

March 25, 2021

We, members of the Asian and Pacific Islander Desi American (APIDA) student community, call upon Michigan State University administration to begin to enact the following changes.

1. We demand the removal of Larry Gaynor's name from the [Eli Broad College of Business Gaynor Entrepreneurship Lab](#).
 - a. Issue an official statement condemning Larry Gaynor's actions.
 - b. Create donor accountability policies for future donors so the University can properly distance itself from those who do not align with university values.
2. We demand more proactive safety and well-being measures for marginalized students living on campus.
 - a. The Emergency & Wellness Resources guide in every dorm needs to include resources to report acts of racism and discrimination.
 - b. More stringent Resident Assistant hiring and vetting processes to ensure Resident Assistant candidates are the best fit to serve diverse and inclusive communities.
 - c. An overhaul of DEI training for residence hall staff.
 - d. Required Resident Assistant floor programming centered on DEI issues and community building.
 - e. Counseling and Psychiatric Services needs to have more mental health professionals for marginalized students— specifically counselors who identify as APIDA.
 - f. Greater accessibility in the Counseling and Psychiatric Services appointment system.
3. We demand the University actively work to create an environment that allows marginalized students to feel comfortable reporting offenses against the Anti-Discrimination Policy by being more intentional in combating hate incidents.
 - a. Create a committee with student representation to overhaul the Anti-Discrimination Policy stipulations and enforcement, and a streamlined process of reporting offenses against the Anti-Discrimination Policy and getting assistance.
 - b. Publicize information regarding the Anti-Discrimination Policy that is easy to understand in terms of processes, consequences for violations, and students' rights, etc. relating to the Anti-Discrimination Policy.
 - c. Make resources available to connect students to higher levels of local and state law enforcement to report instances of hate crimes when possible (or ["ethnic intimidation" as per Michigan Penal Code Act 328 of 1931, section 750.147b](#)).

4. We demand the Office for Inclusion and Intercultural Initiatives have APIDA programming.
 - a. The [Office for Inclusion and Intercultural Initiatives](#) currently has no programming related to APIDA students.
 - b. The Office for Inclusion and Intercultural Initiatives needs to support identity-based graduation ceremonies like APIDA Celebratory, Black Grad, Latinx Grad, and the Lavender Ceremony.
5. We demand the University be proactive in acknowledging the marginalization of APIDA students and increase APIDA student success initiatives.
 - a. Utilize data disaggregation amongst all racial and ethnic groups.
 - i. Publicize a timeline and updates on the progress on the data disaggregation progress.
 - ii. Identify marginalized groups with lower college attendance/graduation rates and give them the necessary resources to succeed.
 - b. More funding for the APIDA Student Success Committee to conduct focus groups and surveys, and implement the necessary programming.
 - c. Career Services Network needs to hire diverse staff and increase programming centered around students with marginalized backgrounds.
 - d. Support the creation of the APIDA Spartan Alumni group to help current and former students succeed.
6. We demand individual colleges acknowledge the marginalization of APIDA students and create (or increase) APIDA student success initiatives.
 - a. All colleges should have an APIDA DEI-related program to complement the existing DEI programs for other marginalized communities.
 - i. Specifically, the [Eli Broad College of Business](#) needs to implement APIDA student success programming and acknowledge the bamboo ceiling.
 - b. Increase recruitment and retention for marginalized students.
 - i. Specifically, the James Madison College, the Residential College in the Arts and Humanities, the College of Communication Arts and Sciences, the College of Agriculture and Natural Resources, the College of Music (undergraduates), and the College of Law.
 - c. All colleges need to promote identity-based internships and professional opportunities.
7. We demand more funding and resources for the Asian Pacific American Studies Program and further support for all Ethnic Studies programs.
 - a. Create a committee to research the feasibility of creating an Ethnic Studies Department to house the Asian Pacific American Studies Program, the

Chicano/Latino Studies Program, American Indian and Indigenous Studies Program, and the Department of African American and African Studies.

- b. The library needs to have more resources for [Asian Pacific American Studies](#) and all [Ethnic Studies fields](#).
 - c. Include Ethnic Studies courses in the [mandatory](#) national diversity (N), international and multicultural diversity (I), and national diversity, and international and multicultural diversity (D) course requirement.
8. We demand the University allocate more resources and create inclusive policies for undocumented/DACA students.
- a. Designate Michigan State University as an official sanctuary campus.
 - b. Create a full-time position in the Division of Student Affairs and Services to serve as the point of contact for undocumented/DACA students.
 - c. Update the www.undocumented.msu.edu website to include actual resources, including, but not limited to:
 - i. A welcoming statement from President Stanley expressing his support for undocumented/DACA students.
 - ii. Clear guidelines on how to qualify for in-state tuition.
 - iii. Resources on scholarships that don't have citizenship requirements.
 - iv. Contact Information for people who have specific expertise in regards to DACA, dependent visa holders, undocumented students, etc. for prospective students.
 - v. Legal resources for students facing immigration issues.
 - vi. Information regarding FERPA, including what MSU will/will not disclose.
 - vii. Updated FAQ session.
 - viii. Information for parents.
 - ix. Resources for departments and student organizations already existing on campus.