

YEAR TWO Report Card

From Stabilization to Implementation.
Building Momentum. Expanding Impact.

In our second year, we executed our strategic roadmap—strengthening our operations, launching prevention initiatives, expanding outreach, and investing in our team. Our focus: turning plans into action and building a more informed, connected, and safer campus community.

*We See It. We Take It Seriously.
We Act—Together.*

WHERE WE STARTED: OUR YEAR TWO ROADMAP

Last year, we established our strategic roadmap with 10 key goals to guide our growth and strengthen our impact.

This year, we made significant progress—completing most of our priorities and delivering meaningful results for our campus.



YEAR TWO AT A GLANCE: IMPLEMENTATION IN ACTION



2

NEW TEAM MEMBERS HIRED

- Deputy Administrator for Investigations
- Supportive Measures Coordinator



1

PREVENTION STRATEGY LAUNCHED

OCCR's first comprehensive prevention strategy deployed



1

PROCESS ADVISOR PROGRAM IMPLEMENTED

Additional support and guidance for participants in OCCR processes



144K+
SOCIAL MEDIA IMPRESSIONS

Fall 2025 awareness campaign reached 144,420+ people across platforms



MULTIPLE CERTIFICATIONS EARNED

Strengthening expertise and building a highly trained team



MAJORITY OF STRATEGIC GOALS COMPLETED

Significant progress made toward all roadmap objectives



STRATEGIC ROADMAP PROGRESS

Our commitment. Our plan. Our progress.



Launch Culture & Belonging Prevention Team

IN PROGRESS



Strengthen Oversight & Accountability Protocols

COMPLETED



Deploy Campus-Wide Prevention Strategy

COMPLETED



Launch Support Advisor Pool

COMPLETED



Execute Marketing & Communications Strategy

COMPLETED



Train Student Leaders & Peer Advocates

IN PROGRESS



Redesign Website & Social Media Presence

COMPLETED



Develop Staff & Leadership Capacity

COMPLETED



Restructure Office Staffing & Workflow

COMPLETED



Create Visual Policy Flowcharts

COMPLETED

COMPLETED IN PROGRESS NOT STARTED

HIGHLIGHTS & ACCOMPLISHMENTS

- ✓ Launched OCCR's first comprehensive prevention strategy focused on Title IX, discrimination, and harassment prevention.
- ✓ Hosted our first Lunch & Learn in partnership with the Anti-Defamation League (ADL).
- ✓ Secured funding for the Peer Educator Prevention Ambassador Program to support future student-led prevention efforts.
- ✓ Implemented a Process Advisor program to increase access to information and support.
- ✓ Streamlined intake and supportive measures processes for improved responsiveness and consistency.
- ✓ Completed Fall 2025 social media awareness campaign:

144,420+
IMPRESSIONS

711
ENGAGEMENTS

26,659
VIDEO VIEWS

- ✓ Invested in professional development—staff earned multiple ATIXA certifications and attended key conferences.
- ✓ Successfully supported increasing service demands while advancing strategic priorities.
- ✓ Strengthened partnerships across campus to expand outreach and impact.

OUR IMPACT BY THE NUMBERS



INCREASED REPORTS RECEIVED

Growth in reports reflects increased awareness and trust in OCCR resources.



MORE SUPPORTIVE MEASURES PROVIDED

Expanded supports to promote safety, access, and well-being.



PREGNANCY & PARENTING ACCOMMODATIONS PROCESSED

Supporting students and employees with care and equity.



TRAINING PARTICIPANTS ENGAGED

More members of our community trained on civil rights and prevention.



CONSULTATIONS & OUTREACH CONTACTS

Growing campus engagement and collaboration across departments.



Detailed data is available in our Annual Report.

STAFF HIGHLIGHTS & ACCREDITATIONS



Anne Githae

- ATIXA Title IX Coordinator (TIXC) Level I Certification
- ATIXA Title IX Coordinator (TIXC) Level II Certification



Maxwell Hill

- ATIXA Civil Rights Investigator Certification
- ATIXA Hearing Decision-Maker Certification
- Attended UC Merced Campus Safety Conference



Brenda De La Cruz

- ATIXA Intake Specialist Certification



Arien Pauls

- Completed the Administrative Academy Certificate Program



Our team's expertise continues to grow—advancing excellence in civil rights compliance, prevention, and response.



WE ARE PROUD OF

- ✓ Launching our first prevention strategy
- ✓ Implementing the Process Advisor program
- ✓ Expanding outreach and education across campus
- ✓ Strengthening operations and streamlining processes
- ✓ Investing in our people and professional development
- ✓ Driving awareness through creative communications



LOOKING AHEAD TO YEAR THREE

We will build on this momentum by launching the Peer Educator Prevention Ambassador Program and the Culture & Belonging Prevention Team, enhancing our prevention efforts, and continuing to strengthen our systems, services, and campus partnerships.

*From Implementation to Impact.
From Progress to Possibility.*



TOGETHER, WE ARE BUILDING

- ✓ A campus where everyone is respected.
- ✓ A culture of belonging and accountability.
- ✓ A safer, more inclusive Fresno State.
- ✓ We See It. We Take It Seriously. We Act—Together.



Two Years Strong. Momentum Building. Impact Growing.

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