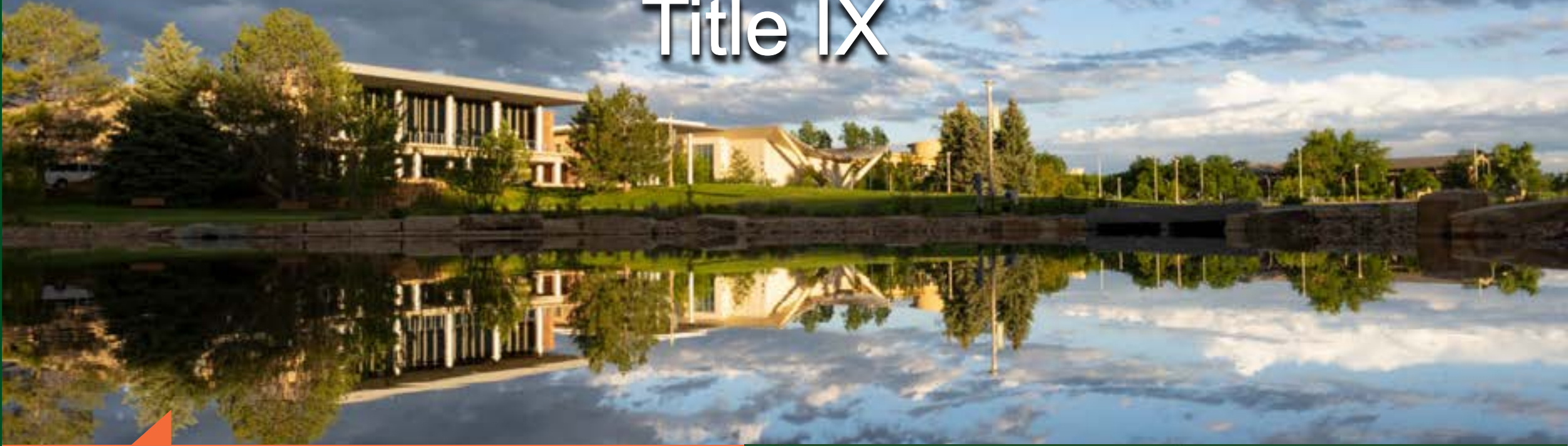


Working With a Bias Assessment Team and Alternative Resolutions in Title IX



OFFICE OF TITLE IX PROGRAMS
AND GENDER EQUITY
COLORADO STATE UNIVERSITY

More information at oeo.colostate.edu



COLORADO STATE UNIVERSITY

OFFICE OF EQUAL OPPORTUNITY

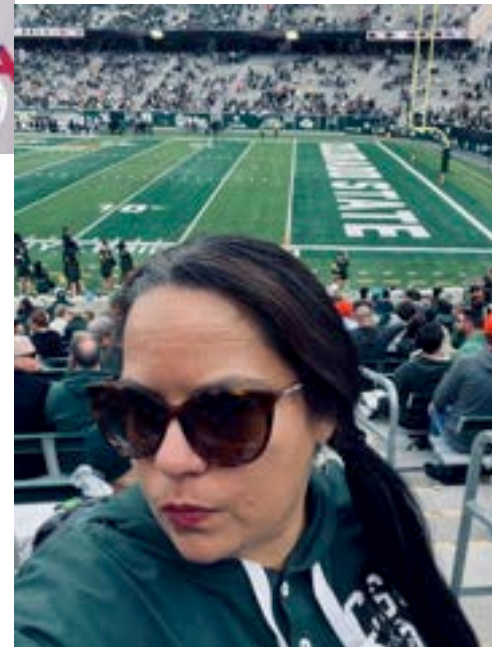
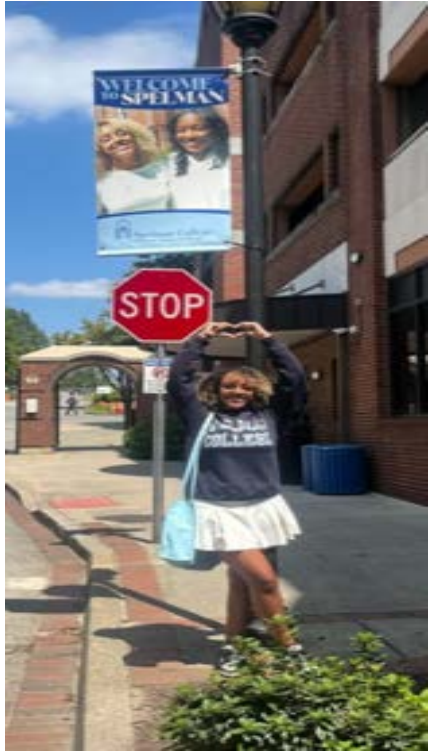
Araña Muñiz, MBA, Executive Director for Civil Rights Compliance, CSU

Siena Ho Shue, BA, Title IX/OEO Technician, CSU



Who We Are: As Humans

Araña Muñiz





Siena Ho Shue

Siena (She/Her/Hers) serves as a Title IX and OEO Technician at Colorado State University. With a bachelor's degree in psychology and criminology from the University of South Florida, she discovered her passion for Title IX and DEI work through an internship that evolved into a five-year career that is continuing to grow. While continuing graduate education at CSU, Siena has since worked in various roles supporting the Executive Director, civil rights investigators, and deputy directors across various departments, including HR, serving on campus committees which monitor equity along with physical and virtual accessibility. Siena is also part of a clinical psychology lab, which focuses research on substance use and risky behaviors in historically marginalized populations.






Acknowledging Traditional Processes

The Bias Assessment Team is not meant to replace these traditional routes for addressing incidents of this nature, but intended to supplement them

Title IX and/or OEO Formal Investigation

- Conducting a formal investigation when a complaint is filed alleging discrimination, harassment, or retaliation (interviews, evidence collection, determination of findings, etc.)

Informal Resolution:

- Good-faith pursuit between parties to reach a voluntary agreement in which there is no determination of responsibility, however the terms become binding when accepted (e.g. written apology, diversity/inclusivity, training, no-contact measures, etc.)
- 



- ▶ CSU's mission is to offer access to an excellent education, provide outreach to the people and communities we serve, and conduct purpose-driven research, addressing challenges facing our state, nation, and world, while playing an essential role in Colorado's development.
- ▶ Our Principles of Community reflect our core values and support CSU's mission.
 - ▶ Inclusion
 - ▶ Integrity
 - ▶ Respect
 - ▶ Service
 - ▶ Social Justice

Colorado State University takes great pride in its mission to provide access to education to all who have a desire and will to learn. In alignment with this mission and in pursuit of its goal to allow all University members to realize their full potential, CSU affirms and upholds the values of diversity, equity, and inclusion. Any act of hate or bias is counter to the university's Principles of Community.

Bias Assessment Team: Mission





Structured Response to Bias

- Support services
- Educational and training initiatives
- Climate Assessment
- Response Tracking

Purpose of the Bias Assessment Team

- **Support**

- First and foremost, individuals who are targeted by perceived bias-related incidents are offered critical support as they work through their own process and feelings.

- **Education**

- Engage in optional conversations with individuals and groups who, whether intentionally or not, may have caused harm to others related to some form of bias. These conversations are rooted in education and aim to provide critical context to why an action may be perceived as biased.

- **Assessment**

- Assessing reported incidents and tracking the data annually, helps to understand the climate of Colorado State University as it relates to bias. This data informs and helps shape training programs and educational opportunities for the university community.

Student Resources

- Survivor Advocacy and Feminist Education (SAFE) Center
 - Complainants and Secondary Survivors
 - 24-hour hotline
- Office of Title IX and Equal Opportunity
- CSU Health and Medical Center Counseling Services
- Student Case Management
- Tell Someone

Employee Resources

- Survivor Advocacy and Feminist Education (SAFE) Center
- Office of the Ombuds
 - Facilitates connection to resources, facilitates dispute mediation,
 - Interprets university policy and shares about systemic patterns with administrators
- Office of Title IX and Equal Opportunity
- Employee Assistance Program (EAP)
- Tell Someone

Confidential vs. Private Resources

It is crucial as part of our bias assessment structure to inform students and employees about the reporting requirements of each resource



Monitoring Behavioral Trends

Analysis and Consultation on Behavioral Trends

Regular meetings to review and discuss reported conduct on campus for notable patterns of risk



Assessment of Campus Climate

Evaluation of the overall climate and environment, addressing observed behavioral trends and how they reflect and/or influence broader culture and dynamics of the university community

Collaboration Approach

Team members work together to share insights, exchange critiques, and guide the institution's response and intervention tools



Identification of Potential Incidents of Bias

Monitoring for increased risk of:

- Potential incidents of bias
 - Election
 - Sporting Events
 - Controversial speakers
 - Anniversary dates

"The strength of the team is each individual member. The strength of each member is the team."

- Phil Jackson, most winning NBA championship coach in history





THE CORE BAT TEAM

- OGC
- Title IX/OEO
- University Police
- Office of Inclusive Excellence
- Support and Safety
- Marketing/Communication
- Student Affairs
 - Student Conduct/Student Resolution Center
 - Associate Dean of Students
 - Assistant Vice President of Student Affairs & Dean of Students
 - Residence Life

BIAS CONSULTATION TEAM



High ranking University officials:

Provost

OGC

VPSA

AVP Inclusive Excellence

HR

OEO/TIX

Support and Safety



Meet multiple times a semester to evaluate:

Policy changes

High level structural changes

Trends and patterns

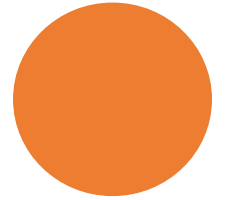
Collaboration with Student Affairs and CSUPD

Coordinates Undergraduate Student Response

- Connect students to resources
- Coordinate response
- Student conduct response (when applicable)
- Student Resolution Center

Coordinates Police Response

- Support with ongoing criminal investigations
- Obtaining video footage



Collaboration Between the OEO and the OIE

- The Office of Equal Opportunity and Office of Inclusive Excellence frequently collaborate in coordinating bias response efforts as reported incidents can overlap
- Partnership with key stakeholders
- Follow up conducted by a team
- Determination: Who does what follow-up?



Working with Housing, Dining Services and Facilities Management

- Monitoring of campus communities
- Connecting with Facilities around the removal of graffiti/defacement around:
 - Classroom building walls and hallways
 - Residence hall common areas
 - Bathrooms
 - Parking lots
 - Recreation and dining centers
 - Posters and advertising/media presented by student organizations and offices on campus



Navigating Policy: Free Speech and Academic Freedom



**Talk
Talk
Talk:**
A Quick
Guide
to Free
Speech at
Colorado
State
University

RESOURCES

- 
Bystander
Intervention
Strategies
- 
Student
Support
Resources
- 
Free Speech
@ CSU
System

**First Amendment
to the U.S. Constitution**

*Congress shall make no law respecting an establishment of religion or prohibiting the free exercise thereof, or abridging the freedom of speech, or of the press; or the right of the people peaceably to assemble, and to petition the Government for a redress of grievances.
Passed by Congress September 25, 1791
Ratified December 15, 1791.*

Where is the Line?

Protests & Assemblies: WHAT IS AND ISN'T ALLOWED?

ALLOWED:

- **Peaceful assemblies:** Assembling in groups for peaceful rallies, demonstrations, and gatherings on parts of the university campus that are designated public forums and comply with applicable policy guidelines. Public health restrictions may also apply.
- **Countering speech:** The First Amendment encourages speech and counter speech, and you may exercise your own First Amendment rights to counter someone else's speech with your own, provided it does not interfere with the rights of others to peacefully assemble or exercise their right to free speech.
- **Events:** Authorized organizations may reserve spaces on campus and in campus facilities for events. The sponsoring organization and participants must comply with law enforcement and the campus's relevant policies and event guidelines.
- **Chalking:** In certain designated locations, you may express yourself with washable chalk (no spray chalk or paint) on horizontal concrete ground (no steps, paving stones, buildings, or walls). Please check with the applicable policy beforehand to learn where chalking is or is not permitted.
- **Posters:** Only posters that are sponsored by registered student organizations or an official university unit or department are allowed in designated areas, with university permission.
- **Silent and symbolic protests:** Displaying a sign in certain locations on campus, gesturing, wearing symbolic clothing, or otherwise protesting silently is permissible unless it is a disruptive activity or impedes access to facilities. In addition, such acts should not block the audience's view or prevent the audience from being able to pay attention to a lawful assembly and/or an official university event.
- **Campaigning:** CSU encourages its students, faculty, staff, and other members of the community to participate in political discourse, enlightenment and action, and welcomes these activities to our campuses. As a public university system of the State of Colorado, CSU is subject to the limitations of the Colorado Fair Campaign Practices Act (FCPA), which generally prohibits CSU (and other public entities) from expending any public money for contributions to a campaign for elected office or from urging electors to vote in favor or against any ballot issue or referred measures. Employees and students are free to express their political opinions when speaking or writing as individuals in their personal capacity and not as a representative of an institution.

NOT ALLOWED:

- **Unlawful activity.**
- **Disruptive activity:** Any act that unreasonably interferes with the rights of others to peaceably assemble or to exercise the right of free speech, disrupts the normal functioning of the university, damages property, interferes with a university event/function, or endangers health or safety is specifically prohibited.
- **Blocking reasonable access:** The university is required by law to provide and maintain reasonable access to, and exit from, any office, classroom, laboratory, or building. This access must not be obstructed at any time.
- **Silencing or attempting to silence a speaker.**
- **Preventing others from seeing or hearing at an event:** Displaying a sign, gesturing, wearing symbolic clothing, or otherwise protesting silently is permissible unless it is a disruptive activity or impedes access to facilities. In addition, such acts should not block the audience's view or prevent the audience from being able to pay attention to a lawful assembly and/or an official university event.
- **Unsafe items:** The display of firearms or weapons and the illegal possession of firearms or weapons, as well as the possession of torches or other items with an open flame greater than one inch, sticks, poles, shields or other items that may be used to cause injury is prohibited. Persons may carry signs or flags as long as those signs or flags are not attached to a stick or pole. In addition, depending upon the event and its location, the university may have additional restrictions that limit the possession of other items.
- **Unpermitted events outside public hours:** Using campus public areas, including the LSC Plaza area, for events, demonstrations, meetings, assemblies, or other expressive activity before 7 a.m. and after 7 p.m., without a prior reservation for an official university event that has been approved by the university, is prohibited.
- **Posting signs, posters, or banners of any kind on campus trees.** It's just hard on the trees and wildlife.
- **Posting signs, posters, or banners without official permission or in areas not designated for this purpose.**
- **Disrupting classes.** Classroom speech is different from speech in public forum areas. Certain types of speech aren't allowed, including any activity that interferes with a faculty member's ability to conduct class.

- **Bias:** any incident of conduct, speech, or expression, motivated in whole or in part by bias or prejudice intended to intimidate, demean, mock, degrade, marginalize, or threaten individuals or groups based on that individual or group's actual or perceived identities
- Effective communication to students and employees about differences between assembly and protest
- Self-expression vs. perceived incidents of bias



Ongoing Climate Assessment: Aggregate Bias Reports

Not all incidents of bias which occur at the university are reported through the Bias Reporting System, for a variety of reasons including:

- The wishes of the individual(s) targeted or reporting
- Confidentiality
- Safety concerns
- Conflicts with ongoing police investigations

Incidents of bias are shared publicly via report and/or by email through university or division-wide notifications

All incidents of bias submitted through the Bias Reporting System are included in a confidential aggregate report released at the end of each academic semester, with summer semester data included in fall semester reports.

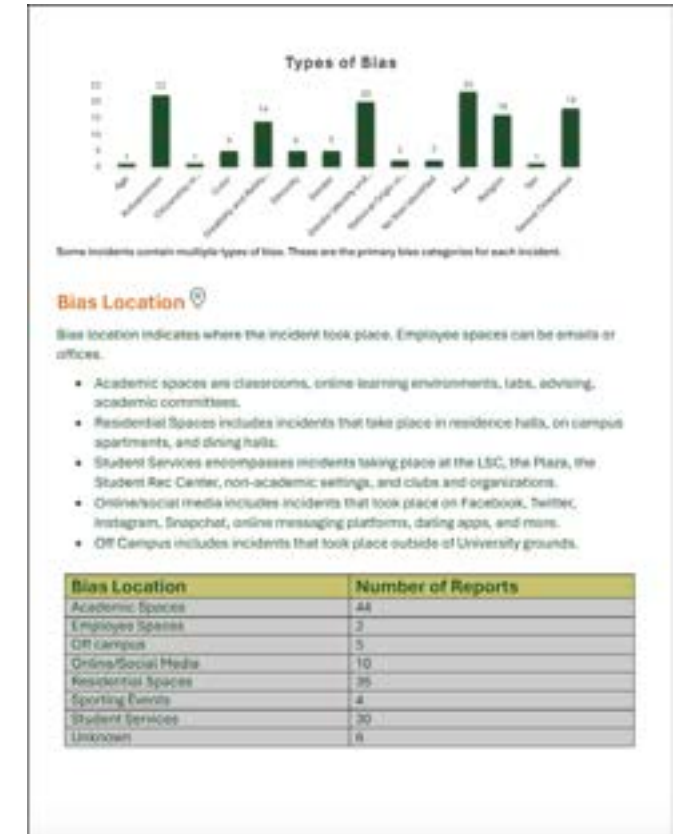
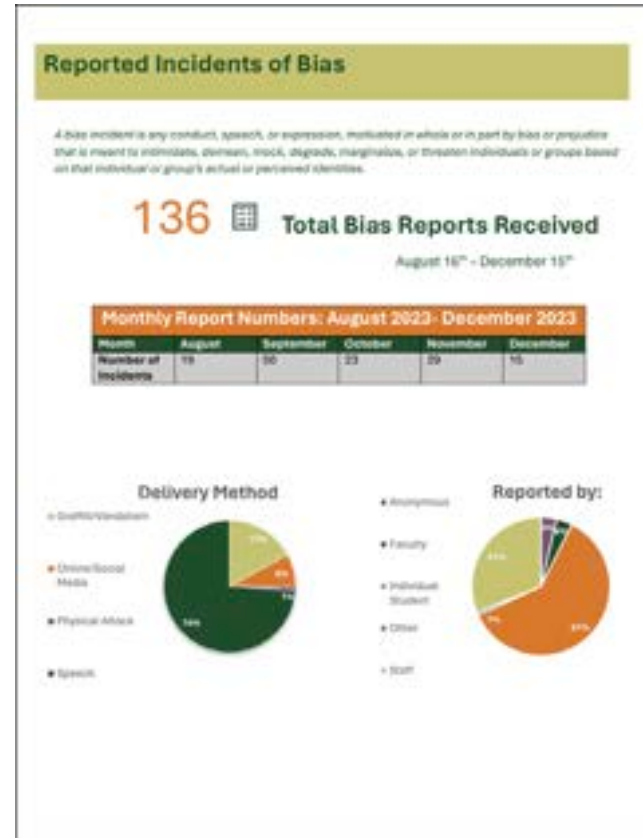


Incidents of Hate and Bias

Fall 2023 Report

At-a-Glance: Bias Incidents in 2023

- Reported bias incidents between mid-August and mid-December
- Record delivery method of the bias incident (graffiti, online, physical, verbal)
- Record delivery method of the bias incident report (anonymous, student, staff, faculty, non-affiliated)
- Bias incident locations include academic, residential, employee, online, and off-campus spaces





Reporting An Incident of Bias at CSU



Bias Reporting Website

[Bias Reporting | Colorado State University \(colostate.edu\)](https://colostate.edu)



A scenic view of a campus featuring a modern building with a flat roof and large windows, surrounded by lush green trees. The scene is reflected in a body of water in the foreground, with a blue sky and scattered white clouds above. The text is overlaid on a white rectangular background.

Activity – Pair Up:

What Does Your Bias Assessment Team Look Like?

- Which offices on your campus would you bring into the conversation?
- Select 1-2 partners to brainstorm the individuals and areas on campus that you would like to include
- Examples: OGC? OIE? SDC?

Post-Activity Discussion: Members of the Team

- **Provost's Office:** The Provost's Office oversees the assessment process and provides guidance on institutional policies and procedures
- **Department Leadership:** Department Chairs are responsible for initiating the bias assessment process within their respective departments and providing input on potential improvements.
- **Office of Inclusive Excellence and Diversity Offices:** The Diversity and Inclusion Office serves as a central resource for bias assessment and offers expertise in identifying and addressing biases within the institution.
- **Human Resources:** The Human Resources department collaborates with the assessment team to ensure compliance with employment laws and provide guidance on best practices for mitigating bias in hiring and promotion processes.
- **Faculty Senate:** Faculty Senate representatives participate in the assessment process to ensure the perspectives of the academic community are represented and that any recommendations align with the university's mission and values.

Activity – Case Study: Lucas

- Case Scenario:
 - **A cultural center reached out to the BAT to report that a marketing and engagement coordinator (student worker) has indicated that they will cannot promote or participate in any LGBTQ+++ events or materials.**
 - Their position position includes promoting all cultural center events on social media
 - Represent and promote the mission of the center in person and through virtual events
 - Responsible for generating and posting content via the center's online platforms

What is your first step?

What are some factors to consider?

Which BAT members will you include?

Activity – Case Study: Blake, Casey, Taylor, and Jordan

- Divide into small groups of 2-3
- Case Scenario:
 - Several incident reports received from two students (CPs), Michaela and Allison, about ongoing behavioral concerns in Laurel Village involving fellow student residents Blake, Casey, Taylor, and Jordan (RPs)
 - Incident reports explain the Respondents (4) to be:
 - Comments about wanting to engage in sexual activity ("tap that") with the CPs and making sexualized comments about their age (17)
 - Sexist comments made about the CPs current romantic partner and who they "belong" to
 - Running through the residence hallways and making noise to prompt the CPs to open their door and interact with the RPs
 - Standing in the doorway of the living space and refusing to allow the CPs to close the door
 - Reports from residents also mention of subsequent fights breaking out in the residence halls with the presence of alcohol, further contributing to the safety concerns reported by CPs
 - There has been drawing of racist imagery on the whiteboards of residents, including swastikas and KKK members reeling in a monkey with a fishing line.
 - There has been transphobic graffiti reported on the RA's bulletin board as well.
 - During one of the recent football games residents on campus were pre-gaming and a physical altercation was reported. The report indicated that there were people with blood and "girls who were not involved were being pushed and elbowed" during the reported incident.

What is your first step? Which BAT members will you include?

THANK YOU!

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