



July 17, 2023

Dear Campus Community,

With appreciation for your candid feedback and ongoing engagement, I am pleased to update you on our continued efforts to nurture and strengthen our culture of caring, safety, belonging and respect at CSUB.

As part of a systemwide effort across our 23 California State University campuses, the Cozen O'Connor Institutional Response Group has assessed how we respond to reports and incidents of discrimination and harassment. The full written report of the systemwide Cozen O'Connor assessment, including a summary and a separate report concerning CSUB, can now be found on the [CSU's Commitment to Change](#) website. You will find a dropdown menu with individual campus report links on the website. In addition, later this week, we will post the CSUB report on the webpage of the Division of Equity, Inclusion and Compliance.

Through a series of interviews, campus visits, survey results and email feedback, Cozen O'Connor has identified core observations for improvements at both the system and university levels. The recommendations from this assessment will guide and help us improve our Title IX and Discrimination, Harassment and Retaliation (DHR) training, awareness, prevention, intervention, compliance and support systems.

With these important findings now in hand, we are taking steps to advance Cozen's recommendations. Key areas of focus and action over the months to come will include:

- Expanding awareness of the protections, resources and reporting opportunities available to students, faculty and staff when they experience harassment, discrimination or unacceptable conduct.
- Bringing together key stakeholders from around campus who represent students, faculty and staff to serve as an implementation for the Cozen recommendations.
- Adding resources, including staff and technological systems, to increase responsiveness.
- Continuing the engagement with our entire community on this vital topic that the Cozen process initiated.

A second report, issued by the California State Auditor and expected to be released tomorrow [via its website](#), will focus on the consistency and timeliness in which campuses respond to sexual harassment allegations and whether the CSU has adequate systemwide policies and procedures in place for preventing, directing and addressing sexual harassment. As with the Cozen report, CSUB will review the recommendations and look for opportunities to improve.

Our ambitious goals will require substantial planning, additional resources, and personnel, and will be accomplished in stages. We will continue to share our progress and specific plans as they are developed and evolve.

Thank you again for helping to ensure CSUB is a safe and inclusive place, where all of us can thrive.

Sincerely,

A handwritten signature in blue ink that reads "Claudia Catota".

Claudia Catota, J.D.
Chief Diversity Officer & Special Assistant to the President

Office of the President

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