

SB 17 Compliance Certification

Name: LaToya Smith	CSU: Campus and Community Engagement	Date: 1/8/2024
A. Compliance Certification (Indicate response by entering an “X” in the appropriate column)		
1. I have read UT System’s SB 17 Guidance and VPLA’s Guidance Tool for SB 17 Compliance (“Guidance Tool”).	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO	
Phase 1: Review of CSU Portfolio		
2. I reviewed the CSU’s portfolio to determine if any aspects of the CSU may be impacted by SB 17 in accordance with the Guidance Tool’s instructions.	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO	
Phase 2: Continue, Redesign/Reorganize/Rebrand and Implement, or Wind Down (If your Phase 1 review determined that your CSU does not have initiatives, employees, units, departments, or offices impacted by SB 17, please respond by entering “X” in the appropriate “N/A” box)		
3. All the CSU’s impacted initiatives were either redesigned or ended before January 1, 2024, in accordance with the Guidance Tool’s instructions. VPLA reviewed and approved all redesigned initiatives before they were implemented.	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO <input type="checkbox"/> N/A	
4. All CSU employees with titles, roles, or responsibilities related to DEI were reviewed and adjusted before January 1, 2024, in accordance with the Guidance Tool’s instructions. Before any impacted employees were hired in a different position, the CSU assessed its legitimate business needs, the skills and experience of the individual, and the appropriate compensation and title for any adjusted or new roles. The CSU consulted HR and VPLA when making these adjustments.	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO <input type="checkbox"/> N/A	
5. All CSU units, departments, and offices that were organized to perform DEI initiatives were reviewed and adjusted before January 1, 2024, in accordance with the Guidance Tool’s instructions. Before any impacted employees were hired in a different position, the CSU assessed its legitimate business needs, the remaining scope of work, and any new work that may properly be assigned to the unit, department, or office. The CSU consulted HR and VPLA when making any adjustment that impacted an employee.	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO <input type="checkbox"/> N/A	
B. Certification and Compliance Plan		
By signing below, I certify that the information herein is correct. I also commit that it is my intent that the CSU will continue to be in compliance with SB 17’s requirements. CSU leadership will continue to review any new programs, activities, trainings, policies, procedures, initiatives, and roles for compliance with SB 17 and will seek guidance from VPLA if we discover any new or additional program, activity, training, policy, procedure, initiative, or role that may be impacted by SB 17.		

Signature: LaToya Smith