

YEAR THREE

FROM BUILDING SYSTEMS TO BUILDING **TRUST.**

FRESNO STATE

Office of Compliance
and Civil Rights

OUR VISION

A campus where
everyone is **respected**,
every voice is **valued**,
and every person
belongs.

Strengthening trust through engagement, accountability, transparency, and continuous improvement.



**COMMUNITY AT
THE CENTER**



**ACCOUNTABILITY
IN ACTION**



**DATA-INFORMED
DECISIONS**



**COLLABORATION
AND PARTNERSHIP**



**CONTINUOUS
IMPROVEMENT**

OUR YEAR 3 STRATEGIC PILLARS



1 COMMUNITY ENGAGEMENT AND CAMPUS TRUST

Key Initiatives

- Launch Peer Educator Prevention Ambassador Program
- Launch Culture and Belonging Prevention Team
- Community listening sessions
- Student, faculty, and staff engagement
- Expand partnerships and collaborations
- Increase outreach and visibility

Success Measures

- Engagement events
- Partnerships established
- Participation rates
- Trust and awareness survey results



2 PREVENTION AND EDUCATION EXCELLENCE

Key Initiatives

- Expand prevention strategy
- Annual prevention education calendar
- Increase prevention campaigns
- Implement ambassador-led programming
- Targeted programs for identified risk areas
- Increase employee prevention education

Success Measures

- Trainings delivered
- Attendance and reach
- Knowledge gains
- Program effectiveness data



3 COMPLIANCE EXCELLENCE AND INSTITUTIONAL ACCOUNTABILITY

Key Initiatives

- Build comprehensive OCCR compliance calendar
- Audit nondiscrimination notices (physical and digital)
- Review websites and publications
- Establish compliance monitoring dashboard
- Implement AB-715 best practices
- Annual policy and procedure review

Success Measures

- Compliance calendar completion
- Audit findings resolved
- Notices reviewed annually
- AB-715 implementation milestones



4 DATA, ASSESSMENT AND CONTINUOUS IMPROVEMENT

Key Initiatives

- Develop OCCR data dashboard
- Enhance analytics through new case management system
- Establish climate and community feedback framework
- Conduct surveys and trend analysis
- Publish annual impact and transparency reports
- Benchmark against CSU and national best practices

Success Measures

- Dashboard deployed
- Survey participation rates
- Reports published
- Data-informed improvements



5 OPERATIONAL EXCELLENCE AND TECHNOLOGY

Key Initiatives

- Optimize new case management system
- Automate workflows and compliance reminders
- Standardize reporting and tracking
- Improve intake and supportive measures tracking
- Conduct annual process audits
- Strengthen documentation and process maps

Success Measures

- Reduced processing times
- Improved data accuracy
- Increased workflow efficiency
- User satisfaction



6 STAFF DEVELOPMENT AND ORGANIZATIONAL SUSTAINABILITY

Key Initiatives

- Continue professional certifications (ATIXA and more)
- Cross-train staff and build bench strength
- Develop succession planning framework
- Expand leadership development opportunities
- Formalize annual strategic planning process

Success Measures

- Certifications earned
- Cross-training completion
- Retention and capacity
- Leadership participation

OUR YEAR 3 OUTCOMES

**TOGETHER, WE BUILD
A CAMPUS OF TRUST.**



Stronger
community
trust and
confidence
in OCCR



A culture
of respect,
belonging, and
accountability



Data-driven
decisions
that lead to
meaningful
change



Sustainable
compliance
and
operational
excellence



A campus
where
everyone
can thrive

**TRUST IS EARNED.
WE EARN IT EVERY DAY.**

We See It. We Take It Seriously. We Act-Together.



Everyone. Every Day. Every Interaction.