

Response to Black Students' Alliance List of Demands from REHS

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Oct. 25, 2019

Thank you for giving us the opportunities to continue to understand the recent and daily experiences caused by institutionalized racism that negatively impacts your experiences and feeling of safety on our campus. Thank you for the continued conversations about the demands and our role in creating a better and safer campus climate for minoritized groups on our campus.

REHS will do this very important work to allow more students to feel safe and welcomed at MSU. Please know we do not see this as a final conversation or solution but a first step in creating a community that is physically and emotionally safe, respectful and inclusive.

- 1. We demand transparency to the entire student body and not just students in the residence halls.**
 - *REHS will commit to communicating with the leaders of RHA, ASMSU, COGS, CORES and COPS to encourage greater transparency.*

- 2. We demand consequences to the students who create a negative environment inside of residence halls.**
 - *Students who violate residence hall policies by creating a negative environment in the residence halls will be held accountable through the residence hall and/or Dean of Students conduct systems.*
 - *When a student is held accountable, residence hall conduct sanctioning can vary from a warning to removal from the residence halls. Residence hall conduct violations require a burden of proof of preponderance of evidence.*
 - *In any instance, we will look for an educational opportunity and/or restorative approach that would encourage the respondent to understand the harm caused and to apologize for their actions. This requires all parties to agree to that method.*

- 3. We demand Validation of the experiences of targeted communities even in the case where it may be *perceived* as not a bias incident by your standards.**
 - *REHS commits to acknowledging the experiences of targeted communities in order to create an environment of safety and belonging. REHS will validate the experiences of targeted communities every time.*
 - *No future communications will suggest a finding prior to the investigations' completion. We will not place doubt on the original reported incident.*

- 4. We demand action plan and training in place so that Residence Hall staff know how to respond to occurrence.**
 - *REHS believes that strong inclusivity and cultural competence training for all employees will ensure our ability to foster an inclusive community.*
 - *REHS will develop an action plan for all full-time, temporary and student positions in the department to improve their ability to interact.*
 - *We value our relationship with the ICA program, which created and delivered the content for the training given to REHS student staff as a part of the DEI ICA position.*

- *We will continue to partner and evaluate the learning outcomes needed to properly train staff to serve all students.*
 - *We will use accountability measures if a staff member fails to follow the process.*
- 5. We demand the No Hate Crimes Statement “Hate Has No Home Here” should be circulated and sent to students frequently and the university should take a clear stance on hate crime and bias instances.**
- *We are currently expanding use of “Hate Has No Home Here,” including:*
 - *placing the logo on our website with a link to our commitment and value regarding hate having no home here at MSU*
 - *printing stickers to distribute at our hall and apartment service center desks*
 - *increasing the use of the logo on dining hall table tents*
 - *distributing posters throughout the halls with information on how to report instances of bias and hate*
 - *a campaign to have MSU community members (students, staff, faculty) sign a personal pledge that “Hate Has No Home Here”*
 - *produce “Hate Has No Home Here” video clips to be used by REHS for training staff and educating residents*
- 6. We demand an official policy/statement on racial discrimination/intimidation, and that it be fully enforced.**
- *Residence Education and Housing Services (REHS) mission statement is to “provide exceptional and equitable community experiences, one connection at a time.” To reach equity, we will embrace diversity and practice a culture of inclusion and advocacy so that every Spartan is appreciated and valued. For us, hate has no home here at MSU and in the halls.*
 - *REHS will work to make all residents feel safe, secure and welcome at Michigan State University.*
 - *We take incidents of discrimination and/or harassment very seriously and our action and words will demonstrate this.*
 - *We will put these statements on the Live On website.*
- 7. We demand that each Hall Government plans and executes at least 2 diversity centered programs per year; this can be in collaboration with Neighborhood Black Caucuses.**
- *Because the hall governments fall under RHA, a tax-collecting body, we are not able to mandate hall government programs.*
 - *We will advocate that RHA consider legislation that would tie a percentage of hall government funding to diversity, equity and inclusion programming.*
 - *REHS will develop and encourage our hall government and caucus advisors to actively engage with diversity programming in each building.*
- 8. Increase of minority representation within leadership of REHS.**
- *We are committed to increasing the representation of minoritized individuals within REHS. Our associate director for Diversity, Equity and Inclusion is working with RHA Human Resources to develop practices to better attract diverse candidates to the REHS hiring pool for leadership positions.*
 - *We believe a more diverse candidate pool will lead to the hiring of a more diverse team.*

- *We will work with RHS HR and the Office for Inclusion and Intercultural Initiatives to have an Equal Employment Opportunity (EEO) advocate in all searches.*
- *We will look into ways to promote diverse student leaders into full-time positions in the department.*
- *We will aim to increase minority representation within our department's staffing to better reflect the region.*

For further context regarding each of these responses, you can visit our website liveon.msu.edu/campus-life/bsa-response.

In the coming weeks and months, we will work with our team to establish appropriate approaches and timelines for all our commitments as outlined in this document. Karen and I will also commit to meeting with you on an ongoing basis to show our commitment.