



UPDATE #2

November 2021

“Existence is resistance”

Prior to serving in this role as the Interim Project Manager for the [Inclusive Campus Initiative](#), I spent 13 years working on student success initiatives at MSU’s [Office of Cultural & Academic Transitions \(OCAT\)](#). I also served as the advisor for the Asian Pacific American Student Organization (APASO), one of the four umbrella student organizations that form the [Council of Racial and Ethnic Students \(CORES\)](#). Through my relationship with CORES students, as well as leading [Spartan Remix](#), I also had the opportunity to work closely with various organizations that form the *Council of Progressive Students (COPS).

While these student organizations are only a small fraction of the 900 or so student organizations at MSU, the CORES and COPS groups have a significant history at MSU rooted in advocacy for marginalized identity-based communities. As MSU embraces diversity, equity, and inclusion, we need to remember that the DEI we celebrate in the present, is the result of student activism that has brought attention to the *lack of diversity, inequity and exclusion* faced by these communities at MSU. In fact, OCAT would not be here if it were not for these students who rallied the support of staff, faculty and community members in the fight for inclusion.

Likewise, thousands of students have been positively impacted by the student success strategies practiced by the CORES and COPS groups over the years. Through their student outreach efforts, leadership development and creation of culturally educational programming, CORES & COPS students have created DEI spaces for marginalized communities for decades! For the CORES groups in particular, this year, we will celebrate the Black Students’ Alliance’s or BSA’s *49th Annual Black Power Rally*, Culturas de las Razas Unidas or CRU’s *28th Annual Dia de la Mujer Conference*, and the North American Indigenous Student Organization or NAISO’s *38th Annual Pow Wow*. APASO’s biennial *Cultural Vogue/Lunar New Year* celebrations are also well into three decades. These events are in addition to their numerous other DEI events that include Brown Pride, Dia de los Muertos, [Indigenous People’s Day](#), cultural film screenings and panels, summits and conferences, and all the individual programs that make up their cultural heritage month celebrations (i.e. Hispanic Heritage Month, Native American Heritage Month, Asian American & Pacific Islander Heritage Month and Black History Month to name only a few). The COPS groups have a remarkable history of DEI programming as well, which I plan on highlighting in a future ICI Update.

DEI is not a new concept. DEI is an on-going celebration and affirmation of those who were historically excluded as MSU Spartans. For many communities, occupying spaces where they were not invited or were the recipients of policies intentionally aimed in keeping them out, their existence is resistance.



The Inclusive Campus Initiative honors the incredible past, present, and future DEI contributions of our student leaders.

Meaghan Kozar, Ph.D. (she/her)
Interim Project Manager – [Inclusive Campus Initiative](#)

*The groups that make up the Council of Progressive Students (COPS) include Alliance of Queer and Ally Students, Arab Cultural Society, Campus Interfaith Council, Council of Students with Disabilities, International Students Association, Jewish Student Union, Muslim Students' Association, Student Veterans of America, and Women*s Council.

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Want to learn more about the Inclusive Campus Initiative?

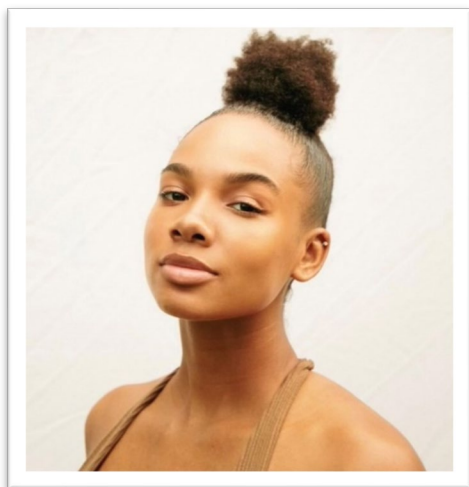
Would you like to get involved? Please reach out!

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, 3rd Floor)
Thursdays and Fridays (Office of Cultural & Academic Transitions (OCAT), Student Services Building, Rm. 339)
Email: kozarme@msu.edu
Phone: 517-449-9148

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What's New?



ICI Communications Assistant, Rebekah Long

Help me welcome our new Inclusive Campus Communications Assistant, Rebekah Long. I first met Rebekah through her participation in OCAT's [Maximizing Academic Growth In College \(MAGIC\)](#), a summer transition program for incoming MSU students. Beginning her freshman year through her sophomore year, Rebekah served as one of OCAT's interns. She is a motivated student leader at MSU who cares deeply about DEI issues. I admire her tremendously and look forward to the creative and innovative ways she will be able to contribute to the ICI. You might recognize her on a variety of MSU's outdoor inspirational images. Next time you enter the gate of the Kellogg Hotel & Conference Center parking ramp, look up!

(Questions asked of Rebekah)

1. **What are you studying at MSU?** “I am a premed student majoring in interdisciplinary studies. I plan to attend MSU’s osteopathic school of medicine in 2023.”
2. **Share some moments of pride you have experienced along your MSU journey. How can this inspire MSU students?** “Moments of pride I have experienced are the moments I’m able to connect with peers and faculty. It’s so important to have honest communication about how university life plays a role in the larger world around us. In the Evan’s Scholarship house, I advocated for the creation of the diversity and equity chair. This moment made me realize that it’s possible to do anything with good intention. I also find pride in the opportunity to have studied abroad in Mexico to engage in different health practices. MSU students can be inspired because there are so many opportunities waiting for you to grasp. You just have to take it!”
3. **Share any challenges you have experienced as an MSU student. What did you learn?** “I experienced the challenge of an overactive ego and by that, I mean that not everything I do is going to be perfect. It’s important to listen to others more rather than trying to do so much. I learned the importance of developing a routine of self-care. I have to be able to be in tune with myself before trying to help others. When I’m in tune with myself I am able to be more genuine and efficient. I am not a robot. I am a person who needs breaks and reflection to be better.”
4. **What will you be doing in your role as the ICI Communications Assistant?** “In my role as the ICI communications assistant, I am building bridges between different student organizations, faculty, regional organizations, and national organizations to increase DEI efforts. I am also creating space for marginalized groups to create community and actionable change. It’s important that I let people know they are not alone with the problems they experience.”
5. **Where do you see yourself in 5 years?** “In 5 years, I’ll be 26 so I will probably be traveling around the country helping those with medical and social issues. I plan to get trained as a yoga teacher and EMT so I can help people with their spiritual needs as well their physical ailments.”

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Get Involved!

Mark your calendars for a few upcoming cultural and identity-based events taking place at MSU. This is only a partial listing of DEI campus-wide events.

- **Inclusive Campus Virtual Community Forum Nov. 1 – Topic: DACA student safety**
 - [Zoom Log-in](#) Pass: inclusion
- [Dia de los Muertos hosted by UAB and Culturas de las Razas Unidas \(CRU\) Nov. 4](#)
- [Women*s Initiative for Leadership Development \(WILD\) Conference Nov. 6](#)
- [Black Power Rally hosted by Black Students’ Alliance Nov. 9](#)
- [Veterans Day Open House Nov. 12 \(Contact SVRC\)](#)

- [Midwest Asian American Students Union Leadership Summit Nov. 12-14](#)
- **Inclusive Campus Virtual Community Forum Nov. 15 – Part of Black Excellence Week**
 - [Zoom Log-in](#) Pass: inclusion
- [Transgender Day of Remembrance Nov. 20](#)
- [Annual Thanksgiving Day Unity Dinner Nov. 25](#)



(Click images to enlarge. Photo on right: Some of the incredible staff that help make the [Thanksgiving Unity Dinner](#) possible.)

Remember!

November is Native American Heritage Month. (Events are currently being scheduled.)
Stay connected to campus DEI opportunities with these calendars of events:

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

Social Media Recommendations!

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

- @comartscidei [College of Communications Arts and Sciences Office for Diversity, Equity & Inclusion]
- @msu_sas [MSU Student Affairs & Services]
- @msugencen [Center for Gender in Global Context]
- @doso_msu [MSU Dean of Students Office]

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

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.

Next Up!

Monday, Nov. 1 – Topic: Campus Safety – DACA student safety, featuring East Lansing Mayor, Jessy Gregg and Lieutenant of the Community Engagement Bureau Dan Munford.

Share Concerns: Campus Safety

Ask Questions

Find Support

All things DEI-related @ MSU!

ZOOM ID: 949 0030 8223

PASSCODE: inclusion

Get involved with DEI Opportunities

Campus-wide DEI updates

STUDENTS FIRST!

INCLUSIVE CAMPUS INITIATIVE
Virtual Community Forum

FALL 2021 DATES

Monday, Sept. 13
Monday, Sept. 27
Monday, Oct. 18
Monday, Nov. 1
Monday, Nov. 15
(5-6:15 p.m. EST.)

DACA STUDENT SAFETY

Sponsored by Michigan State University campus partners:
Senior Vice President, Venne Gore • Council of Resident & Ethnic Students (CORES) • Council of Progressive Students (COPS) • ASRSU • Chief Diversity Equity & Inclusion Officer • Office of Cultural & Academic Transitions (OCAT) • Residential & Hospitality Services (RHS) • RHC Student Advisory Board • Counseling & Psychiatric Services • Student Affairs & Services

Email kozarmee@msu.edu with questions

ICI Virtual Community Forum Video Recordings:

- **#3 (Oct. 18)** [Campus Safety – COVID-19 \(Part I\)](#)
- **(Oct. 20)** [CORES & COPS COVID-19 Town hall \(Part II\) with President Stanley, Provost Woodruff, and Dr. Weismantel](#)
- **#2 (Sept. 27)** [Campus Safety – Policing @ MSU with Vice President for Public Safety and Chief of Police, Marlon C. Lynch video recording](#)
- **#1 (Sept. 13)** [Campus Safety with Chief Diversity Officer, Dr. Jabbar R. Bennett video recording](#)

Upcoming!

Monday, Nov. 15 – Topic TBA, *Hosted by Black Students' Alliance (Part of BSA's Black Excellence Week)

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

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Shout out!

INCLUSIVE CAMPUS ECO-SYSTEM: Campus partner spotlight

Similarly to the incredible contributions of our student leaders over the years, I am inspired by the tireless efforts of inclusion work by so many of our campus partners. We continue to take for granted the positive inclusive changes we see in our present without recognizing we are enjoying the fruits of another's labor. Sometimes these fruits begin from the spark of an idea, a lunch, a meeting... a zoom.

The Inclusive Campus Initiative project **Outcome #1** is to "Increase awareness of DEI efforts on campus." Let's celebrate our collective DEI efforts as we build an inclusion eco-system across this beautiful campus. We must all be part of the solution!

****Violence Free Communities (VFC) Spotlight****

What is the "Violence Free Communities?"

The VFC is a space for practitioners to share and discuss strategies for eliminating violence from our communities. Started in 2004, the VFC began as a platform for campus community members experiencing RVSM. Now, it has expanded its definition of violence "to be inclusive of all forms of violence that MSU community members may be experiencing." The 2021-2022 committee is Co-chaired by Matea Čaluk, assistant director, Prevention, Outreach & Education Department and Jessica Packard, campus equity navigator, Office for Civil Rights and Title IX.

Meetings are via Zoom once per month. If interested in attending or for more information, contact Matea (poe.mateacaluk@msu.edu) or Jessica (ocr.jessicapackard@msu.edu).

What are some VFC moments of pride?

- Created the *No Excuse* campaign 2012 – 13
- Instrumental in the creation of the Prevention, Outreach and Education (POE) Department in 2019
- Created Abuse Hurts, a 10-sided folded card with information about Title IX, law enforcement and survivor support programs
- Initiated contact with CATA, created a workgroup working on having RVSM messages on CATA buses in 2020 (project halted by the pandemic)
- [[Learn more here!](#)]

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ICI REFLECTION QUESTION

How does an understanding of the contributions made by MSU student activism help shape your understanding of DEI at MSU? [Please respond here.](#)