CAPE), OEI co-hosted this training for CCRC members, student conduct professionals, and others to learn about appropriate sanctioning for sexual assault and misconduct.

**VAWA Grantee Annual Training:** OEI attended the annual VAWA grantee online training with CAPE and representatives from the University Police Department.



# Key Campus Program: Process Support Advisor Program

The Process Support Advisor Program is a voluntary, optional resource for students. Process support Advisors have received training about the processes contained in the *Interim Policy Prohibiting Discrimination, Harassment, Sexual Misconduct, Sexual Exploitation, Dating Violence, Domestic Violence, Stalking & Retaliation* and can provide students with information and assistance with resources, reporting an incident, or going through an investigation that falls under the scope of the Interim CSU Policy.

## **Trained CSUDH Process Support Advisors:**

- May** accompany student Complainants/Respondents to any meeting or interview regarding a complaint;
- May** assist student Complainants/Respondents with accessing appropriate supportive measures when requested;
- May** observe and consult with student Complainants/Respondents and take appropriate action to ensure that an investigation does not violate applicable laws, policies, or collective bargaining agreements;
- May** be sent a copy of evidence and a subsequent Final Investigation Report unless the student Complainant/Respondent notifies the Investigator or Title IX Officer/DHR Administrator in writing that they do not wish this information to be sent to their Process Advisor;
- May not** answer questions regarding the subject matter of an investigation;
- May not** speak on a student Complainant/Respondent's behalf during meetings, interviews, or hearings; and
- May not** give a student Complainant/Respondent legal advice.

# Key Campus Program: Process Support Advisor Program

The following individuals serve as Process Advisors for CSUDH Respondents and Complainants:

**Catherine Jermany** (she/her)  
Program Director, Rose Black Resource Center

**Rony Castellanos** (he/el/they/elle)  
Program Director, Latinx Resource Center

**Bri Sérráno** (he/him or they/them)  
Program Director, Queer Culture Resource Center

**Adam Kasarda** (he/him)  
Director, Student disAbility Resource Center

**Daryl Evans** (he/him)  
Advisor, College of Business and Public Policy

**Shaun Milton** (she/her)  
Workers' Compensation/ADA Manager

**Tim Caron** (he/him)  
Interim Dean, College of Arts and Humanities

# Key Campus Program: Center for Advocacy, Prevention, and Empowerment (CAPE)

CAPE provides confidential assistance, support, and education for those impacted by sexual abuse/assault, intimate relationship abuse, stalking, or sexual harassment.

After a disclosure of sexual assault or domestic violence, OEI refers students to to CAPE. CAPE also provides prevention education and oversees Toros Take Action/Green Dot.

## CAPE Staff:

### **Mayra Romo, M.A.**

Associate Director  
Confidential Survivor Advocate  
*pronouns: she/her*

### **Claudia Argüelles**

VAWA Grant  
Project Coordinator  
*pronouns: she/her*

### **Lauren Bounyavong**

Graduate Assistant  
*pronouns: she/her*



# Campus Partners

**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

**Basic Needs.** Basic Needs assists with concerns related to food or housing insecurity.

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

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

**Affinity Centers.** CSUDH has 7 affinity 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

# Interim CSU 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

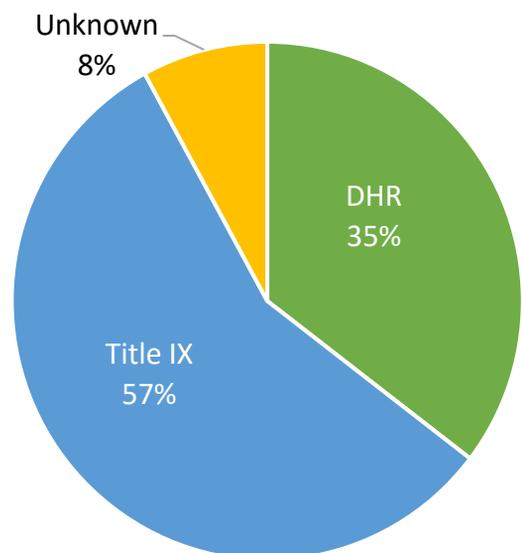
# Complaints

**The Office of Equity and Inclusion responds to complaints from students and employees concerning Sexual Misconduct, Sexual Harassment, Dating/Domestic Violence, Stalking, and Discrimination, Harassment and Retaliation (DHR).**

In 2020-2021, there were **113 reports** of alleged policy violations. Of the total reports, **40** were DHR related complaints, **64** were Title IX related complaints, and **9** were unknown complaints. This is an **increase of 66%** from 2020 – 2021, and **98%** from 2019– 2020.

**Reporting parties have several resolution options**, and not all of them request a campus investigation. Additionally, some complaints do not fall under the scope of the Interim CSU Policies.

**Complaints can also be referred to other departments** or resolved through informal resolution.



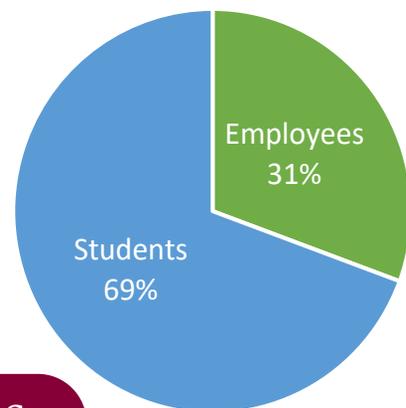
**In the 2021 – 2022 academic year, the Office of Equity initiated 7 investigations.**

# Campus Response

When a complaint is submitted to the Office of Equity Inclusion, we respond by sending an outreach letter to the affected party with information about support resources and reporting options.

**Affected parties** include students and employees who submit an incident report, typically through an online complaint form.

In 2021-2022, the Office of Equity and Inclusion sent **111 outreach letters**, **77** of which were sent to students, and **34** were sent to employees.



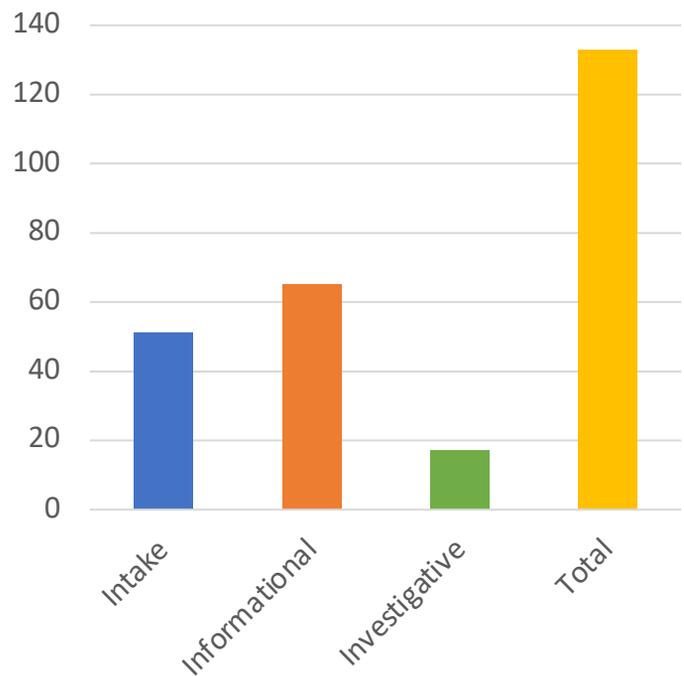
Compared to the previous year, the number of outreach letters sent increased by 113%

# Intake Meetings

Outreach letters offer an invitation to meet with the Office of Equity and Inclusion (OEI). While it is very common to receive no response, affected parties have the option to request no response, an informal response, or a formal response from OEI.

The first step in requesting a formal response is to schedule an intake meeting. This year, OEI conducted **51 intake meetings**.

Affected parties may also schedule an informational meeting with OEI to review support resources and options for moving forward with the complaint. In 2021 – 2022, OEI conducted **65 informational meetings**.



This year, there were  
133 meetings in  
response to complaints

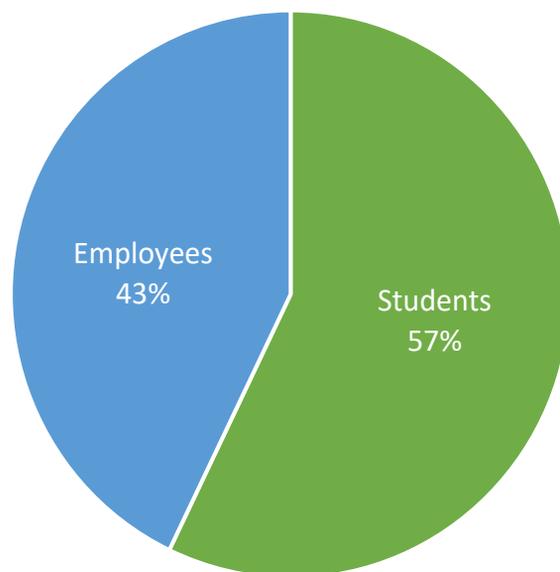
# Formal Investigations

**The Office of Equity and Inclusion initiated 7 investigations in 2021-2022. The investigations included the following allegations:**

- Discrimination and/or Harassment on the basis of race
- Harassment on the basis of race
- Discrimination on the basis of gender/sex
- Harassment on the basis of gender/sex
- Sexual Harassment
- Sexual Assault
- Stalking

**Reporting Parties can be students or employees.** In 2021-2022, the Office of Equity and Inclusion initiated 4 investigations against students and 3 investigations against employees.

This year, there were no investigations involving allegations of **dating or domestic violence**. There were also **no live hearings** or **findings of responsibility**.



In 2021-2022, most of the investigations were resolved informally, or without a final determination.

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