



## UPDATE #1 October 2021

### WELCOME!

My name is Meaghan Kozar, and I am honored to be serving as the Interim Project Manager for the Inclusive Campus Initiative (ICI). This initiative was created under the leadership of Senior Vice President for Residential and Hospitality Services (RHS) and Auxiliary Enterprises and Interim Vice President of Student Affairs and Services (SAS), Vennie Gore.

This project is a result of the on-going student concerns shared at town halls and through multiple [lists of student demands](#). Vennie explains, “We are undertaking this project to develop inclusive strategies that can be implemented in fall of 2021 and beyond toward the vision that any identity will feel safe on the MSU campus.”

Below are some updates on what we have done these past few months and a look at some next steps as we continue along a path toward creating a more inclusive campus at MSU.

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### WHERE CAN YOU FIND ME?

I welcome the opportunity for conversations that lead to the sharing of thoughts, questions, and concerns. I am available to listen, learn, and engage. How can you find me?

Mondays, Tuesdays, Wednesdays (1855 Place, 3<sup>rd</sup> Floor)

Thursdays and Fridays (Office of Cultural & Academic Transitions (OCAT), Student Services Building, Rm. 339)

Email: [kozarma@msu.edu](mailto:kozarma@msu.edu)

Phone: 517-449-9148

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### WHAT'S NEW?

We have an [Inclusive Campus Initiative Webpage](#)!

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## ICI COMMITTEE HIGHLIGHTS

In addition to serving on the ICI planning committee, our committee members are actively involved in promoting DEI efforts across campus. Here are just a few highlights:

***Kelly High McCord and Christine So were featured on WKAR podcast:***

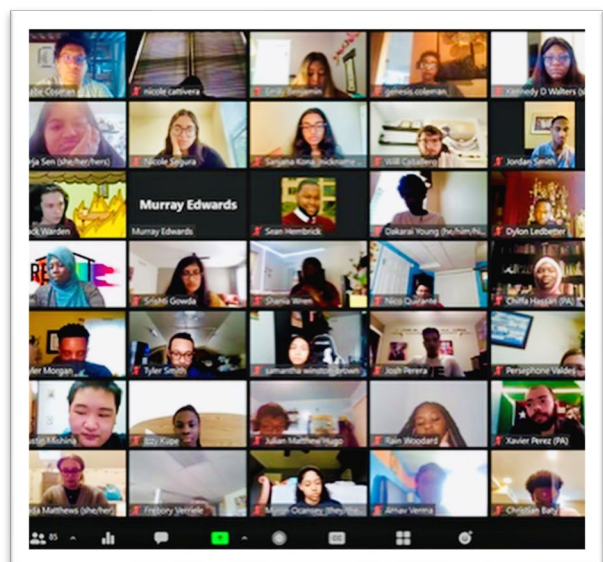
[Space and Grace: Mitigating Bias as Spartans Return to Campus](#) podcast featuring Kelly High McCord and Christine So

***Dr. Heather Shea, Maggie Chen-Hernandez, Eduardo Olivo (new ICI committee member) and I served on a panel during resident assistant (RA) and intercultural aide (ICA) staff training:***

(Picture on left) ICI committee members along with Captain Florene McGlothian-Taylor, Dr. Jeanne Gazel (MRULE/ICA Program), and Acting Associate Vice President and Title IX Coordinator Nicole Schmidtke, served on an “[ADP Procedures](#) in Resident Education and Housing Services and Partners Panel” during RA/ICA Training.

***Murray Edwards (founder) and Juan Flores celebrate 25 years of OCAT’s MAGIC Program.***

(Picture on right) Students participate virtually in the 25<sup>th</sup> Annual MAGIC Program. MAGIC is a summer transition program for incoming MSU students to help them navigate the academic, cultural, professional, and social challenges that may impact a student’s success at MSU.



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## ICI SUMMIT

On July 26 and 28, we held the Inclusive Campus Initiative summit that served as a springboard for the year-long initiative. The planning committee, comprised of staff from RHS and SAS volunteers, dedicated their time to meet throughout the summer to plan the two-day event. The summit was attended by over 100 RHS and SAS staff with a sprinkling of campus partners convening to strategize ways we can support student concerns demonstrated through four lists of demands. These lists included Black Student Alliance (now Black Students’ Alliance), 10-point plan for Diversity, Equity, and Inclusion, Employee Pride and Inclusion Coalition (EPIC), and the Asian and Pacific Islander Desi American (APIDA) student community. One of the key components of the summit focused on understanding the importance of listening to student concerns and challenges.

Day Two of the summit engaged the audience in reflection and awareness of how they could individually and collectively create a more inclusive environment for our students. Audience members then began to make recommendations for ways to support the [student list of demands](#) while also beginning to address new challenges raised by students on day one of the summit.

Next steps include reviewing summit recommendations and reconvening the planning committee to create follow-up opportunities for RHS, SAS staff and campus partners as we continue to strategize the ways we can support our students.

If you could not attend the summit, I encourage you to view the student voices video compilation. [View student voices compilation video.](#)

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### **INCLUSIVE CAMPUS VIRTUAL COMMUNITY FORUMS – Student-centered DEI**

We have completed two ICI Virtual Community Forums with three more dates scheduled. The ICI Virtual Community Forums aim to provide a consistent space for increasing communication and visibility of DEI efforts that are student-centered on campus. These forums create an opportunity for students to share concerns, ask questions, and engage in a discussion with a guest administrator about a topic centered on campus safety. All forums are recorded and are available on the [Inclusive Campus website](#).

- [Campus Safety – Policing @ MSU with Vice President for Public Safety and Chief of Police, Marlon C. Lynch video recording](#)
- [Campus Safety with Chief Diversity Officer, Dr. Jabbar R. Bennett video recording](#)

### **Upcoming Forums**

Monday, Oct. 11 – Topic: Campus Safety – COVID-19 Open Forum [REGISTER HERE](#)

**\*SAVE THE DATE for a special community forum COVID Webinar featuring guests *President Stanley, Provost Woodruff and Dr. David Weismantel Wednesday, Oct. 20.\****

Monday, Nov. 1 – Topic: Campus Safety – DACA, \*Hosted by DreaMSU

Monday, Nov. 15 – Topic TBA, \*Hosted by Black Students' Alliance

\*All forums are held 5-6:15 p.m. EST.\*

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### **STUDENT SUCCESS LAUNCH**

The ICI was featured alongside the [DEI Strategic Plan](#) at this year's APUE Student Success Launch held Sept. 20 at the Kellogg Center. Vennie shared with the audience the ICI project vision and origin while explaining the three areas that make up the framework of the ICI campus ecosystem as: 1.) Develop a sense of belonging across identity groups, 2.) Develop strategies for programming and communications, and 3.) Develop strategies for supporting student groups in program and funding efforts. Following Vennie, I mapped out some of the ICI accomplishments and provided a brief update on next steps.

## CAMPUS PARTNERSHIPS AND ON-GOING ICI PROJECTS

### ***CAPS partnership with ICI Virtual Community Forums:***

We are fortunate to be able to partner with MSU Counseling & Psychiatric Services (CAPS) for the ICI Virtual Community Forums. Through CAPS representative, Dr. Swapna Hingwe, associate director of Psychiatry, our forums offer resources and support for our students' mental health wellness. Dr. Hingwe's presence and engagement at the forums is a critical component for keeping this virtual space safe for our students and community. One exciting way she positively engages with our students is in providing reflection questions for the audience to think about as they grapple with the difficult topic with campus safety.

### ***The Yellow Whistle Project***

The Yellow Whistle Project is a literal and metaphoric campaign to create awareness as it calls us to "blow the whistle" on the racism, xenophobia and violence directed toward the Asian American and Pacific Islander (AAPI) community that has been heightened by the pandemic. When Diversity and Inclusion Communications Manager Henry Mochida, reached out to me about whether I would be interested in supporting bringing the whistles to campus, I responded emphatically, "Let's make this happen!" You may recognize a few faces below from those who also support this campaign. Learn more about [The Yellow Whistle](#).



### ***Mapping MSU's History of Activism:***

As we look for ways to create a more inclusive campus, particularly for our students, let's remember that inclusion has not always been embraced at MSU. It has often been those from marginalized communities and allies who have raised their voices in the fight for inclusion who have led the way. Missing from our conversations of inclusion is a history of MSU activism. I am partnering with Assistant Director of Detroit M.A.D.E. Scholars Program Dr. Joy Hannibal and African and African American Studies Librarian Erik Ponder on a project that will celebrate the impact of student activism at MSU. Next steps include forming a small committee with MSU community members interested in this project.

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## UPCOMING EVENTS

*Stay connected to student-centered DEI events!*

### Calendar of Events

- [Office of Inclusion and Intercultural Initiatives](#)
- [Office of Cultural & Academic Transitions](#)

Here are my Top Four choices for Instagram pages to follow based on the frequency of activity, audience engagement and inclusion of DEI campus events.

@ocatmsu

@msugsc

@msucorescopes

@womensstudentservicesmsu

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## ICI REFLECTION QUESTION

How does your workspace environment reflect a message to students that you support creating an inclusive campus?