

EFFORT	COMMENTS
<p>Outreach, Education and Prevention/Awareness Programming</p>	<p><i>Spring 2021 Activities</i></p> <ul style="list-style-type: none"> • Free Speech Workshop • Virtual forum on growing and embracing a culture of respect, diversity, inclusion and caring (UAF Strategic Goal #5) • Film screening and panel discussion: Picture a Scientist • Film screening: Transformer • Anti-harassment presentation by Title IX Coordinator at AK Anthropological Association Conference • Clery Campus Security Authority training (Fairbanks and community campuses) • Prevention and Wellness Tabling and Activities • Racial Justice 101: Microaggressions and Microaffirmations • Racial Justice 101: Womxn, Femms and Intersectionality • Shine a Light Speaker Series • Trans Day of Visibility MBS Tabling • LGBTQ+ Campus Pride Week activities • Lavender Graduation • Trailblazer Recognition Ceremony • Radio Interview with Princess Johnson: Alaska Native representation in Media • QPR Suicide prevention train the trainer • Confrontation/De-escalation Training for Residence Life staff • ResLife staff training: confrontation/ de-escalation, mediation, drug awareness, QPR, mental health in position, Title IX, Safe Zone, diversity training • Nanooks Care Weeks (for finals and end of semester) • Support groups (Health and Counseling): mindfulness, take care of your headspace, gender affirming, students with a loved one struggling with Alcohol • Telehealth Counseling Sessions • Mental Health First Aid training for employees • The Urban Auntie Show with Laura Ekada • Boards on: mental health/coping/resources, safe sex/consent, sexual awareness/health/safety, love language, domestic Violence warning signs, statistics, and resources, information on commonly abused drugs and effects, contraception options/information, health awareness, self-love • Kahoot and alcohol education activities

- Newsletters: school-life balance, mental health/resources, healthy relationships
- Sexual Assault Awareness month - activities and resources
- Stonewall LLC - Bee Kind to Yourself
- Women's History month
- Drug prevention education programs
- Student Care Team meets weekly providing outreach and assistance to struggling students.

Fall 2020 Activities

- New Student Orientation and extended orientation
- Title IX training for ResLife professional staff, resident assistants, desk attendants, mentors, Admissions staff and tour leaders.
- Drug Free Schools and Communities Act Communication
- Constitution Day: The Constitution and Diversity, Equity and Inclusion
- #FirstGenAK Mentorship Program, Mentors training
- Emerging Scholars: Intersectionality Workshop
- Saul Flores: Servant Leadership
- SafeZone Training
- Climate, Justice, Jobs Local Candidate Forum
- Socially Just Praxis: Developing an Inclusive Course Workshop
- Advocacy and Activism for Social Change Student Presentation
- Identity and Intersectionality Workshop
- Prevention & Wellness Orientation and Craft Kits
- QPR Suicide Prevention Training for UAF Writing Instructors
- Stop the Stigma Day
- Self-Care Planning Workshop
- Prevention Peer Educator Program
- Suicide Prevention Week Tabling/Information/Resources
- Zoom Kahoot on Alcohol Education Prevention
- Bulletin Board in the gender binary/pronouns ResLife
- Health & Counseling resource bulletin boards and social media outreach on wellness
- Hispanic Heritage Month
- Kahoot Trivia Night with an emphasis on Res Life Policies
- Self-Care and Academic Success Programs
- Mental Health & Resilience programs and film showing
- Healthy Relationships programs at ResLife
- Student Care Team meets weekly providing outreach and assistance to struggling students.
- Nanooks Care Campaign

<p>Training</p>	<p>UA is currently between training periods, with updated training to be released in August 2021. New Q&A guidance was released by Office for Civil Rights July 2021. Online, Zoom, and in-person training will be offered at UAF Fall 2021.</p> <p>Residence Life trainings are being presented August 10-19, 2021 (e.g. QPR, Safe Zone, RA roles, Bringing in the Bystander, Care, Concern, and Conduct Case Management, etc.)</p> <p>Title IX Student Training Completion: 64% of UAF students completed training by May 21, 2021.</p> <p>Title IX Employee Training Completion: 92% of UAF employees completed training by May 21, 2021.</p> <p>Title IX Training Completed by Title IX Employees: UAF Equity and Compliance’s Title IX 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 14, 2020, ATIXA Investigator 3B October 20-21, 2020, and ATIXA Webinar on Severe, Pervasive and Objectively Offensive December 9, 2020. Title IX staff training and training materials are posted online at: https://www.uaf.edu/equity/training</p> <p>Title IX Training for Residence Life: Title IX training for ResLife professional staff, resident assistants, desk attendants, and mentors was completed on August 17, 2020. Training will again be provided August 17, 2021.</p> <p>Bystander Intervention Training: UAF provides training to students and employees using the Green Dot training program throughout the year. ResLife staff received training on August 16, 2020. Training will again be provided August 2021.</p>
<p>Title IX General Updates</p>	<p>Advocacy: UAF contracts 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 throughout spring 2021 to enhance and expand the advocacy resources available 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>Legal Resources: 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>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 UAF Department of Equity and Compliance website has been updated for compliance with the new Federal rules: https://www.uaf.edu/equity/</p> <p>Rights Notification: All UAF students and employees received a rights notification on September 14, 2020. Additionally, departments with university sponsored off-campus activities are working with students to ensure they know their rights during those activities. UAF and 3rd party sponsors have agreements on file with nondiscrimination expectations written into MOU/MOAs.</p>
<p>Community & Campus Engagement</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 participated in a "Choose Respect" video as part of a public service campaign led by the Interior Alaska Center for Non-Violent Living Prevention Program (Fairbanks Prevention Coalition) and the Alaska Network on Domestic Violence and Sexual Assault. This sends a message of hope and healing to the many that have suffered from crimes of violence and helps to engage communities in effective strategies to prevent future violence.</p> <p>Collaboration with the Cooperative Extension Service on Civil Rights Compliance. There has been extensive discussion and action to train volunteers in the 4-H and Master Gardener Programs on Title IX and Protection of Minors.</p> <p>The UAF Strategic Plan on Inclusive Excellence (https://www.uaf.edu/diversity/) is in its year one of project execution. 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</p>

	<p>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>Director/ Title IX Coordinator of Equity and Compliance is a collaborator on two UAF faculty proposals addressing wellness and education disparities.</p> <p>Director/ Title IX Coordinator of Equity and Compliance presented to the Alaska Association of Anthropologists on harassment in the workplace.</p> <p>Director/ Title IX Coordinator, faculty and student presented at the Association of American Colleges & Universities Diversity Conference on Transforming the Academy Through Healing Centered Engagement (through an Indigenous lens).</p> <p>Shine a Light: Promoting Conversation on Diversity- The Northwest Campus, in partnership with UAF Equity and Compliance and Nanook Diversity & Action Center host monthly discussions.</p>
<p>Challenges</p>	<p>COVID-19: 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>New Federal Rules: The large amount of change needed for compliance with the new rules has taken away from casework, which has impacts long after implementation work is done. We are expecting additional change this summer.</p> <p>Online Training: Due to the vendor's training design a large number of individuals experienced technical challenges with the employee Title IX training. That created delays in completion and additional effort by HR and E&C staff addressing these challenges. The deadline for employees to complete training was extended to October 31, 2020. Alternate forms of training were offered at UAF to mitigate technical issues and the typical</p>

	<p>internet accessibility challenges. Due to these technical challenges it was decided to develop an online training within UA for delivery through Blackboard. There have been challenges with training development due to UA-wide staffing issues and schedules.</p> <p>Staffing challenges: As we continue to see staffing challenges UA-wide and especially the other Equity and Compliance Offices, it impacts UAF workloads.</p>
<p>Successes</p>	<p>UAF Equity and Compliance process mapped the new Title IX internal office process. This helped significantly with identifying and addressing needs and gaps in resources and/or process between pre/post-August 2020 OCR rules.</p> <p>UAF departments (e.g.; CSRR, HR, ResLife) have been trained on post August 2020 policy and internal practices have been identified for handling and adjudicating reports in conjunction with UAF Equity and Compliance.</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>