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OFFICE OF THE CHANCELLOR



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July 28, 2023

MEMORANDUM

TO: CSU Presidents

FROM: Jolene Koester
Interim Chancellor

SUBJECT: Report of Cozen O'Connor Systemwide Title IX and DHR
Assessment: A Roadmap for Implementation

As you know, Cozen O'Connor's Systemwide Title IX and DHR assessment has come to a close, and its July 17, 2023, written report can be accessed [here](#). The documentation includes a full systemwide report and a summary of the systemwide report, as well as individual reports for each university and the Chancellor's Office.

The reports – and associated recommendations – are thorough and detailed, and it will likely take two to three years, and perhaps longer, to fully implement the recommendations. During this time, it is crucial that each university work closely with the Chancellor's Office Title IX/DHR team (the CO Team) to plan and implement the recommendations. Given the CSU's limited resources, it is essential that we work together to create a strategic plan that will allow us to appropriately prioritize our respective and collective goals.

The CO Team will work closely with stakeholders at each university as it develops a comprehensive strategy and plan to implement Cozen O'Connor's systemwide recommendations, which are discussed in the systemwide report. The attached "charge" provides principles, expectations, initial tasks and other information to guide you and your staff in the implementation of the recommendations included in the university reports.

In August, the CO Team will meet with the chairs of the university implementation teams to assist them in developing processes for the successful and effective management of their teams' work.

Also, and as you are aware, the California State Auditor (CSA) has conducted an audit of the CSU's handling of sexual harassment complaints against employees at the Chancellor's Office, Fresno State, San José State and Sonoma State.

The CSA issued its report on July 18, 2023, and it can be accessed [here](#). The CSA's recommendations are directed to the Chancellor's Office and are aligned with Cozen O'Connor's recommendations. The CO Team will work with your university's Title IX coordinators to ensure that the steps taken to implement the recommendations made by Cozen O'Connor and the CSA are coordinated and consistent.

If you have any questions in this regard, please contact Vice Chancellor for Human Resources Leora Freedman.

I thank you all for your dedication to this critically important work.