



UPDATE #4

January 2022

“Proactive vs Reactive”

Are you proactive or reactive when implementing **training, education or programming initiatives** that impact student success?

Are you proactive or reactive when identifying what is needed within our **physical environment and surroundings** that impact student and our community's success?

Are you proactive or reactive when it comes to **implementing policies** that either help or hinder creating a more inclusive campus?

Are you proactive or reactive when identifying **retention initiatives alongside recruitment efforts** in creating more inclusive representation?

As the inclusive campus task forces have begun to meet to discuss ways we can support student demands in the areas of training, education and programming, attention toward our physical environments, focusing on policy changing and inclusive representation and retention, our lens has been centered on ways of proactively anticipating the challenges of our students sooner rather than later.

We know that student challenges are not going away. What is your department, unit and leadership team focusing on that will anticipate student challenges related toward Diversity, Equity, Inclusion and Belonging (DEIB)?

The Inclusive Campus Initiative is committed to creating spaces for students and the larger campus to proactively come together, listen, learn and strategize ways we can effectively create a more inclusive campus at Michigan State University.

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What's New?

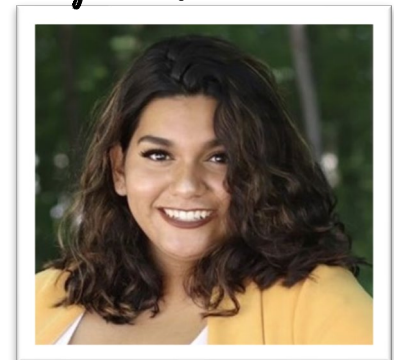
ICI PRACTICUM STUDENT, SKYE FLORES

Hey there Spartans! My name is Skye Flores, and I am a first-year graduate student in the Student Affairs and Administration (SAA) Master's program here at MSU. I identify as a Latinx/Chicana woman and was born and raised in California. I completed my undergraduate degree in Anthropology at Sonoma State University, located in Rohnert Park, California, and was introduced to student leadership during my time there. My interest in attending MSU and venturing into the Midwest lie in attending the SAA program here and pursuing a career in the field of student affairs. My graduate assistantship is as an assistant community director (ACD) in Holden Hall in South Neighborhood, so if you see me around, please don't hesitate to say hello! Hobbies of mine include music, embroidery, cooking, learning random facts and hanging out with my ESA Khaleesi (she's a



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

Skye Flores (She/her/hers)



cat). I'm looking forward to contributing to the projects occurring at the Inclusive Campus Initiative office and helping address student concerns and demands around DEI.

What are you studying at MSU? What are your areas of interest?

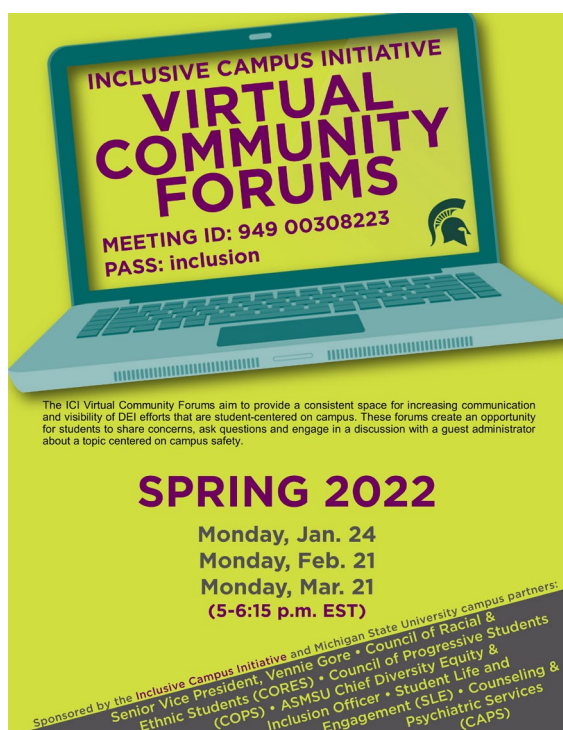
I am a student in the Student Affairs and Administration master's program here at MSU. I am studying to be a professional in the realm of higher education outside the classroom and rooted in student support/services. I have an interest in beginning my career in the realm of housing but see myself eventually moving into a more permanent campus position in a women's center, DEI office or a non-live-in position in housing and residential education. [\[Read more here\]](#)

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Student Concerns

INCLUSIVE CAMPUS VIRTUAL COMMUNITY FORUMS

The ICI Virtual Community Forums aim to provide a consistent space for increasing communication and visibility of student-centered, on-campus DEI efforts. These forums create an opportunity for students to share concerns, ask questions and engage in a discussion with a guest administrator(s) about a topic centered on campus safety.



We're Baaaaack!

Monday, Jan. 24 – Topic: Supporting International Students, featuring Director of Office of International Students and Scholars, Krista McCallum Beatty and the International Students Association.

Monday, Feb. 21 – Topic: TBA
Monday, March 21 – Topic: TBA

ZOOM LINK: <https://msu.zoom.us/j/97989446241>
PASS: inclusion

All Times at:
(5–6:15 p.m. EST)

[\[View recordings from the five fall 2021 forums here.\]](#)

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On-going ICI Project Update

INCLUSIVE CAMPUS TASK FORCES – Supporting Student Demands

The ICI Task Forces are now underway! The teams meet once a month for an extended two-hour meeting. Our initial meetings centered on building relationships among the team, then we dove right into discussions on what has been done, what is being done and what needs to be done to support student demands. We also discussed what the team's realistic expectations were of the task forces knowing we will not be able to accomplish everything.

Thank you to our [ICI Task Force Members!](#)

MAPPING THE HISTORY OF ACTIVISM AND MARGINALIZED MSU COMMUNITIES

Project Description:

Mapping the History of Marginalized Communities is a living project that honors histories of struggle, achievements and activism of those from marginalized groups. The project seeks to gather existing stories from individuals, groups and organizations within Michigan State University. Designating it a “living project” acknowledges there are stories missing, whether they be unknown or untold in the past, are being written or developing in the present, or are coming into being (future).

We need your help in collecting stories. Submit information here: [HISTORY COLLECTING FORM](#)

Contact ICI Practicum student, Skye Flores (floressk@msu.edu) with questions.

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DEI Campus-wide Events

Save the Dates!

Globally Inclusive Language & Images Webinar Series, Part II

“Putting into Practice”

Jan. 26 (3-4:30 p.m.)

[Join via Zoom](#) Passcode: GlobalDEI

MSU Identity in the Workplace Virtual Panel Series

Michigan State University, Jan. 24-27

Diversity Virtual Career Fair, Feb. 2 (3-6 p.m.)

Queering Racial Justice Summit

Michigan State University

March 18-19

MSU’S RACE IN TWENTY-FIRST CENTURY AMERICAS CONFERENCE

“Race and Rights: Empowering Our Communities”

Michigan State University • Mar. 29–30, 2022

Día de la Mujer Conference (DDL M)

“El Sol Que Deshace El Nudo: Ardiente Nuevas Raíces”

Michigan State University, Kellogg Hotel & Conference Center

April 16 (8 a.m-4 p.m.)

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Inclusive Campus Ecosystem

CAMPUS PARTNERS SPOTLIGHT

The ICI 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!

Coalition of Racial and Ethnic Minorities (CoREM)

The Coalition of Racial and Ethnic Minorities (CoREM) comprised of Asian Pacific American Islander Desi American/Asian Faculty and Staff Association (APIDA/AFSA), Black Faculty, Staff & Administrators Association (BFSAA), Chicano Latino Faculty, Staff, Specialists and Graduate Student Association (ChiLA) and Educating Anishinabe: Giving, Learning, Empowering (EAGLE), is an advisory and advocacy council to the university. CoREM will hold the university accountable for monitoring, advancing and supporting Diversity, Equity, Inclusion and Engagement for historically underrepresented racial and ethnic students, staff, faculty and administrators. CoREM is a leadership team that advocates for faculty, staff and administrators of color to ensure they have full participation at/in MSU. [\[List of CoREM Voting Members\]](#)



Residence Education and Housing Services DEI Unit

Eduardo Olivo uses He, Him, El pronouns and he has been the REHS associate director for DEI since July 2021. Eduardo, an immigrant from Venezuela, has a passion for authenticity, cooking, reading and social justice. Eduardo’s vision is to help REHS become an antiracist department and to help center the voices and multiple lived experiences of those who have been historically excluded.

[REHS DEI Highlights – Fall 2021-Spring 2022 \(On-going efforts to support student demands\)](#)

New Bias incident response initiative – The REHS DEI unit meets with students face-to-face (or virtually) who experience harm within 24 hours to provide support and resources; a process for sharing bias incidents, and therefore be accountable to minoritized communities, will launch in spring 2022

New DEI training framework for RAs and ICAs (R.I.D.E.) – RAs and ICAs engage in DEI dialogues monthly under the umbrella of the R.I.D.E. program (Reboot, Interrogate, Dream and Enact).

[\[Learn more about REHS updates here.\]](#)



Eduardo Olivo (He, him, el)

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To learn more about the Inclusive Campus Initiative, contact:

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