

EFFORT	COMMENTS
<p><b>Outreach, Education and Prevention/Awareness Programming</b></p>	<p><i>Fall 2021 Activities</i></p> <ul style="list-style-type: none"> <li>• Student Leadership Institute</li> <li>• Title IX and You Training</li> <li>• Culture of Respect Event</li> <li>• Nanooks Care</li> <li>• Stonewall Opening BBQ</li> <li>• Jonathan VanDyke: Queer Abstraction Keynote</li> <li>• Shine a Light: Queer Art of Holding Still with Jonathan Van Dyke</li> <li>• Climate, Jobs and Justice Candidate Forum</li> <li>• Tie Dye: Bringing your Pattern</li> <li>• Ally Week</li> <li>• Queer and Colorful Pride Hike</li> <li>• Identity and Intersectionality Workshop</li> <li>• Chooseday: Inclusive Leadership Workshop</li> <li>• Chooseday: Bringing in the Bystander</li> <li>• The Best Sex Ed You've Never Had</li> <li>• Consent Day</li> <li>• Consent Paint Night</li> <li>• Sexual Responsibility Carnival</li> <li>• Healthy Relationships Fair</li> <li>• Gender Affirming Group</li> <li>• Mindfulness Mondays</li> <li>• Skill Building Pods (coping, emotional regulation, interpersonal relationship skills)</li> <li>• Pub Trivia: LGBTQ+ History</li> <li>• Shine a Light Speaker Series: Lifting the Veil on Colonization by Dr. Charlene Stern</li> <li>• Urban Auntie Show with Laura Ekada</li> <li>• Safe Zone Workshop</li> <li>• Trans 101 Resource Fair</li> <li>• Rainbow Disco</li> <li>• Cultural Explorations</li> <li>• Information boards: Mental Health, Diversity &amp; Inclusion</li> <li>• Racial Justice 101: Racial Disparities in Healthcare with Reketta Peterson</li> <li>• National Coming Out Day</li> <li>• International Pronouns Day</li> <li>• Indigenous People's Day</li> <li>• Native American Heritage Month activities</li> </ul>

<p><b>Training</b></p>	<p>Online, Zoom, and in-person training has been offered.</p> <p><b>Title IX Student Training Completion:</b> 33% of UAF students completed training by October 8, 2021.</p> <p><b>Title IX Employee Training Completion:</b> 59% of UAF employees completed training by October 8, 2021.</p> <p><b>Title IX Training Completed by Title IX Employees:</b> UAF Equity and Compliance’s Title IX focused staff were trained on Clery March 29-31, 2021, the new Federal rules in June 2020 by ATIXA and attended Grand River Solutions’ training on October 2020, ATIXA Investigator 3B October 2020, and ATIXA Webinar on Severe, Pervasive and Objectively Offensive December 2020. Title IX staff training and training materials are posted online at: <a href="https://www.uaf.edu/equity/training">https://www.uaf.edu/equity/training</a></p> <p><b>Title IX Training for Residence Life:</b> Title IX training for ResLife professional staff, resident assistants, desk attendants, and mentors was completed on August 17, 2021. Additional training provided includes: QPR, Safe Zone, RA roles, RA Roles &amp; Mental Health, Bringing in the Bystander, CARE, Concern, and Conduct Case Management.</p> <p><b>Bystander Intervention Training:</b> UAF provides training to students and employees using the Bringing in the Bystander throughout the year. ResLife staff received training on August 15, 2021.</p>
<p><b>Title IX General Updates</b></p>	<p><b>Advocacy:</b> UAF works with the Interior Alaska Center for Non-Violent Living to offer victim advocacy resources and services 24/7 specifically for complainants. Resources will be provided to respondents when applicable. The ASUAF Student Advocate is available to both complainants and respondents for assistance with the Title IX process and resource information. UAF is currently working to enhance and expand the advocacy resources available to students through peer support.</p> <p><b>Rights:</b> 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 they are notified of a formal complaint.</p> <p><b>Legal Resources:</b> UAF Student Government (ASUAF) contracts with a law firm to offer students 30-minute legal consultations. Employee Assistance Program offers employees a 30-minute consultation with an attorney.</p> <p><b>Counseling:</b> 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><b>Website:</b> The UAF Department of Equity and Compliance website has been updated for compliance with the new Federal rules: <a href="https://www.uaf.edu/equity/">https://www.uaf.edu/equity/</a></p> <p><b>Rights Notification:</b> All UAF students and employees received a rights notification on September 29, 2021. Additionally, departments with university sponsored off-campus activities are working with students to ensure they know their rights during those activities. UAF and 3<sup>rd</sup> party sponsors have agreements on file with nondiscrimination expectations written into MOU/MOAs.</p>
<p><b>Community &amp; Campus Engagement</b></p>	<p>The UAF Department of Equity and Compliance works closely with Center for Student Rights and Responsibilities (CSRR), Residence Life, UA Human Resources (UA HR) as well as many other departments at UAF. Bi-weekly meetings are held with the Vice Chancellor for Student Affairs, the Provost, CSRR and UA HR. Monthly meetings are held with Residence Life, UAF Police Chief, Interior Alaska Center for Non-Violent Living, and Fairbanks Prevention Coalition.</p> <p>UAF E&amp;C director presented an equity and compliance briefing for the UAF Alumni Association September 2021.</p> <p>The UAF Strategic Plan on Inclusive Excellence (<a href="https://www.uaf.edu/diversity/">https://www.uaf.edu/diversity/</a>) starts year two of project execution in October. Individuals participating are from the following departments and community partners; Admissions, Alaska Native Studies and Rural Development, Alumni Relations, Athletics, Biomedical Learning and Student Training Program, College of Engineering and Mines, College of Fisheries and Ocean Sciences, College of Liberal Arts, Foundation, eCampus, Geophysical Institute, governance groups, Graduate School, Grants and Contracts Administration, Nanook Diversity and Action Center, Northwest Campus, Office of Information Technology, School of Education, Student Support Services, UA Human Resources, UAF Police Department, University Relations, Student Affairs, Water and Environmental Research Center, students: undergraduate and graduate, Blossom House, advocate for individuals with disabilities, Fairbanks Diversity Council, First Alaskans Institute, and Interior Alaska Center for Non-Violent Living.</p> <p>Shine a Light: Promoting Conversation on Diversity- The Northwest Campus, in partnership with UAF Equity and Compliance and Nanook Diversity &amp; Action Center host monthly discussions.</p>
<p><b>Challenges</b></p>	<p><b>COVID-19:</b> Although staff have done a great job navigating remote work during the pandemic, there are challenges outside of the University’s control. COVID has impacted staff in multiple ways slowing down productivity as it has for parties in cases. It has been difficult to get</p>

	<p>responses from individuals, most specifically from remote locations. There is limited internet infrastructure around Fairbanks, and rural areas of Alaska.</p> <p><b>New Federal Rules/ Q&amp;A:</b> The multiple changes whether through the new rules or the OCR's Q&amp;A (July 2021) requires adjustments of Policy and Regulation and resource materials, trainings and etc., taking away time from casework, impacting productivity and timing long after implementation work is done. We are expecting additional changes this Spring.</p> <p><b>Staffing challenges:</b> As we continue to see staffing challenges UA-wide and especially the other Equity and Compliance Offices, it impacts UAF workloads.</p>
<p><b>Successes</b></p>	<p>COVID opened up new mechanisms and ways of connection and collaboration. Several new collaborations were started, of which are mentioned above, such as; inclusive excellence strategic planning for systemic change, addressing volunteer training, grant proposals, Shine a Light presentation series, and participation in the Fairbanks Prevention Coalition.</p>