



2020-21

Comprehensive Department Review
Equity and Title IX

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Section 1: Department Planning

Purpose Statement

The Office of Student Equity and Title IX provides guidance to the college campus around Title IX compliance and the Student Equity and Achievement Plan. The Office aims to assist the college in creating a campus that is centered in equity, including that of gender equity with Title IX.

Description of the Department:

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 two years and has created a foundation for development of both Title IX and Student Equity efforts and services.

The Office of Student Equity and Title IX provides senior leadership on Title IX compliance and Student Equity Issues. The goal of the office is to create, support, and maintain a diverse and inclusive environment for the college. The Office directly oversees, the Student Equity Plan, supports the professional development to faculty, staff, and students and provides guidance to closing data driven equity gaps. Student success is the focal point of the office, in order to ensure success, the office provides access to resources that assist students in having an equitable college experience regardless of identity.

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.

Internal Analysis

The Office of Student Equity and Title IX is in the start of its third school year at Coastline College, while we are completing a five-year comprehensive review it is important to note that the office has only completed one Office review to date, it is also important to note the following. Year one, (2018-2019) the office focused on meeting Title IX compliance, setting a foundation, developing its mission, shared definitions, and the completion of the Student Equity and Achievement Plan. Year two, (2019-2020), the office shifted the function to provide Title IX and Equity resources to students and staff beyond compliance. Entering its third year (2020-2021) the office will continue to operate to meet the needs of compliance through both local and federal mandates, provide equity resources to students, professional development to staff/faculty and aim to provide a college/district leadership to ensure that equity is met throughout each department and function.

Through **Student Equity**, Coastline aims to support students through programs and resources that help each student achieve their educational goals. Through an 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.

We believe that by 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.

The 2019-2020 year created an opportunity for Student Equity to provide leadership and guidance for the Coast College in the midst of pandemics. Covid-19 and the racial injustices happening around America following the death of George Floyd, Breonna Taylor, and Ahmaud Aubrey exposed many of the gaps at Coastline. Student Equity assisted in providing resources to students, through the Technology Assistance program, and Coastline grants. Additionally, the Director of Student Equity & Title IX hosted multiple virtual platforms for the college community to address race, diversity, and inclusion issues not just at Coastline but Universally. The workshops have expanded across the campus to provide opportunities for learning and unlearning at the college. An extensive list of programming and resources can be found on our professional development website: <https://coastlinecollege.wixsite.com/pdcalendar>

In March 2020, Student Equity developed the **technology resource assistance** program to support students during Covid-19. The program allows for students to have access to a computer/Chromebook, webcam, headsets and limited hot spot to students who do not have access to technology to complete their course work. The program thus far provided 129 resources to individual students.

	<i>Items Distributed</i>				
	Chromebooks	Webcams	Headsets	Hotspots	Indicated need Wifi
SPRING 2020	64	9	7	2	15
SUMMER 2020	9	0	0	0	10
Fall 2020	50	1	7	0	7

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. The past two years, 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.

As Title IX continues to change, so does the office and efforts to ensure that policies, orientations, and meet the regulations set forth by the State of California and Department of Education. 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. In 2019-20, the Title IX Director has responded to twenty-four (update on 9/1) 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 a formal 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 90 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, hearing coordinator, and advocate for students who experience sexual harassment 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."

To assist in the execution of the Title IX process the Title IX team which includes an Investigator, Hearing Chair, and Advisors 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 four managers who have completed the training required to serve as investigators for cases that rise to the level of investigation.

With updated federal guidelines to be implemented by August 14, 2020 the Title IX Office has collaborated with the District to ensure compliance with updated the Interim Procedures, updates to

website, and participating in updated Title IX training. The Title IX Office will look to create an MOU with local rape crisis agencies to ensure that students have access to a confidential advisor/advocate.

Table 1. Title IX Reports and Cases. January 1, 2016- October 1, 2020

	2016	2017	2018	2019	2020
Reports Submitted	6	9	8	22	24
Investigations	2	2	1	6	6
Responsible Findings	2	1	1	6	5
Not Responsible Findings	0	1	0	0	1
Alternative Resolution	1	1	6	14	10
Reluctant Victim	3	6	2	2	8

Based on the information above please note the increase of reporting to the Title IX office, based on the outreach, training and visibility of the Title IX. The continuous efforts to make the Coastline community aware of their rights and responsibilities has doubled the case load and contact with students.

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

The College offered the following ongoing awareness and prevention programs for students in YEAR 2019-2020:

Program		Location	
Healthy Relationships-DSPS	August 27, 2019	Newport Beach	Affirmative Consent and Domestic Violence
Welcome Week, Resource Fair	August 30, 2019	College Center	Bystander Intervention
Title IX Tabling	Sept. 3-5, 2019	All sites	Sexual Assault, Affirmative Consent
Title IX Mandatory Training for Student Services	Sept 27, 2019	College Center	Sexual Assault, Affirmative Consent
Green Dot	Oct. 4, 2019	Garden Grove	Bystander Intervention
Yoga as Healing	Oct 17, 2019	Westminster	Sexual Assault
Healthy Relationships	Oct 24, 2019	Fountain Valley	Affirmative Consent and Domestic Violence
#RVAM Tabling	Oct. 1 to Oct. 30, 2019	All sites	Affirmative Consent
Personal Safety Class	Oct. 25, 2019	College Center	Sexual Assault

#Thatsnotlove	Oct 30, 2019	Online	Affirmative Consent
Coffee and Consent	April 1, 2020	Online	Sexual Assault
Day of Action	April 7, 2020	Online	
How to Support a Friend	April 15, 2020	Online	
Safe Dating Webinar	April 21, 2020	Online	Affirmative Consent and Domestic Violence
Resilience and Self Care	April 22, 2020	Online	Sexual Assault
Denim Day	April 29, 2020	Online	Sexual Assault
Empowerment Yoga	April 30, 2020	Online	
Diversity Dialogues Series	June- July 2020	Online	Diversity

The College offered the following **ongoing awareness and prevention programs for employees** in YEAR: 2019-2020

Name of Program	Date Held	Location Held	Which Prohibited Behavior* Covered?
Keenan Safe Colleges	Ongoing	Online	Preventative, Discrimination, Retaliation
Keenan Safe Colleges	Within 6 months of hiring	District Wide	Prevention Discrimination Retaliation Sexual Harassment
Keenan Safe Colleges	Ongoing	Online	Campus Sexual Violence SaVE Act
Keenan Safe Colleges	Ongoing	Online	Sexual Harassment AB1825
Keenan Safe Colleges	Ongoing	Online	Discrimination
Keenan Safe Colleges	Ongoing	Online	Mandated Reporter
Keenan Safe Colleges	Ongoing	Online	Drug Free Workplace
Keenan Safe Colleges	Ongoing	Online	Student Mental Health
Title IX Training	Aug. 15, 2019	Long Beach City College	Title IX, Sexual Assault & Harassment
Mandatory Reporting & Supporting Survivors	Sept. 9 2019	Garden Grove	Mandated Reporter, Title IX, Sexual Assault & Harassment
Title IX Presentation for Counselors	Sept. 28, 2019	College Center	Title IX, Sexual Assault & Harassment

Name of Program	Date Held	Location Held	Which Prohibited Behavior* Covered?
#RVAM Tabling	Oct. 1 to Oct. 30, 2019	Fountain Valley, Garden Grove, Newport Beach, Westminster (all sites)	Title IX, Sexual Assault & Harassment
Yoga as Healing	Oct 17, 2019	Westminster	Sexual Assault and Domestic Violence
Personal Safety Classes	Oct. 25 2019	College Center	Sexual Assault
Green Dot Training	April 12, 2019	College Center	Title IX, Sexual Assault & Harassment
Denim Day Tabling	April 24, 2019	College Center	Title IX, Sexual Assault & Harassment

Survey Results

Student Survey Results

What is your level of agreement with each of the following statements about diversity and climate at Coastline?	Strongly Agree		Agree		Disagree		Strongly Disagree		Total
	%	Count	%	Count	%	Count	%	Count	
Coastline acknowledges and supports diversity.	54.40%	550	43.72%	442	1.19%	12	0.69%	7	1011
I am treated with respect at Coastline.	57.79%	590	39.76%	406	1.67%	17	0.78%	8	1021
I feel comfortable in the Coastline college environment.	57.91%	586	39.72%	402	1.78%	18	0.59%	6	1012
I feel valued as an individual at Coastline.	54.35%	550	40.91%	414	3.36%	34	1.38%	14	1012
								Answered	1031

Employee Survey Results

Title IX and Equity Services 2019

Service	Satisfied	Dissatisfied	Respondents
Provides access to resources and support	98.8%	1.2%	80
Responds to complaints/concerns in a timely manner	98.0%	2.0%	50
Title IX training opportunities	97.5%	2.5%	80
Equity and inclusion training opportunities	96.2%	3.8%	78
Communication regarding your rights and reporting responsibilities as a Coastline employee	97.5%	2.5%	79

Qualitative Feedback

Overall, respondents expressed satisfaction progress and growth of the department and commended the director for her work across the different areas.

Respondents who have utilized the department’s services are most satisfied with the resources provided (98.8%) and the timeliness in response to complaints/concerns (98.0%). There were also similarly high rates of satisfaction with training opportunities and communication of rights and expectations of employees (> 96%). The survey was sent all faculty and staff at Coastline College.

Title IX and Equity Services 2020

Service	Very Satisfied	Satisfied	Dissatisfied	Not Used Service	Respondents
Provides access to resources and support	37.25%	40.20%	0.98%	21.57	102
Responds to complaints/concerns in a timely manner	27.45%	20.59%	0.98%	50.98	102
Title IX training opportunities	38.24%	38.24%	1.96%	21.57	102
Equity and inclusion training opportunities	39.22%	34.31%	2.94%	23.53	102
Communication regarding your rights and reporting responsibilities as a Coastline employee	35.29%	40.20%	1.96%	22.55	102

Overall, the campus is satisfied with the services, programs, and communication from the Title IX and Student Equity Office. It is the hope that in collaboration with Student Equity and Diversity, a climate survey will be provided to all campus partners to provide a benchmark assessment on where the overall campus climate. The survey will be able to provide our office with more comprehensive information on how we can better serve our students and provide equitable practices, and make shifts to create a more inclusive campus for the community regardless of race, gender, status or educational level.

Service Area Outcome(s)

Service Area Outcomes (SAOs)

SAO	Measures/Targets
1. Students will be provided safe, equitable and engaging student services and experiences in the classroom.	Based on the student survey students feel that Coastline provides, a safe, equitable, and engaging experiences.
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.	Staff and faculty were provided multiple opportunities to engage with Title IX, survey results indicate that faculty and staff aware of resources, and are utilizing the services.
3. Students’ participation in Title IX and Student Equity programs/events/activities will increase.	Based upon the data collection through attendance at events that are student focused, Student Equity and Title IX had an increase in participation events hosted by the office. Significant increase took place in collaborative events

In 2020 the SAOs were updated to be more relevant and to provide a better assessment of the work of the office over the next three years. The updated SAOs also align with the Student Equity Plan.

Service Area Outcomes (SAOs) 2020-2021

SAO	Measures/Targets
<p>1) Increase equity practices across all modalities in which we serve students. Focus on practices and pedagogies for online curriculum to support our students of color.</p> <p>2) Advance the equity mindset and practice for Coastline College Provide culturally relevant student services and instruction Provide professional learning opportunities for campus community</p> <p>3) 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.</p>	<p>To provide additional training opportunities for faculty to advance and update their curriculum.</p> <p>To implement the following learning opportunities to the campus and gauge growth through assessment of our Ally Training Series, Student Equity Workshop Series, · Faculty Equity Champions and DEI development for students</p> <p>Continued growth of the college knowledge of their duties to report and respond to student Title IX reports.</p>

Progress on Initiative(s)

Progress on Initiatives 19/20

Initiative(s)	Status	Progress Status Description	Outcome(s)
Title IX training & implementation for all Coastline students, staff, and faculty.	Completed/ Ongoing	Provide Training dates- During 2019-2020 we hosted trainings at Flex Day, Student Services Meeting, Green Dot Training, Faculty Orientation, counseling 105, and added Title IX information in the syllabi	Increased awareness of the Title IX on the College Campus and increase in reporting along with consultations.

Progress on Forward Strategies 20-21

Initiative(s)	Status	Progress Status Description	Outcome(s)
Coordination of the SEA Plan	Ongoing	The following programs have started to be implemented; Student Equity Workshop Series, Umoja, Dolphin Assistance Program, Equity Champions	Provide additional resources to students, increase services for Black and Latinx students
Assistance with the development of the Student Equity and Title IX Office (personnel)	Not Implemented	Assessment of Need has been noted due to increase in offices duties	Allow for more equity services to be provided to the campus community.
Title IX training & implementation for all	Ongoing	Continuous training for Title IX Team, Presentation at Flex Day 2020 and Flex 2021	Increased awareness of how to support students in Title IX cases.

Coastline students, staff, and faculty.			
DEI Resource Hub	Ongoing	No Progress at this point.	Build community and access for students to engage in diversity 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 meets monthly with the Student Equity Workgroup to discuss the implementation of the Student Equity Plan. Outside of the monthly meetings communication happens regular via email regards updates and reports. The Region 8 Equity group meets monthly to discuss planning at a local level and state level. 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. Communication with the Coastline Title IX team happens case by case as new sexual misconduct cases arise that need response.

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.

External Reporting Compliance

The Office of Student Equity and Title IX submits reports annually to multiple entities, including the following:

- The Student Equity and Achievement Plan is submitted on a tri annual basis, with an annual budget expenditure and annual activity update to the Chancellor’s Office.
- The Umoja program submits annual reports and annual budget request to the Umoja Foundation.
- All Title IX (sexual assault, domestic violence, and stalking) that happen on campus or within a mile and a half radius must be reported to annually to Public Safety for the Clery report.

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. The Office of Student Equity has been heavenly engaged with Pathways once again over the past year (2019-2020). The Director of Student Equity has engaged with Pathways to update the Equity website to provide resources, including that of the Student Equity summary page, hosting town hall sessions, and question for the Pathways team. All these efforts are put forth to ensure that the to the college community has an equity mindset when making decisions that impact a student’s success and pathway. Lastly, The Director of Student Equity is the Champion for the Launch of the Resource Hub.

Equity

The Office of Student Equity developed and is currently overseeing the implementation and operations the Student Equity Plan. The role of the Student Equity plan is to assist with closing the gaps around access: The analysis of the student equity data reveals that Black or African American students were greatly impacted as both males, females, and the overall population were disproportionately impacted in access during 2017-18 (the “all” student population includes females, males, and students of unknown/unreported gender).

Our Office directly assist with student access to the college by providing laptops and book vouchers upon a student’s entry into the college.

Other programs that student equity support include the following:

- Development and monetary support of an updated Orientation The orientation will assist in guiding our overall student population through academic persistence and access to programs and resources. The development of both an in-person and online interactive orientation will allow students to connect with available academic and student affairs support services.
- Development and monetary support of Umoja. The Umoja program will recruit and provide support services including mentorship/leadership for African American students interested in attending Coastline
- Monetary Support for EOPS book vouchers
- Student Advocacy- The Office continuously supports and advocates for equitable practices across the campus this includes the use of gender inclusive restrooms at all sites, location rooms at all sites, preferred name resources and tools in canvas, the need for students to have continuous access to internet, books, and services,

To assist with efficiency, the office directly needs additional support for programming. The gaps in services all grounded on the office is maintained by one individual. To assist with the gap, the office has worked to collaborate throughout the district and department at Coastline to assist with programing needs for student equity and Title IX.

In aiming to streamline student services Student Equity development the Dolphin Assistance Program that support students with vouchers and the collection of books to build a Coastline Lending Library. This process has created one form to provide students with access to their needs on campus.

The Umoja program in its first official year at Coastline has great interest from students, however lacks full-time personnel support to assist with the student case management and day to day operations of the program, to assist with a segment of the gaps, we are worked across the Coast District to collaborate on Umoja and equity related resources that are available to students.

Implications of Change

This past year, the Director of Student Equity and Title IX, has developed and implemented over 20 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 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. Additional efforts will need to be put forth with the district and local regions to provide support and guidance to Title IX. This includes outreach to agencies to supplement program and resources for low or no charges.

Increased support and collaborate for culturally responsive pedagogy are 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. Student Equity will need to be more intentional in collaborations with across district with the use of holding spaces, additionally find more ways to collaborate with various departments including that of EOPS, IRC, VRC, and Student Life.

Due the amount of resources needed for student success, Student Equity has developed process for student book vouchers, a student lending library, direct emergency funds, and technology assistance.

A student Equity Program series that focusing on the training and development around Diversity, Social Justice, Inclusion would provide a grounding for the college to be race focused

To reach this goal one classified staff, along with student assistants is vital to the success of the office, but also for a culture change. The classified staff can assist with program development, workshops, resources management and intakes for students of concern.

Forward Strategy

To address the need for a comprehensive professional development and student focused equity programming Coastline College and the Office of Student Equity to create a Call to Action Diversity, Equity, and Inclusion plan for the college. Included in that plan the Office of Student Equity and TIX will develop a programming model for students, staff, and faculty focused on race, diversity, equity, and inclusion. Along with having a space at each campus for students to connect around race issues.

Section 2: Human Capital Planning

Staffing

Staffing Plan

Year	Administrator /Management	F/T Faculty	P/T Faculty	Classified	Hourly
Previous year	1- Director, Student Equity & TIX	-	-		-
Current year	1- Director, Student Equity & TIX	-	-	-	-
1 year	1- Director, Student Equity & TIX	-	-	1	1 Umoja pro. exp
2 years	1- Director, Student Equity & TIX	-	1- Counselor (Umoja/HIS)	1	1 Umoja pro. exp
3years	1- Director, Student Equity & TIX	-	1 – Counselor (Umoja/HIS)	2	1 Umoja pro. exp

Currently the Office of Student Equity and Title IX is comprised of one person, the Director. In order to sustain the office, there must be additional staff to assist with the programmatic, logistics and the educational development of the campus community. The office continues to hire federal work student students to assist with projects and give the office a student voice. In August of 2020, the Office of Student Equity “hired” a graduate student to assist with Student Equity case management, the internship program, provides students with another resource and support person to assist students who are in need of book vouchers and technology assistance.

The Student Equity allocation from the state sustains the programing budget for student equity, which is only 5 percent of the total budget. The rest of the SEA allocation goes to staff across the college, the SEA budget support the salary of 20 college staff members, however only one directly works in the Student Equity & Title IX Office to support the mission and overall direction of the college. The Student Equity Office needs reallocation of funding to directly support and the work of the college. The hope is to hire an Equity Specialist who can directly assist with workshop development, policy review, student support, and Title IX case support.

The Office is hopeful that in the next year, Student Equity can have a classified professional to support the many SEA initiative and activities. Additionally, the success of the Umoja program is dependent on a case management approach to support the needs of our Black and Brown students in the program, hiring a professional expert will allow for one staff member to be dedicate in the growth of the program, retention of students, and development of workshops. A part-time counselor would assist the hosting Umoja and HSI (Puente) classes for students, as well as assisting with the outreach and retention to our Black and Brown students at Coastline.

Professional Development

Name (Title)	Professional Development	Outcome
Basic Needs Conference	Attended in Fall of 2018 to assist in the development of infrastructures to support direct aid and resources for students. Leighia Fleming (Director, Student Equity and Title IX)	Resources and development were provided to create equity programs, direct aid resources for the campus to assist in closing equity gaps.
ATIXA Title IX Training	Attended October 2019. Attended August 2020 Leighia Fleming (Director, Student Equity and Title IX)	.
Umoja: Summer Learning Institute	Attended June 2019 & August 2020 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 2020) 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 multiple 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.

Forward Strategy

To implement a Call to Action Diversity, Equity, and Inclusion plan for the college there needs to be an expansion of Professional Development opportunities that are provided to current Coastline Staff to expand upon one's knowledge of creating an anti-racist and inclusive campus. It would be beneficial to send the SEA workgroup members to an Equity Conference

Section 3: Facilities Planning

Facility Assessment

To assist with providing more inclusive access to the Title IX and Student Equity Office and staff. The Office would like to create a resource space at all three campuses. This resources space would provide tangible information related to Student Equity and Title IX. Additionally, the Director of Student Equity and Student staff would have rotating office hours at various camp. The Office would need bulletin board space at each campus, along with a physical space for students to come together to build community, along with an option for Student Equity to provide technology, book, and basic need resources to the students.

With the increase of technology needs for students, Coastline's Student Equity Office has accumulated 100+ laptops, which are being secured in the Director of Student Equity's Office. In the future, we need a more secure and accessible storage space for Student Equity Resources.

Forward Strategy

The Office of Student Equity and Title IX would need a bulletin board at each site, that would be updated on a regular basis. There would also need to be space identified where staff can come and meet with students to engage in conversations, office hours, and potential programming. The creation of these resource hubs will allow for our in-person student engagement to increase.

Section 4: Technology Planning

Technology Assessment

Title IX

The current facilities, in the form of a computer workstation, and access to a copier/scanner, are adequate. Title IX continues to use Maxient to assist with Case Management of caseload. The Public Safety App also assist in providing students with direct contact to officers to report incidents.

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. Therefore, an office laptop and hotspot will be incidental for our programming and reporting efforts.

Equity

Students are still in need of Wi-Fi assistance due to the campus being closed, increased data use on cellular devices, multiple users on home devices and overall limited access to the internet. The Office of Student Equity would like to provide Hotspots to students who do not have reliable internet. Additionally, we would like to host drive-thru Wi-Fi.

Data: In Spring 2020 ---- 89 students completed the technology request form 24 students indicated that they did not have internet access.

Financial Needs

What are your current financial needs?

Food and Supply Assistance	31.82%
Tuition Assistance	29.12%
Technology Assistance	14.87%
Medical Assistance	10.17%
Transportation Assistance	7.24%
Child Care Assistance	6.78%

The table above shows that 959 responded to the question with 1,298 answer selections and 217 comments. The primary needs included food and essential supplies (31.82%), tuition assistance (29.12%), and technology assistance (14.87%). The comments were mixed with themes around needing money for bills/rent (40.73%) and not having any financial needs (38.55%).

The students were asked an opened-ended question to specify which essential learning materials, supplies, or technology are needed. There were mixed responses with many students indicating that there is a need for technology and learning materials such as internet (22.34%), laptop/desktop (20.69%), and learning materials/supplies (12.97%). In contrast 32.0% of respondents indicated that there were currently no needs for learning materials or technology.

Forward Strategy

While the Student Equity Office does not need any technology to assist in moving forward our initiative, the focus of technology is on our students who rely on The Equity Office as resource for technology needs to complete their educational outcomes. The goal is to provide students with access to internet and additional technology needs that will support their educational journey at Coastline and not impede with their success. As the needs for our student's technology rise, there will need to be a refresh process for the return on Chromebooks and other technology resources

Section 5: Ongoing/New Initiatives

Initiative: Develop a DEI +Equity and TIX Resource Hub

Describe how the initiative supports the college mission:

Creates an opportunity for students at each site to have an inclusive experience and connect with resources that will assist with retention and persistence.

What college goal does the initiative support?

- Reduce all student equity gaps regarding access and achievement (Equity)
- Increase student completion and achievement outcomes (Achievement)
- Strengthen College collaboration, communication, continuous learning, and community engagement (Engagement)
- Further develop, adopt, and adapt innovative practices and technologies that advance student success and institutional effectiveness (Innovation & Effectiveness)

How does this initiative play a part in Coastline Pathways?

Allows for students to have access on sight to culturally relevant programs and resources.

What evidence supports this initiative? Select all that apply

- Learning or Service Area Outcome (SLO/SAO) assessment
- Internal Research (Student achievement, program performance)
- External Research (Academic literature, market assessment, audit findings, compliance mandates)

Describe how the evidence supports this initiative.

The campus body who completed the survey stated that they had a positive interaction with our office, however a third stated that they had not had contact with our office, we want to ensure that students are aware of their rights and resources, expanding presence on the campus will assist.

Recommended resource(s) needed for initiative achievement:

A bulletin Board that is accessible to all students and a potential meeting space at each campus site. This could be a classroom, or office in which Student Equity resources could be provided to students at each site.

What is the anticipated outcome of completing the initiative?

Increased engagement with the students at Coastline with the Title IX office. This also allows for students to build their own community.

Provide a timeline and timeframe from initiative inception to completion.

Implementation of bulletin board would take place Spring 2021.

Implementation of allocated space at each site would take place by Fall 2021 or when the campus reopens.

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

Describe 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?

- Reduce all student equity gaps regarding access and achievement (Equity)
- Increase student completion and achievement outcomes (Achievement)
- Strengthen College collaboration, communication, continuous learning, and community engagement (Engagement)
- Further develop, adopt, and adapt innovative practices and technologies that advance student success and institutional effectiveness (Innovation & Effectiveness)

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

- X Service Area Outcome (SAO) assessment
- Internal Research (Student achievement, department performance)
- X 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.

Students

The training will need to be incorporated into student orientation by August 2021.

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 biannually

Initiative: Assistance with the development of the Student Equity and Title IX Office and implementation of the SEA Plan.

Describe how the initiative supports the college mission:

Coastline wants to create opportunities for Student Success, that are rooted in equity, diversity, and inclusion. In order to assist with the transformation of our college around such practices, the Student Equity Office is need of additional support to assist with the student case management, development of programs/workshops, tracking of resource allocation. This will assist with the sustainability of the office and additionally reallocated Student Equity funding back to functions that directly impact students.

What college goal does the initiative support?

- Reduce all student equity gaps regarding access and achievement (Equity)
- Increase student completion and achievement outcomes (Achievement)
- Strengthen College collaboration, communication, continuous learning, and community engagement (Engagement)
- Further develop, adopt, and adapt innovative practices and technologies that advance student success and institutional effectiveness (Innovation & Effectiveness)

How does this initiative play a part in Coastline Pathways?

Pathways is rooted in equity, this initiative will work in collaboration with Pathway teams and serve as an equity champion across disciplines.

What evidence supports this initiative? Select all that apply

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

Describe how the evidence supports this initiative.

In light of the recent racial injustices that have impacted the nation, equity has become the center of every college campus, to better support the growth, development and mission of the college this initiative expands the work the Student Equity and Title IX office is able to do, to reach more students and faculty/staff development.

Recommended resource(s) needed for initiative achievement:

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

What is the anticipated outcome of completing the initiative?

The anticipated outcome is that Student Equity and Title IX, will be able to provide more support to the college closing Student Equity gaps and implementing the SEA Plan. Additionally, the effect of

Provide a timeline and timeframe from initiative inception to completion.

Staff and Faculty

Spring 2021 – Create a job descriptions and work to reallocate Student Equity funding.
Summer/Fall 2021- Hire a staff member for the office, once the hiring freeze is lifted

Section 6: Prioritization

List and prioritize initiative requests.

Initiative	Resource(s)	Est. Cost	Funding Type	Health, Safety Compliance	Evidence	College Goal	Complete By	Priority
Assistance with the development of the Student Equity and Title IX Office and implementation of the SEA Plan.	Student Equity/Title IX Program Coordinator	65,000	Ongoing (SEA)	No	Internal Research	Equity; Achievement; Engagement; Innovation & Effectiveness	Fall 2021	1
Develop a DEI +Equity and TIX Resource Hub	Bulletin Space	5,000	One-Time	No	Campus climate	Equity; Engagement	Spring 2021	2
Title IX training & implementation for all Coastline students, staff, and faculty.	Update Canvas Page	300	Ongoing Title IX	Yes	Compliance	Equity; Engagement	Spring 2021	3

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 learning outcomes)

College Goal: Specify what College goal the initiative aligns with

Complete By: Specify year of anticipated completion

Priority: Specify a numerical rank to the initiative