

2025–26 OCR UPDATE:

STRATEGICALLY ADVANCING CIVIL RIGHTS AT MSU

In early 2025, OCR introduced its Strategic Framework — a roadmap built on three themes: developing OCR's structure and resources, improving campus culture and safety through collaborative prevention and response, and enhancing MSU's civil rights profile through engagement. The framework is carried out through nine tactics and 18 initiatives, with progress measured across 23 indicators. This 2025–26 update reflects how OCR has grown and strengthened its structure, programs and policies to build a safer, more inclusive MSU.

1



Develop the structure and resources of OCR to meet the evolving needs of MSU and the university community

STRENGTHENED OCR CAPACITY

Throughout the 2025–26 academic year, OCR focused efforts on strengthening team cohesion by:

- **Defining and operationalizing** MSU's values through the lens of OCR's work
- **Building team capacity** through filling critical vacancies within accessibility, intake, investigations and prevention education
- **Enhancing** our knowledge around critical civil rights topics

These initiatives are essential to ensuring that OCR is unified in maximizing our multitiered approach in administering MSU's civil rights policies and meeting the needs of the university community.

OPERATIONAL EFFECTIVENESS AND EFFICIENCY

Operational infrastructure is critical for OCR to best serve the MSU community. By maximizing our effectiveness and efficiency in the behind-the-scenes work, we can maximize the capacity for our teams to focus on addressing the needs of those who engage in our process and programs. This year we focused on two important initiatives:

- OCR leaders within ISR collaborated in the development of a case management guide that provides consistency in the ways in which every team member interacts with parties throughout the intake, support, investigation, resolution and appeal processes.
- OCR implemented a new approach to budget management that allows for more strategic allocation and utilization of OCR's resources and allows OCR to become even better stewards of university funds.

2



Improve campus culture, access and safety through robust and collaborative prevention, support and response services

DIGITAL ACCESSIBILITY FOR ALL SPARTANS

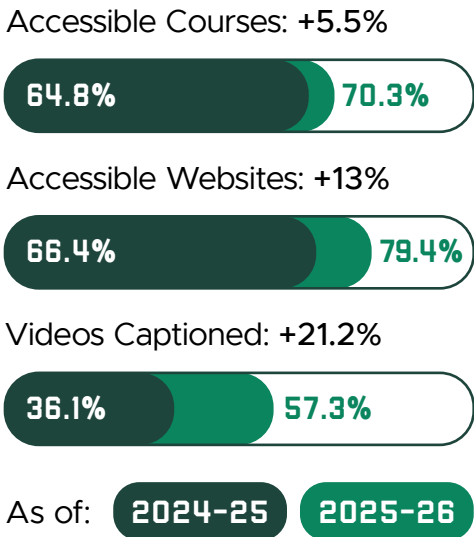
All members of the MSU community deserve access to digital resources created and maintained by the university. In response, OCR has focused on creating the systems and partnerships necessary to make full digital accessibility a reality for MSU. Achievements this year include:

➤ 1,000 MSU websites now regularly scanned for digital accessibility issues

➤ 270 Digital Accessibility Liaisons supporting accessibility efforts across the university

➤ 100+ faculty and staff regularly participating in bimonthly accessibility meetings

PROGRESS INDICATORS:



TRANSPARENCY AND ACCOUNTABILITY

OCR launched the **OCR Data Dashboard** with our first Biennial Report in fall 2025, providing the MSU community clearer access to civil rights–related data and strengthening transparency. Since its launch, the dashboard has received 3,745 visits and has been updated with data from the 2025–26 academic year, along with new information on supportive measures and appeals.



COMMUNITY-CENTERED OUTREACH AND PROGRAMS

OCR expanded student engagement and prevention programming across the university. Highlights include:

75

TRAINED PEER EDUCATORS

facilitated 500+ in-person prevention workshops to peers across campus



STUDENT VOICES FOR PREVENTION INITIATIVES (SVPI)
undergraduate student advisory panel continued to collaborate and guide prevention efforts to stay in tune with student voices and needs



It's On Us Reached the second-highest participation in program history

900+

STUDENTS

attended training on navigating and reporting obligations for student employees



PROGRAMMING
had an increase in participation and engagement from the fraternity and sorority community

EXPANDING LEARNING AND CONNECTION

Throughout the 2025–26 academic year, OCR continued focusing on expanding opportunities for learning and connections.

- ✦ Hosted the Annual Graduate and Professional Student Summit and the seventh Annual POE Faculty and Staff Summit, providing shared learning for 150 students, faculty and staff
- ✦ Hosted the second Annual MSU Disability Summit in collaboration with University Health and Well-being’s Resource Center for Persons with Disabilities, MSU Libraries and our undergraduate and graduate students, where 200 participants made up of students, faculty and staff attended and engaged in conversations on inclusion and belonging
- ✦ Launched a new Disability and Accessibility Policies training completed by 97% of all MSU employees
- ✦ Created and implemented a new training to support 52 staff members who are exempt for mandatory reporting in understanding their roles and responsibilities under MSU’s civil rights policies
- ✦ Led 14 Field Placement workshops that support skills and safety for 620 students in field placements and 80 staff members that supervise placements
- ✦ Developed and piloted a multi-disciplinary, panel-style training tailored to engage the healthcare community around critical topics such as trauma-informed medical consent

STRENGTHENED RESPONSE AND ENGAGEMENT

Throughout our branches, OCR is focused on both building relationships with our community through increased engagement and strengthening how we respond with consistency, care and accountability to those in need. This year, OCR:

- ✦ Hosted 16 weekly office hours opportunities (totaling 48 hours) in which students, faculty and staff could drop in and engage with one of our civil rights investigators, ask questions about MSU’s civil rights policies and better understand the related grievance procedures
- ✦ Provided direct support to 29 units and departments around building and sustaining a strong working culture and climate for all employees
- ✦ Engaged an external medical review firm to enhance our investigative inquiry procedures for reported incidents of prohibited conduct related to medical treatment
- ✦ Engaged with more than 25 university student, faculty and staff groups around the new Civil Rights Policy Improvement Initiative designed to strengthen and clarify MSU’s civil rights policies



Enhance MSU’s civil rights profile and impact through excellence and engagement across and beyond the university

RECOGNIZING EXCELLENCE

Throughout the 2025-26 year, members of OCR were consistently recognized, both as individuals and as teams, for outstanding leadership, partnership and impact. These awards recognize the outstanding contributions OCR staff are making to create a more inclusive, welcoming and safe environment for every Spartan while sharing our innovative work with our colleagues around the country. Examples included:

- ✦ A Regional Leadership Award from the National Association of Student Personnel Administrators
- ✦ An award from the Administrative Professional Supervisors Association for exceptional community spirit and solidarity
- ✦ An MSU Inclusive Excellence and Impact Award
- ✦ A leadership award from the Higher Education Case Managers Association
- ✦ Recognition by the Spartan Well-being Collective for partnership and well-being centered work

GLOBAL REACH

OCR partnered with the MSU Center for Gender in a Global Context (GenCen) and the MSU Alliance for African Partnership on a three-panel series that focused on sharing MSU’s innovative approach to sexual misconduct prevention and response. Through these sessions, representatives from the MSU community were able to enhance the visibility of MSU’s leadership in the civil rights field while helping institutions from across Africa in understanding our work and supporting them in building the infrastructure for prevention and response within their own institutions.

BROADENING OUR IMPACT

OCR leadership regularly coordinated with Big Ten Conference groups and other groups of colleges and universities focused on topics across the spectrum of civil rights to share our learnings and expertise while also bringing back promising practices from other institutions to MSU. This included:

- ✦ Hosting seven universities from across the region for the annual Activating Our Campus Undergraduate Summit
- ✦ Leading a meeting of the intake coordinators from across the BIG Ten
- ✦ Presenting at multiple regional and national conferences:
 - ✦ Action Collaborative on Preventing Sexual Harassment in Higher Education
 - ✦ Annual HECMA Conference
 - ✦ Big Ten Conference meetings
 - ✦ NACUA annual conference
 - ✦ NASPA regional conference
 - ✦ NASPA strategies conference

WHAT’S NEXT?

In the upcoming year, OCR will continue to build on this past year’s progress and expand our impact through the OCR Strategic Framework.

This includes a particular focus on the following initiatives designed to improve our programs, processes and supports by:

- Strengthening transparency and accountability through the continued evolution of the OCR Data Dashboard and assessment of services
- Continuing to engage with university partners and the broader MSU community on the Civil Rights Policy Improvement Initiative
- Continuing to develop prevention efforts based on community need
- Supporting the university community in the continued efforts toward full digital accessibility