



TO: Assembly Budget Committee

FROM: Sonya Christian, Chancellor, California Community Colleges

RE: Update on System Efforts to Address Discrimination Pursuant to Education Code 66292

Overview

Assembly Bill 2048 (Fong, Chapter 694, Statutes of 2024) directed the Chancellor's Office to convene a Gender Equity Workgroup to evaluate Title IX and gender equity implementation across the California Community Colleges and recommend improvements. The Workgroup submitted its report to the Legislature on December 1, 2025.

Workgroup Process

The Workgroup included trustees, CEOs, faculty, students, Title IX practitioners, HR professionals, legal experts, and system leaders, supported by independent researchers. Over the course of a year, the group conducted:

- Field research and benchmarking on staffing, training, prevention, and complaint resolution across a sampling of colleges
- Policy and compliance review comparing campus practices with federal and state requirements
- Practitioner consultation to identify operational barriers and structural challenges

This approach ensured the report reflects both legal analysis and real-world implementation conditions.

Key Findings

The Workgroup found that California's strong statutory framework is undermined by inconsistent implementation and structural limitations. Major conclusions include:

- Inconsistent policies and practices across colleges due to complex and sometimes conflicting requirements

- Insufficient Title IX staffing and infrastructure, limiting prevention, compliance, and timely case resolution
- Uneven access and response for students and employees across districts
- Barriers to reporting and reduced trust in institutional processes
- Limited capacity for prevention, with most resources focused on compliance and response

The Workgroup concluded that meaningful improvement requires structural reform and sustained investment.

Core Recommendations

The Workgroup recommends a coordinated, system-level approach:

- Establish baseline systemwide policy standards to improve clarity and consistency
- Strengthen campus Title IX infrastructure, including minimum staffing and training support
- Create a statewide External Resolution Authority (ERA) to provide consistent, timely investigation and resolution services
- Expand system-level leadership and training coordination within the Chancellor's Office
- Align and streamline state requirements to reduce conflicting mandates
- Invest in prevention and campus climate efforts

Budget Considerations

Implementation requires ongoing state investment, particularly for staffing, systemwide training, prevention infrastructure, and the proposed External Resolution Authority (ERA).

ERA is central to the Workgroup's structural reform strategy. The ERA would establish a centralized, professionally staffed entity to provide investigation, hearing, and case management services for colleges statewide. This model is designed to improve consistency, ensure due process, reduce delays, and address capacity constraints that many colleges—particularly smaller and resource-limited districts—face today.

Currently, colleges often rely on fragmented and inconsistent local or contracted investigation services, which can increase costs, prolong case timelines, and expose institutions to compliance risk. A statewide ERA would allow colleges to pool resources, standardize practices, and access

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specialized expertise that is difficult to sustain locally. It would also enable campus Title IX personnel to shift more focus toward prevention, training, and student support.

While the ERA requires upfront and ongoing investment, the Workgroup anticipates long-term value through improved efficiency, reduced duplication, stronger compliance, and lower institutional liability risk. The pending budget proposal reflects a phased implementation approach to ensure careful rollout, fiscal accountability, and measurable outcomes.

Closing

California Community Colleges are committed to safe and equitable learning environments. The AB 2048 Workgroup provides a clear framework to strengthen implementation, improve consistency, and rebuild trust. We look forward to working with the Legislature on implementation and resource alignment.