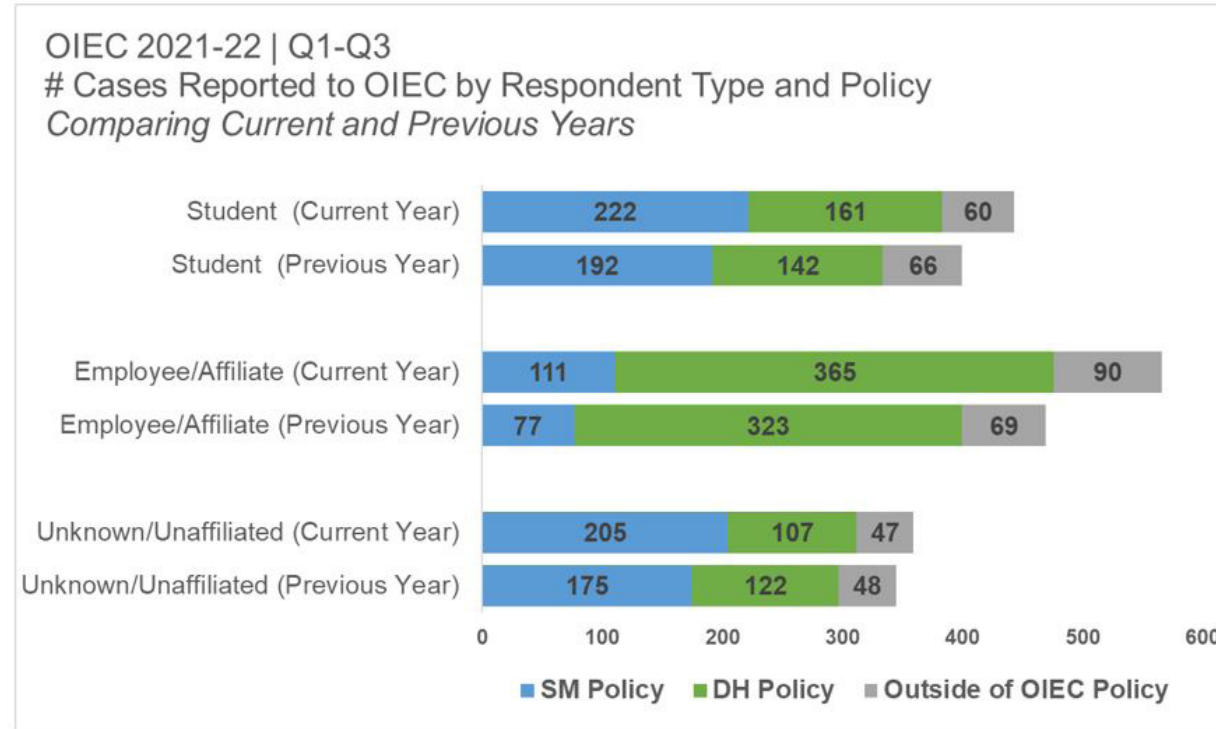
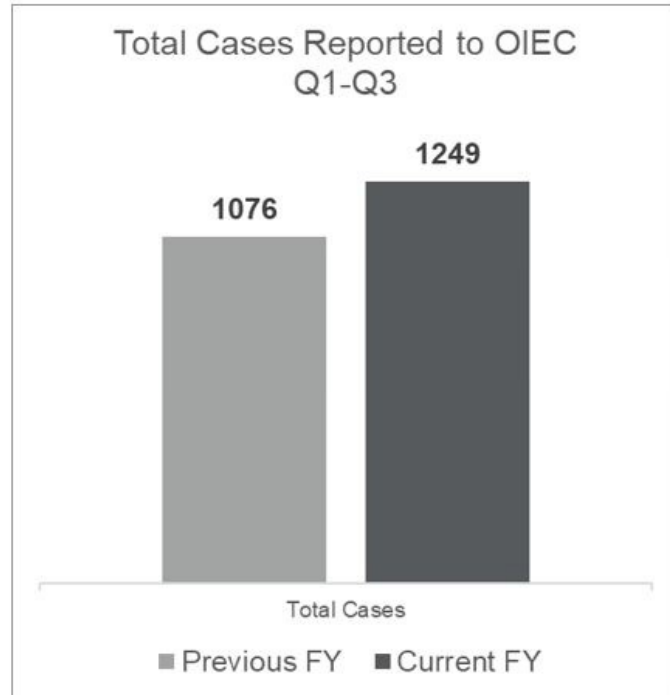


# OIEC 3RD QUARTER REPORT | 2021-22

July 2021 - March 2022



3 most commonly reported protected-class discrimination and harassment complaints during Q3:

- Employee Respondents:
- Race (40)
  - Disability (28)
  - Gender (13)

- Student Respondents:
- Race (20)
  - Sexual Orientation (10)
  - National Origin (6)

Case Resolutions commenced 9 formal grievance processes in Q3.

During Q3, Support and Safety Measures addressed 131 cases.

## Unit Accomplishments

### Assessment

- Supported ODA in the development and refinement of Tableau data visualization dashboards for the 2021 Campus Culture Survey (CCS) results.
- Performed extensive statistical analyses on the CCS results, including structural equation modeling for each campus role (staff, faculty, grad students, and undergraduates).
- Prepared an executive summary and in-depth report of the 2021 CCS results that are posted with the dashboards on the recently launched campus DEI website (colorado.edu/DEI).

### ADA Compliance

- Began preparations for the first in-person commencement ceremony in three years with more captioning and ASL accommodations than ever before.

- Continued planning and drafting for campus lactation policy and uniform guidelines for spaces across campus.
- Collaborated with Disability Services on several novel housing accommodation questions.
- Provided guidance and feedback to CU System about ADA training opportunities and materials.

### Case Resolutions

- Staff began a yearlong Restorative Justice certificate program to explore additional alternative dispute resolutions to better meet the needs of our campus community.
- Case Resolutions and Support and Safety Measures conducted a refresher training on response protocols for Hall Directors.

### Support and Safety Measures

- Continued to follow up and collaborate closely with Case Resolutions to address support and safety measures during period of high case response.

### Education and Prevention

- In-person/virtually facilitated training attendance:
  - > Total trainings: 50
  - > Number of participants: 1,822
  - > Students: 1,572
  - > Staff and faculty: 239
  - > Other (Non-CU): 11
- Online training completions in Canvas and Skillsoft:
  - > First-year undergraduates: 209
  - > Second-year undergraduates: 109
  - > Graduate students: 275
  - > Employees: 995

- Scope of audiences:
  - > IFC Hill Fraternity Chapters (17 sessions)
  - > New student athletes and coaches
  - > CTL spring orientation for graduate instructors
  - > Advisors
  - > ROTC Cadets
  - > Leeds units
  - > Parking Services
  - > Academic classes