

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>• CTC Respectful Workplace Briefing</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 monthly presentations:                         <ul style="list-style-type: none"> <li>○ Queer Art of Holding Still</li> <li>○ Data for Indigenous Justice: Addressing MMIWG2S</li> <li>○ Truth and Healing: Alaska’s Native Boarding Schools</li> <li>○ Lifting the Veil: Colonization, Critical Consciousness and Community Development</li> </ul> </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>• Rainbow Drive-In</li> <li>• Cultural Explorations</li> <li>• Information boards: Mental Health, Diversity &amp; Inclusion</li> </ul>

	<ul style="list-style-type: none"> <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> <li>• UAF Respectful Workplace Briefings <ul style="list-style-type: none"> <li>○ Chancellor's Cabinet</li> <li>○ Community &amp; Technical College</li> <li>○ Facility Services</li> </ul> </li> </ul> <p><b><i>Spring 2022 Activities</i></b></p> <ul style="list-style-type: none"> <li>• Title IX and You Training/ Intro. to Bystander Intervention <ul style="list-style-type: none"> <li>○ New Student Spring Orientation</li> </ul> </li> <li>• CFOS: Girls on Water Seminar</li> <li>• Stalking Awareness Month activities</li> <li>• Valentine's Day- Sexual Responsibility Week</li> <li>• Sexual Health and Responsibility Fair</li> <li>• Sexual Responsibility Week</li> <li>• Sexual Assault Awareness Month activities <ul style="list-style-type: none"> <li>○ Chanel Miller, Why I Stayed</li> <li>○ Take Back the Night</li> <li>○ Clothesline Project</li> <li>○ Denim Day</li> </ul> </li> <li>• Healthy Boundaries Workshop</li> <li>• Implicit Bias Workshop with Picture a Scientist viewing and panel discussion</li> <li>• Alaska Civil Rights Day</li> <li>• FemCon</li> <li>• QPR Training</li> <li>• Bringing in the Bystander Training</li> <li>• National Day of Silence</li> <li>• Pride Week</li> <li>• Out and Proud Campaign</li> <li>• Safe Zone Training</li> <li>• Trailblazer Recognition Ceremony</li> <li>• Fist-Gen Cord Ceremony</li> <li>• Inclusive Excellence Awards</li> <li>• Shine a Light monthly speaker series</li> </ul>
<b>Training</b>	Online, Zoom, and in-person training has been offered.

	<p><b>Title IX Student Training Completion:</b> 76% of UAF students completed training by April 15, 2022.</p> <p><b>Title IX Employee Training Completion:</b> 95% of UAF employees completed training by April 15, 2022.</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, 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 and January 7, 2022. 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 throughout the year using the Bringing in the Bystander training program. ResLife staff received training on August 15, 2021. New Student Spring Orientation attendees received an introduction to bystander intervention on January 7, 2022.</p> <p><b>Everfi Alcohol Edu (3-year agreement):</b> UAF is reinstating required training in Fall 2022 for degree seeking residential students under 27 year of age, student athletes, and student employees working within Student Affairs.</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. Deer Oaks 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 is in compliance with the new Federal rules on Title IX:  <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 via email on September 29, 2021. Students received a second notification on February 9, 2022. 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>UAF Equity and Compliance (UAF E&amp;C) is collaborating with UAF faculty on a planning grant proposal focused on the Geosciences- April 2022.</p> <p>Alaska EPSCoR, Alaska INBRE and UAF E&amp;C collaborated to provide an Implicit Bias Workshop offered statewide and beyond to all UA faculty, staff, students, UA collaborators, community partners and anyone else interested in the topic. The workshop included a viewing of the Picture a Scientist film followed by a panel discussion, then a 2.5 hour implicit bias training with workshop on ways to interrupt and address bias. The panel was comprised of individuals from across UA and community partners, and the training was provided in a partnership between Nanook Diversity and Action Center (NDAC) and UAF E&amp;C- March 2022.</p> <p>UAF E&amp;C presented to the Northern Alaska Society for Human Resource Management on <i>Investigation Basics</i>- March 2022.</p> <p>UAF E&amp;C presented to the Northern Alaska Society for Human Resource Management on <i>Building Equitable Workplaces: Inclusive Excellence Strategies for HR Professionals</i>- December 2021.</p> <p>UAF E&amp;C provided an Inclusive Excellence briefing to the UAF Alumni Association- September 2021.</p> <p>The UAF E&amp;C 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</p>

	<p>the Vice Chancellor for Student Affairs, the Provost, CSRR, UAF Fire Chief, 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>The UAF Strategic Plan on Inclusive Excellence: (<a href="https://www.uaf.edu/diversity/">https://www.uaf.edu/diversity/</a>) started year two of project execution in October 2021. Individuals participating are from 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, community 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 (monthly presentations): The Northwest Campus, in partnership with UAF E&amp;C and Nanook Diversity &amp; Action Center host monthly discussions to encourage understanding, build empathy, and engage us all in thinking critically about our world views.</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 responses from individuals, most specifically from remote locations. There is limited internet infrastructure around Fairbanks, and rural areas of Alaska.</p> <p><b>Increase in reports- challenge and success:</b> We have received a substantial increase in reports, resulting in an increased workload. This is indicative of the stresses and experiences connected with COVID outside of UAF, and reengagement to in-person activity. This is a success in the sense that parties are engaging with E&amp;C and others at UAF to receive resources, support, and assistance in resolving challenges and conflict.</p> <p><b>New Federal Rules/ Q&amp;A:</b> The multiple changes whether through the new rules (August 2020) or the OCR’s Q&amp;A (July 2021) requires adjustments of Policy and Regulation and resource materials, trainings</p>

	<p>and etc., continues to take time away from casework, impacting productivity and timing long after implementation work is done.</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>Excellent Title IX training completion rates at UAF.</p> <p>UAF departments and community partners have developed effective communication processes and collaborations to address reports, concerns, provide CARE-related needs and support those in our UAF community and beyond.</p> <p>More inclusive and equitable practices are being implemented within the STEM programs, UAF Police and Fire Departments, supporting underrepresented and diverse students and employees in the field.</p> <p>Diversity, Equity, Inclusion and Accessibility (DEIA) Training Program provided to those in leadership roles. Monthly sessions are being held January- July 2022.</p> <p>Ongoing collaborations with faculty on grant proposals that have elements of DEIA written into them.</p>