

# MSU EPIC Needs

July 13, 2020

The MSU Employee Pride and Inclusion Coalition (EPIC), which represents LGBTQIA+<sup>1</sup>-identified employees from across the institution, has drafted a set of recommendations to address discrimination and ensure an inclusive and equitable environment for LGBTQIA+ employees. While the exclusion of LGBTQIA+ identities from the recent "Diversity at MSU: 2018-19 Student and Workforce Data Report" provided the immediate impetus for the current set of conversations, it is only a symptom of much wider problems at MSU that need to be addressed. All of the recommendations in this list stem from and are intended to address harms experienced by LGBTQIA+ employees at MSU, many of whom have voiced their concerns and advocated for these changes for years. We hope that these recommendations lead to ongoing change and continued engagement and conversation with MSU's administration. As an employee group, EPIC has specifically focused this document on employee needs and inclusion, but we expect that actions taken in response to this document will be undertaken in partnership with the LBGT Resource Center (LBGT-RC) and students. EPIC supports the incredible ongoing work the LBGT-RC does from its position within Student Affairs and Services in supporting and advocating for all LGBTQIA+ individuals, and will continue to partner with them to create an inclusive campus.

EPIC also supports the demands of the communities of Black, Indigenous, and people of color, immigrants, individuals with disabilities, sexual assault survivors, and other marginalized groups at the University calling for change, inclusion, and equity. Our community is intersectional, and none of our experiences exist in isolation.

## Policy

1. Include LGBTQIA+ identities in all relevant demographic data collection, analyses, and reports to determine where inequities exist and to inform resource allocation, hiring and retention efforts.
2. Create a Gender and Sex Policy in consultation with trans, nonbinary, and intersex employees and students at MSU that addresses what gender, sex, pronoun, and honorific information is present in University systems, how it is used, how it can be updated, and by whom.
3. Create a Name Policy in consultation with trans and nonbinary employees and students at MSU that addresses what name is present in University systems and how that name can be updated.
4. Provide appropriate and consistent gender, sex, pronoun, and honorific options on all MSU forms, systems, and processes. Ensure that gender and sex are never conflated, and pronouns and honorifics are never assumed based on gender or sex.
5. Prohibit sharing or asking employees to share gender or sex information with third-parties unless it is impossible to provide those services otherwise. When that information is required, obtain explicit and specific authorization to share it, and ensure that non-binary options are provided, unless doing so would be impossible.

---

<sup>1</sup> This term is inclusive of communities that share a common set of concerns and needs. EPIC recognizes that this term, and others in this document, may require additional explanation or education, and we can serve as a resource in this process.

6. Implement a process by which MSU can evaluate organizations and entities with which we enter into agreements for LGBTQIA+ inclusion for the purposes of limiting MSU partnerships to entities that affirm the identities of all MSU community members.
7. Create a Bathroom Policy in consultation with trans, nonbinary, and intersex employees and students at MSU that ensures each individual is able to use bathrooms that feel safest and/or that align with one's gender identity. Communicate and post this policy visibly, and ensure that all buildings at all MSU sites have sufficient all-gender, accessible restrooms and clear signage.
8. Explicitly identify repeated and/or purposeful misgendering and deadnaming as anti-LGBTQIA+ behavior that is in violation of MSU's Anti-Discrimination Policy.

## **Training**

1. Ensure that all full-time employees receive regular Diversity, Equity, and Inclusion (DEI) training, created in consultation with and approved by EPIC, that includes appropriate discussion of LGBTQIA+ issues (including pronoun usage and deadnaming) and intersectionalities.
2. Provide all individuals who supervise employees, students, or community members, and all individuals involved in hiring processes or committees, LGBTQIA+ training that addresses their additional responsibilities.

## **Communications and Visibility**

1. Provide standards for how pronouns and honorifics are used in University communications (e.g., press releases) and templates (e.g., business cards) and ensure that non-binary and custom options are always provided, as are "no pronouns" and "no honorifics" options.
2. Provide visible, public support and acknowledgement of LGBTQIA+ employees and groups.
3. Provide visible, public support and acknowledgement of significant LGBTQIA+ events and history.

## **Ongoing Leadership and Advising**

1. Appoint expert advisors to the President on LGBTQIA+ issues and compensate them appropriately.
2. Ensure that the Chief Diversity Officer has significant personal expertise or consistently consults with experts regarding LGBTQIA+ equity and inclusion.
3. Provide financial and structural support for an office to provide support to LGBTQIA+ employees. If the LBGT Resource Center is assigned this role, it must receive adequate additional funding, staff, and resources to expand its responsibilities.
4. MSU President consults regularly (not less than once a year) with EPIC on University matters related to DEI. Intentionally include LGBTQIA+ employee representation on all major university committees and decisions that impact them.
5. Ensure that all DEI committees, policies, and practices in individual units across the University include specific acknowledgement of and attention to LGBTQIA+ issues.