

University of Alaska Anchorage Title IX Brief

Academic Year 2020-2021

November 2021 Board of Regents Meeting

Effort	Comments																				
<p>Outreach, Education and Prevention/Awareness Programming</p>	<p>Fall 2021 Prevention Activities</p> <p>Bystander Education <i>Bringing in the Bystander</i> continues to be presented by Peer Health Educators in an interactive format. Thus far in the Fall semester, there have been six trainings facilitated – two trainings for staff and four presented for student groups.</p> <p>Domestic Violence and Sexual Assault Coalition for Change (DVSA) DVSA is a group consisting of students, staff, faculty and community partners to raise awareness on campus. They last met on September 18 to discuss prevention planning activities for the semester.</p>																				
<p>Training</p>	<p>Title IX Student Training Completion: As of October 7, 24% of UAA students completed training. At the same time in 2020, the completion rate was 20.23%.</p> <table border="1" data-bbox="597 974 1122 1159"> <tr><td>Anchorage</td><td>24%</td></tr> <tr><td>Kenai Peninsula College</td><td>16%</td></tr> <tr><td>Kodiak College</td><td>14%</td></tr> <tr><td>Matanuska-Susitna College</td><td>19%</td></tr> <tr><td>Prince William Sound College</td><td>16%</td></tr> </table> <p>Title IX Employee Training Completion: As of October 7, 60% of UAA employees had completed training. At the same time in 2020, the completion rate was 56.24%.</p> <table border="1" data-bbox="597 1352 1122 1537"> <tr><td>Anchorage</td><td>60%</td></tr> <tr><td>Kenai Peninsula College</td><td>69%</td></tr> <tr><td>Kodiak College</td><td>46%</td></tr> <tr><td>Matanuska-Susitna College</td><td>69%</td></tr> <tr><td>Prince William Sound College</td><td>42%</td></tr> </table> <p>The Office of Equity and Compliance has facilitated nine in person trainings to include: MSC Employees, Student Employees, New Faculty Orientation, Advancement, College of Health, Chancellor’s Cabinet, Full Council of Deans and Directors, Anchorage Middle College and Student Engagement and Inclusion Staff with a total of 310 individual participants. OEC is scheduled to train USUAA in person on October 15.</p>	Anchorage	24%	Kenai Peninsula College	16%	Kodiak College	14%	Matanuska-Susitna College	19%	Prince William Sound College	16%	Anchorage	60%	Kenai Peninsula College	69%	Kodiak College	46%	Matanuska-Susitna College	69%	Prince William Sound College	42%
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	<p>Title IX Training Completed by Title IX Employees: UAA Equity and Compliance’s Title IX staff were trained on the new Federal rules in June 2020 by ATIXA and attended Grand River Solutions’ training on October 14, 2020. The two investigators attended ATIXA Investigator 3B October 20-21, 2020. The new OEC investigator is scheduled for Investigator Training, Level III in October, 2021. All trainings attended are maintained on the OEC website.</p> <p>Title IX Annual Training for Residence Life: A total of 23 Residence Life staff from Anchorage were provided in person Title IX training on August 10, 2021.</p>
<p>Title IX General Updates</p>	<p>Advocacy STAR (Standing Together Against Rape) has been providing services to UAA students and employees remotely since the pandemic began and as STAR does throughout the community. UAA’s contract for in-person services with STAR expired in June and is currently under review for further negotiation. The Student Health and Counseling Center continues to be an on campus confidential resource to students.</p> <p>Rights Complainants are provided rights and resources at the time a report is made and again at the time an investigation occurs. Respondents are provided rights and resources at the time an investigation or informal resolution process begins.</p> <p>Counseling Utilized by both complainants and respondents, the Student Health and Counseling Center or Employee Assistance Program are offered, depending on the parties’ affiliation.</p> <p>Website The UAA Department of Equity and Compliance website has been updated in accordance with the new federal rules.</p> <p>Rights Notification All UAA students and employees received a rights notification on September 29, 2021. Affiliation agreements and MOU/MOA’s include language of nondiscrimination expectations.</p>
<p>Community & Campus Engagement</p>	<p>Members of the Office of Equity and Compliance are involved in the following workgroups and initiatives:</p> <ul style="list-style-type: none"> • Protection of Minors Committee • LGBTQ2IA+ Steering Committee • Clery Committee • Diversity Action Council • Alaska Native Success Initiative

<p>Challenges</p>	<p>OEC Staff After the resignation of the Civil Rights Investigator in January, 2021, the position was hired and the new investigator began in June, 2021. The ongoing turnover of this position continues to pose a challenge for the office. Because of the statewide turnover in the OEC offices, the Directors are put in the position of sharing resources. Currently, the UAA investigator is handling investigations for both UAA and UAS.</p> <p>Prevention Prevention efforts have decreased on campus without the position of the Prevention and Education Coordinator. The OEC staff has absorbed the Title IX training responsibilities of that position, yet the additional responsibilities have not been transferred.</p> <p>Policy and Development With the new regulations, the BOR 01.04 policy was amended with the incorporation of feedback from the OEC offices, and changes continue to be instituted with time. At the same time, 01.02 is a policy more widely utilized by the OEC offices and is need of greater amendment to improve understanding, consistency an objectivity in handling reports.</p> <p>Consistency The MAU OEC Directors meet and communicate consistently, providing support, problem solving and collaboration. While the internal collaboration has strengthened, there is continued need for written process and protocol to ensure consistency in provision of services statewide.</p>
<p>Successes</p>	<p>The UAA OEC office consists of three employees in total, yet all reports and investigations are being addressed within policy timeframes. The staff are working a hybrid schedule, addressing office needs and maintaining health and safety.</p> <p>Collaborative efforts remain consistent. OEC meets bi monthly with Human Resources, and weekly with Residence Life, UPD and the Dean of Students. The UAA OEC office meets quarterly with the satellite campus Title IX liaisons, in which there are five in total.</p> <p>With a turnover in leadership at UAA, the Director is now meeting individually with each of the Deans at UAA on a quarterly basis to ensure information sharing and awareness.</p> <p>A DEI Leadership Team has been identified to include the Chief Diversity Officer, OEC Director, NSS Director, Muticultural Center Director and the Director of Student Engagement and Inclusion. The team will meets regularly to address trends, strategies and needs, separately from the focused work of the Diversity Action Council.</p>