

University Council February 20, 2024

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OCR Framework

CIVIL RIGHTS

BRANCHES

SUPPORT,
INVESTIGATION &
RESOLUTION

PREVENTION,
OUTREACH &
EDUCATION

ADA/
ACCESSIBILITY

OVP- BUSINESS AND
COMPLIANCE
OPERATIONS

ROOTS

POLICIES &
PROCESSES



INCIDENT
RESPONSE
&
RESOLUTION



PREVENTION
&
EDUCATION



DATA
COLLECTION
& ANALYSIS



CULTURE &
COMMUNITY



OCR Strategic Priorities

Develop

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

Improve

- Improve campus safety through robust prevention, support and response.

Enhance

- Enhance MSU's civil rights profile and measure the impact of our efforts relative to higher education nationally.

Key Initiatives – Develop and Improve



SUPPORT AND
INTAKE



POLICIES



REPORTING
AND CASE
MANAGEMENT
SYSTEM



POE TRAINING



DIGITAL
ACCESSIBILITY

Redeveloped SIT approach provides 360 person-centered support and guidance sooner

- Support and Intake combined to provide a streamlined experience at the onset of receiving OCR services.
- A new step in the process, Options Meetings, is designed to inform parties about resources, supportive measures, party rights, and OIE processes before meeting with an investigator if they choose.
- The timely response in outreach, approximately 2.5 business days from the initial report, coupled with Option Meetings, will enhance community member's experience with the OCR support and intake process.

More robust civil rights policies help drive reporting, support and response

New this year – based on existing protocols

- Mandatory Reporting for Relationship Violence, Sexual Misconduct and Stalking Policy
- Pregnancy, Childbirth and Other Pregnancy Related Conditions for Students and Employees

Currently under revision

- Anti-Discrimination Policy
- Digital Content and Web Accessibility Policy

Anticipated revision

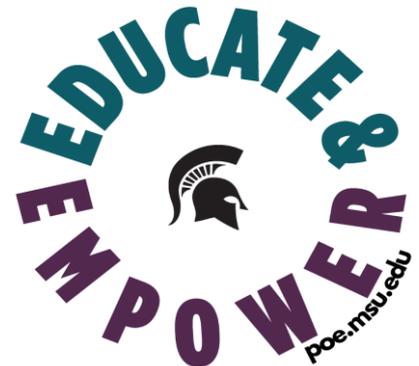
- Disability and Reasonable Accommodation Policy
- Relationship Violence and Sexual Misconduct and Title IX Policy (depends upon new Title IX regulations)

New technology will enhance capabilities for tracking and analytics

- New case management system has expanded reporting and monitoring ability to increase communication and shorten timelines
- Weekly metric inspections to inform operators of volume and develop solutions in real time
- Development of suite of analytics will be used to inform prevention efforts and increase transparency

Prevention, Outreach and Education (POE) offerings enhance safety and improve response

- Multi-tiered approach for undergraduate students results in learning beyond compliance
- Specialized trainings and programs for athletics, fraternity and sorority students and REHS
- Online and in-person programming for employees and graduate students creates consistent knowledge across campus
- Other learning opportunities such as the POE Annual Summit and requested trainings
 - **March 8 Faculty and Staff Annual Summit**
- Climate and Response Unit work with units across the university in developing strategies to promote healing and culture change



Request a training:
POE.Training@msu.edu

Campuswide digital accessibility collaboration enhances inclusion and access

- Raises awareness of digital accessibility by maintaining a Digital Accessibility Liaison as a point of contact in each MSU unit
- Empowers faculty and staff through web-based tutorials, free access to training courses, and the [Digital Accessibility](#) website
- Improves campus culture via regular meetings, dashboards with accessibility metrics, and an annual self-review survey
- Provides guidance and support to units needing assistance

Federal/National Level

- Increase in U.S. Dept of Education Title VI shared ancestry complaints
 - Help students
 - Address hostile environments
 - Ensure access
- Possibility of new Title IX regulations this spring or summer – more to come
- AI policies that center equity and civil rights



Thank you!

Questions?

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