



THE CALIFORNIA STATE UNIVERSITY  
OFFICE OF THE CHANCELLOR

BAKERSFIELD

February 13, 2026

CHANNEL ISLANDS

CHICO

California Assembly Budget Subcommittee #3 on Education Finance  
Attn: Assemblymember David Alvarez, Chair  
1021 O Street, Suite 5320  
Sacramento, California 95814

DOMINGUEZ HILLS

EAST BAY

Dear Subcommittee Members:

FRESNO

I write to provide an update regarding the California State University's ongoing work to strengthen our civil rights services across the system. I am pleased to report that we have made significant investments and taken meaningful steps in this regard.

FULLERTON

HUMBOLDT

The CSU has implemented all but one of the state auditor's recommendations from the 2023 Title IX audit. And we are on track to complete the remaining recommendation – the implementation of a systemwide case management system across all CSU campuses – by summer 2026.

LONG BEACH

LOS ANGELES

MARITIME ACADEMY

In addition, we have expanded specialized oversight capacity at the Chancellor's Office. We have established five dedicated teams that partner closely with campus civil rights offices to strengthen operations and improve the quality of services provided to students and employees. This represents a significant shift in how we ensure consistency and quality across the system, advancing our goal to ensure that any student or employee – regardless of campus – has access to the same level of support and resources should they experience discrimination or harassment.

MONTEREY BAY

NORTHRIDGE

POMONA

SACRAMENTO

While responding promptly and effectively to discrimination and harassment remains one of the CSU's highest priorities, prevention is equally critical. The CSU is strengthening these efforts systemwide through training and education that clearly communicate behavioral expectations and help prevent misconduct before it occurs. Today, nearly every campus has invested in the hiring of at least one dedicated civil rights prevention and education professional, and the Chancellor's Office has established a senior leadership role focused on prevention and education to better support and coordinate these efforts systemwide.

SAN BERNARDINO

SAN DIEGO

SAN FRANCISCO

SAN JOSÉ

SAN LUIS OBISPO

We are also improving the quality and consistency of civil rights investigations through a shared investigator pilot program and the creation of centralized investigator positions at the Chancellor's Office. These efforts build internal expertise, reduce reliance on external contractors, and support more timely and effective resolutions.

SAN MARCOS

SONOMA

STANISLAUS

The CSU is also advancing a more people-centered, data-informed approach to civil rights oversight across the system. To this end, we evaluate the quality of civil rights services through the lived experiences of students and employees, using systemwide data to identify what is working well and where further refinement is needed. This allows us to target resources and investments precisely where they will have the greatest impact, rather than distributing funds across campuses or program areas that are already performing well. Additionally, we are building trust in our response to civil rights violations through transparency, including – perhaps most significantly – by publishing university-level civil rights data on reporting volumes, investigations, outcomes and sanctions.

Over the past year, the CSU’s vice chancellor for Human Resources and other CSU leaders have provided our Board of Trustees with updates at every meeting regarding our systemwide and campus-based civil rights work. Additionally, we have published annual reports on these matters with the legislature, including the Annual Report on Nondiscrimination Policy (October 2025), the Annual Report on Sexual Harassment (November 2025) and the Equity in Higher Education Act Annual Report (December 2025).

Finally, we are attentive and responsive when issues arise at individual universities. Recently, for example, the U.S. Department of Education’s Office for Civil Rights issued findings related to San José State University, including a conclusion that the campus incorrectly believed Title IX protections did not extend to gender identity. That conclusion is inconsistent with the law during the relevant period, as well as the CSU’s values and longstanding commitment to equity and inclusion. We are carefully reviewing the findings and evaluating appropriate next steps to ensure alignment with our policies, legal obligations and our responsibility to provide safe and inclusive learning and working environments for all members of our community.

I am encouraged by this period of meaningful growth in civil rights programming and services across the CSU. There is strong momentum in this work – and it will continue.

Thank you for the opportunity to share our progress in this critically important work – and for everything you do to support the California State University and the more than 470,000 students we are so honored to serve. Please do not hesitate to contact me if you have questions. And, as always, please know that the CSU stands ready to serve as a resource to you in your vital work.

Warmly,

A handwritten signature in black ink that reads "Mildred García". The signature is written in a cursive, flowing style.

Mildred García, Ed.D.  
Chancellor