



**2019-2020  
Annual Department Review**

Equity and Title IX

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# Section 1: Department Planning

## Internal Analysis

Student Equity and Title IX became an office in August of 2018. The creation of this office allowed for the campus to comply with Title IX obligations and provide a space for all equity initiatives, including those related to gender equity under Title IX. The Office has completed its first year and has created a foundation for development of both Title IX and Student Equity efforts and services.

The Student Equity and Title IX Office defines student equity as fair access, opportunity, and advancement for all students, while working to address systemic barriers especially those of race, ethnicity, socioeconomic status, disability, gender, language, and family background that prohibit student success. All those involved in Student Equity are committed to ensuring that each student have individualized instruction, opportunity, and the support needed for success.

Through **Student Equity**, Coastline aims to support students through programs and resources that help each student achieve their educational goals. Through our student equity lens and efforts, Coastline shifts responsibility for student success from the students to Coastline Administration.

Over the past year, the Student Equity Office has worked to establish a foundation at Coastline College. The Office provides programmatic and financial resources, trainings, and assessments to ensure equity in the classroom and college. In June of 2019, the Student Equity and Achievement (SEA) Plan was completed which lays the groundwork for the next three years. Student Equity will collaborate across campus to provide Umoja, an Ally Series, Mobile Food Pantries, LGBTQAI + resources, and faculty equity resources.

There are three overarching goals for the 2019 -2022 SEA Plan:

- 1) Increase equity practices across all modalities in which we serve students. Focus on practices and pedagogies for online curriculum.
- 2) Advance the equity mindset and practice for Coastline College Provide culturally relevant student services and instruction Provide professional learning opportunities for campus community
- 3) Work with Coastline Pathways groups to streamline and scale equity initiatives that assist in student access, retention, and completion.

Student Equity and Title IX believe that keeping these goals at the center of the plan's activities will assist in closing the achievement gap for Coastline students. The SEA plan was designed in collaboration with our Coastline Pathways leadership and aligns with Vision for Success goals to ensure that we infuse equity-minded practices in all efforts at Coastline College.

**Title IX** is a federal law that protects people from sex-based discrimination in educational programs and activities. Per federal law and the Office of Civil Rights, Title IX regulations must be followed at all education institutions. This year, Coastline has implemented efforts to ensure compliance regarding prevention and education standards. Prevention is an important step to create a community free from sexual and intimate partner violence, and where safety and respect is the norm. Prevention programs

were organized throughout the year, both face to face and online, to engage students in the theoretical frameworks on sexual violence prevention.

This past year, Title IX has collaborated with units across campus to increase the awareness of sexual misconduct generally and at Coastline College specifically. Through awareness campaigns, workshops, trainings, and Coastline College has started to shift the conversation about Title IX prevention and compliance; there is increased awareness and commitment to address issues, and greater understanding of the needs and resources required for prevention and compliance. The Title IX Office hosted trainings for faculty and staff across the campus to educate them on their role as mandatory and responsible employees. The office also hosted training for the district and Title IX Coordinators across the District. The Director of Student Equity and Title IX facilitated a workshop for ATIXA, the national Title IX organization in August.

Student Equity and Title IX provided training to student leaders and organizations, and hosted over 20 programs for faculty, staff and students focused on awareness, safety, cultural competencies and providing equitable services to students.

### **Title IX Case Load**

In addition to prevention and education, the college must ensure compliance when responding to allegations of sexual misconduct involving Coastline students, staff or faculty. This past year, the Title IX Director has responded to twenty-two Title IX reports and supported the Dean of Students /BAT team with additional cases.

Reports are submitted to the director, who will review the information and create a case. The director will then meet with the complainant and respondent to review the policy, their rights, and resources. Following the initial intake, it is then determined if the case will go to an investigation or if a resolution can be made. The average report and case from start to completion takes about 30 days; per the regulations, the Office has 60 days to close a case. The increase in reports reflects the impact and value of the awareness campaigns and programming in addition to the relationship building initiated the Director. Beyond the investigation, the Director serves as a support person and advocate for students who experience misconduct with a non-campus affiliate which includes safety planning, assistance with restraining orders, referring to local agency, providing accommodations and constant support

One student stated "If it was not for you, I would not have received my restraining order, you helped me fill out a form, my Paralegal did not even know about yet. I will never forget that."

In August 2019, the Director of Title IX arranged and researched training opportunities to prepare Coastline college for Title IX cases that may come in the future. Title IX investigators must complete annual on-going training locally from the Title IX office and through outside agencies. Ensuring the college has trained investigators allows for students to have due process and continues to promote the integrity of each investigation. Coastline now has six additional managers who have completed the training required to serve as investigators for cases that rise to the level of investigation.

**Table 1. Title IX Reports and Cases. January 1, 2016- September 1, 2019**

	2016	2017	2018	2019
<b>Reports Submitted</b>	6	9	8	22
<b>Investigations</b>	2	2	1	6
<b>Responsible Findings</b>	2	1	1	6
<b>Not Responsible Findings</b>	0	1	0	0
<b>Alternative Resolution</b>	1	1	6	14
<b>Reluctant Victim</b>	3	6	2	2

**Clery Reports:** Clery is a federal mandate in which colleges must report any clery reportable crimes that take place at Coastline or within a mile and a half radius. Domestic Violence, Sexual Assault and Stalking must be reported in the annual report, in addition to all prevention and education provided to the campus from the Title IX Office. The Director of Student Equity and Title IX, tracks all reports and programs to be included in the report.

The report is provided to the campus in September of each year.

<http://www.coastline.edu/about/public-safety>

### **Hosted Events by Student Equity and Title IX**

All events, included tabling, have been initiated or attended by the Student Equity and Title IX Director.

Table 2. 2018-19 Title IX Events and Activities

Activity / Event	Participants
8/23- Title IX Training	8
9/6- Mandatory Reporting & Supporting Survivors	6
9/27- Healthy Relationships Workshop w/ EOPS	30
9/28- Title IX Presentation for Counselors	15
10/1-10/30 #RVAM tabling (Relationship Violence Awareness Month)	50+
10/11- Equity 101 Webinar	5
10/16- Personal Safety Classes (2)	15
10/17- Healthy Relationship Workshop	25
10/30- Personal Safety Class	2
11/30- Healthy Relationship Workshop	18
1/7-1/10 -Green Dot Training	10 participates from Coastline. 55 totals
3/8/19- Safe Zone: LGBTQAI+ Ally Training	25 participants
3/13/19 Equity 101	5
4/1-4/22/19 – Coffee and Consent Tabling	60+
4/3/19- Yoga as Healing	10
4/12/19- Green Dot Training for staff/faculty	10
4/16/19 -Healthy Relationship Workshop	25
4/17/19- Self Defense Class (2)	8
4/24/19 – Denim Day	100
4/26/19- Region 8 Title IX Meeting	15

## Survey Results

### **CCC Diversity & Climate**

Respondents were instructed to indicate their level of agreement with each of the statements in Table 3 about diversity and climate at Coastline. The results show that 97.7% of respondents agree that Coastline acknowledges and supports **diversity**; 96.6% agree that they are treated with **respect** at Coastline, and 97.2% agree that they feel **comfortable** in the Coastline College environment.

Table 3. *Diversity and Climate at Coastline*

Answer Options	Agree	Disagree	Response Count
Coastline acknowledges and supports diversity.	97.7%	2.3%	828
I am treated with respect at Coastline.	96.6%	3.4%	834
I feel comfortable in the Coastline college environment.	97.2%	2.8%	831

### **Qualitative Feedback**

Students primarily reported that because they are taking online courses, they did not have much to say about diversity, comfort, or safety. Those that do attend courses in-person report feeling **comfortable** and **safe**.

Table 4. *CCC Campus Safety*

Answer Options	Agree	Disagree	Response Count
The College Center is safe	98.3%	1.7%	422
Garden Grove Campus is safe	98.7%	1.3%	157
Newport Beach Campus is safe	99.4%	0.6%	159
Westminster/Le –Jao Campus is safe	96.5%	3.5%	114

Additionally, respondents were asked if they know how to contact Coastline Campus Safety. More than one-third of the respondents (42.5%) indicated that **they did not know how** to contact Campus Safety.

## Service Area Outcome(s)

Table 5 Service Area Outcomes (SAOs)

SAO	Measures/Targets
1. Students will be provided safe, equitable and engaging student services and experiences in the classroom.	Assessment of student's experiences in the classroom and student services, related to equity and safety.
2. Coastline College student, staff and faculty will gain an understanding of the College's obligations under Student Equity and Title IX and know about the services available to respond to issues.	Assessment of Title IX reporting numbers and inquiries.
3. Students' participation in Title IX and Student Equity programs/events/activities will increase.	Assessment of attendance, learning, and participation in Equity and TIX initiatives.

## Department Planning and Communication Strategies

Department Planning is discussed bi-weekly with the Dean of Students during one-on-one meetings. Student Equity planning is also done monthly through the Student Equity work group and region 8 equity meetings. Additionally, the Chancellors office is consistently updating and providing guidance on various reports and funding implications regarding the Equity Office. Title IX policy planning, is codependent and ever changing based on federal and state guidance. In collaboration with the District Office and Golden West and Orange Coast College, the Title IX Directors meet to update policies and procedures.

Both Student Equity and Title IX communication is done at Macro level and then is filtered to the college as we must update students, staff, and faculty on policies and plans. Title IX and Student Equity must work with the District as funding, programs, policy, and initiatives are housed at the District level. This also requires attending meetings with the State Chancellor's Office who provide guidance and communication to the department.

## Coastline Pathways

In 2017-2018, Coastline defined Guided Pathways efforts as "an equity-based mindset and practice to facilitate student success." Equity is defined as achieving parity in student educational outcomes for all student groups at Coastline.

Coastline's Guided Pathways efforts are using an equity lens to examine the systemic and structural barriers, policies and practices that impact historically marginalized students.

The Office of Student Equity has worked with Guided Pathways by providing data and qualitative stories regarding the student experience here at Coastline.

In 2018-2019, pathways expanded their Student Equity definition to "*in our guided pathways work we are using an equity lens to examine the structures, practices, and policies that constitute our system and remove barriers that impact historically marginalized and underrepresented students.*"

The Director of Student Equity and Title IX is a part of the Design team on Student Academic Persistence and collaborates with other Design Teams as their proposals align with the SEA and Equity Plans.

## Implications of Change

This past year, the Director of Student Equity and Title IX, has developed and implemented over 25 various workshops for Coastline College and Coast District, while also maintaining a Title IX case load and serving on the BAT Team. The campus and students would benefit from additional support in the Student Equity and Title IX Office to engage in much needed dialogues, sustain, and expand initiatives. The need and demands for this work is significant and growing; more resources are needed to adequately implement the Student Equity Plan and provide visibility to Title IX initiatives. With the

current status of our nation, and the climate of the world, Equity and Title IX will need to continue to support the many state regulations that are in the pipeline.

Increased support and collaborate for culturally responsive pedagogy is outlined in the Student Equity Plan. It is the hope that Coastline College will support the planned activities as they are developed and implemented over the next three years. In order to reach this goal one hourly staff, along with student assistants is vital to the success of the office, but also for a culture change. The hourly can assist with program development, workshops, resources management and intakes for students of concern.

## Section 2: Human Capital Planning

### Staffing

Table 6. Staffing Plan

Year	Administrator /Management	F/T Faculty	P/T Faculty	Classified	Hourly
Previous year 18/19	1- Director of Student Equity and Title IX	0	0	0	0
Current year 19/20	1- Director of Student Equity and Title IX	0	0	0	1
1 year	1	0	0	0	2
2 years	1	0	0	0	2
3 years	1	0	0	1	2

### Professional Development

Table 7. Professional Development

Name (Title)	Professional Development	Outcome
National Equity Project	Attended in Fall of 2018 to assist in the development of the Student Equity Plan.  Leighia Fleming (Director, Student Equity and Title IX)	Resources and development were provided to create equity programs for the campus.
NCORE (National Conference of Race and Ethnicity) Leighia Fleming (Director, Student Equity and Title IX)	Attended May 2019.  Leighia Fleming (Director, Student Equity and Title IX)	A team of Coastline members attended, were provided with tangible next steps, resources, and programs that will be implemented at Coastline to increase diversity practices.
Green Dot Training	Attend January 2019  Leighia Fleming (Director, Student Equity and Title IX). The interactive training allowed for the development of bystander intervention techniques to be learned and implied later for the college.	Train-the-trainer workshop on bystander intervention for the college.

Umoja: Summer Learning Institute	Attended June 2019 Leighia Fleming, Director, Student Equity and Title IX.	Learned best practices and foundation of the program to implement at Coastline.
Region 8 Equity and Title IX Meetings	Attended Monthly (September 2018-August 2019)  Leighia Fleming, Director, Student Equity and Title IX	Participated in professional development, policy implementation and updates from the State Chancellors office on issues regarding TIX and Equity.

The Director of Student Equity and Title IX attended three conferences /trainings to learn about resources, and processes at other colleges that have subsequently been implemented at Coastline. Attendance at Title IX trainings allows for the college to stay in compliance. Equity related trainings provide insight into the current climate of higher education and assist with the development of resources and best practices that are then interwoven into the work done through the Equity Plan.

### **Section 3: Facilities Planning**

#### Facility Assessment

The current facilities, in the form of a computer workstation, and access to a copier/scanner, are adequate. In the future, it will be beneficial to have a dedicated space at each site to meet with students regarding Equity and Title IX issues and concerns.

### **Section 4: Technology Planning**

#### Technology Assessment

The Office needs an additional laptop for tabling and off site workshops. This will support efforts to assess interest, track users, build momentum and community among students interested in Student Equity and Title IX programs.

# Section 5: New Initiatives

**Initiative:** Title IX training & implementation for all Coastline students, staff, and faculty.

**Describe how the initiative supports the college mission:**

Provide an explanation of how the initiative supports the College mission.

Coastline wants to create opportunities for Student Success. In order for students to achieve success, they must be provided with a space that is free of discrimination and harassment based on gender. This requires providing opportunities for the campus community to learn about the guidelines and support services for creating an inclusive space for our campus and how to access those.

**What college goal does the initiative support? Select one**

- Student Success, Completion, and Achievement
- Instructional and Programmatic Excellence
- Access and Student Support
- Student Retention and Persistence
- Culture of Evidence, Planning, Innovation, and Change
- Partnerships and Community Engagement
- Fiscal Stewardship, Scalability, and Sustainability

**What Educational Master Plan objective does the initiative support? Select all that apply**

- Increase student success, retention, and persistence across all instructional delivery modalities with emphasis in distance education.
- Provide universal access to student service and support programs.
- Strengthen post-Coastline outcomes (e.g., transfer, job placement).
- Explore and enter new fields of study (e.g., new programs, bachelor's degrees).
- Foster and sustain industry connections and expand external funding sources (e.g., grants, contracts, and business development opportunities) to facilitate programmatic advancement.
- Strengthen community engagement (e.g., student life, alumni relations, industry and academic alliances).
- Maintain the College's Asian American and Native American Pacific Islander Serving Institution (AANAPISI) designation and pursue becoming a designated Hispanic Serving Institution (HSI).

**How does this initiative play a part in Coastline Pathways?**

Assist in fostering a safe and inclusive environment for all members of our community. (Stay on the Path)

**What evidence supports this initiative? Select all that apply**

- Service Area Outcome (SAO) assessment
- Internal Research (Student achievement, department performance)
- External Research (Academic literature, market assessment, audit findings, compliance mandates)

**Describe how the evidence supports this initiative.**

Provide a summary of how the evidence supports the initiative.

Title IX Federal Compliance and SB 1343 requires that faculty and staff must have sexual harassment and Title IX training.

**Recommended resource(s) needed for initiative achievement:**

Specify what resource(s) are needed to support the completion of the initiative.

Administrative support, printing, training materials, and time with college personnel to complete the training.

**What is the anticipated outcome of completing the initiative?**

Specify the anticipated result(s) of completing the initiative.

The college will be in full compliance and will be able to provide better and more comprehensive services to students.

**Provide a timeline and timeframe from initiative inception to completion.**

Create a timeline and provide a timeframe that can be used to complete the initiative.

### Students

The training will need to be incorporated into student orientation by January 2020.

### Staff and Faculty

Fall – Complete training for Student Services Wing Staff, Student Success Center staff, Intercultural Resource Center student staff and Veteran Resource Center student staff.

Spring Flex Day- Host workshop for faculty to attend.

Spring- Create an online module that is available for faculty to complete bi annually

## Section 6: Prioritization

List and prioritize resource requests based on the requests from the initiatives

Initiative	Resource(s)	Est. Cost	Funding Type	Health, Safety Compliance	Evidence	College Goal	To be Completed by	Priority
Title IX Training for all Coastline employees	Printing, Time Allocation (in person), create online training or video	2500	Ongoing	Yes	External Research	Student Retention and Student Support	2020-21	1

### Prioritization Glossary

Initiative:	Provide a short description of the plan
Resource(s):	Describe the resource(s) needed to support the completion of the initiative
Est. Cost:	Estimated financial cost of the resource(s)
Funding Type:	Specify if the resource request is one-time or ongoing
Health, Safety Compliance:	Specify if the request relates to health or safety compliance issue(s)
Evidence:	Specify what data type(s) supported the initiative (Internal research, external research, or service outcomes)
College Goal:	Specify what College goal the initiative aligns with
To be completed by:	Specify year of anticipated completion
Priority:	Specify a numerical rank to the initiative