



INCLUSIVE CAMPUS INITIATIVE

APRIL 2022

UPDATE 6

“An Open Door is NOT Enough”

The phrase “my door is always open,” is often used by campus faculty, staff and even administrators to demonstrate a flexibility and willingness to be available for students. Yet, during a recent conversation with a student who will be graduating this spring, these words mean quite the opposite. For this student, this phrase conjured an image of someone of authority behind their desk as the onus is placed on the student to make the effort to reach out. This imagery reinforces a power dynamic where faculty, staff and administrators limited interactions with students function within a realm of comfortability, not for the student, but for the faculty, staff and administrator who is already comfortable in their office, located in *their* environment. For this student, a true demonstration of flexibility and willingness to be available is when faculty, staff and administrators outreach to students in the spaces they convene. This commitment to meet students where they are, in their environments, on their time (upon invitation, of course) is key to building trust that can begin to break down the literal and figurative walls that divide faculty, staff and administrators from truly seeing, listening and supporting students. How can the onus for reaching out fall on us?



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

Over this past year, the Inclusive Campus Initiative has prioritized working on building partnerships with students where they feel seen, heard and supported in their spaces while strategizing ways to support student demands and ongoing student challenges. But, we are just scratching the surface of the work that must be done. I want to say a special thank you to the staff of Student Life & Engagement and our campus partners that have served on one of our [four ICI Task Forces](#). This component of the ICI centers on navigating a variety of challenges, but one ongoing project I wanted to spotlight is the work of our ICI Task Force #3 “Inclusive Policies and Procedures.” This task force is working to support the APIDA community’s demand for donor accountability, which in turn will help create an inclusive campus for all marginalized communities.

Save the date for a summer ICI Summit that will take place **June 28 and 29** (Time and Location TBD) where we will share a deeper understanding of our task force work along with next steps for the overall Inclusive Campus Initiative.

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INCLUSIVE CAMPUS [TASK FORCES](#)

Each of our four ICI Inclusive Task Forces meet monthly. Our discussions center on how to support student demands and ongoing student concerns by strategizing around campus-wide resources by:

1. Increasing and centralizing communications.
2. Following up on progress.
3. Identifying the need for additional resources.

TASK FORCE SPOTLIGHT

Task Force #4 “Inclusive Representation & Retention”

We have been in communication with the Office of Institutional Diversity and Inclusion (IDI) to discuss the following:

1. Restructuring the “Diversity & Inclusion” link on msu.edu website. [Read more](#)
2. Recruitment of staff and faculty of color while supporting the upward mobility of current MSU staff and faculty of color. [Read more](#)
3. Supporting IDI’s Excellence in Diversity, Equity and Inclusion Awards as a platform to incentivize and advance DEI campus-wide. [Read more](#)
4. Supporting the [North American Indigenous Student Organization’s \(NAISO\) demand](#) of removing language associated with MSU as a “Pioneer Land Grant College” while providing a guide for accountability when using the language of the land acknowledgement.

Task Force #3 “Inclusive Policies and Procedures”

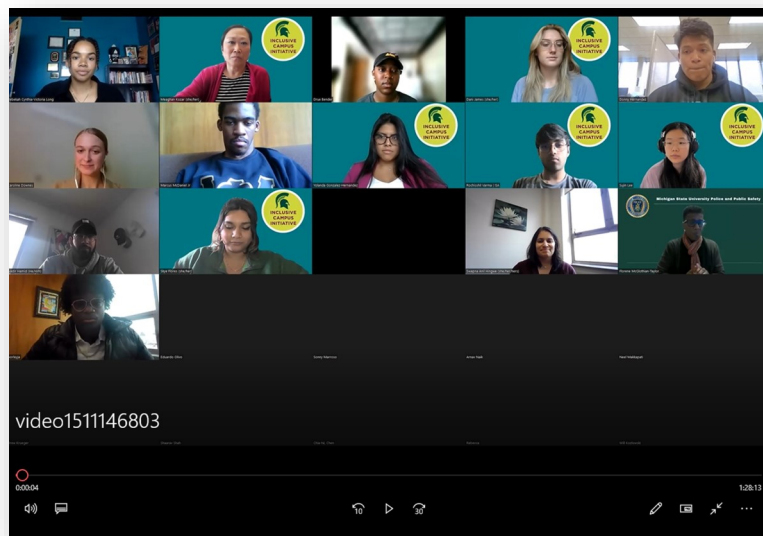
1. Donor Accountability. [ASMSU Gaynor Bill \(In progress\)](#) [Read more](#)



Student Concerns

INCLUSIVE CAMPUS VIRTUAL COMMUNITY FORUM—Student Challenges for Next Year

Our final [ICI Virtual Community Forum \(VCF\)](#) took place on Monday, March 21 and featured 11 student leaders representing diverse student organizations. The VCF topic centered on identifying potential areas where these student leaders anticipate challenges for the 2022-23 academic year.



What are students saying?

- MSU Needs a Donor Accountability Policy.
- More repercussions toward faculty and staff for RVSM.
- Students aren’t aware of any follow-up. Want to see change before graduating.
- Barriers to student activism when students have to work multiple jobs. How can we financially support those who are the ones advocating for their communities?
- Greater support between students and faculty/staff.
- Too much is happening behind the scenes. Find out information or updates only through State News.
- Lack of lighting on campus.
- Need more proactive changes not just long-term changes.
- Why wasn’t there the campus-wide attention toward the Latinx student that passed away?
- Are we incorporating support for International students in our initiatives?
- MSU culture seems to mean “deeming some issues less important.”
- Advocate for student employees in the ways unions advocated for staff. [Watch full Video Recording](#)



Learn more about [Ramadan Dining Info](#).

STUDENT ORGANIZATION SPOTLIGHT— Muslim Students’ Association (MSA)

Description:

The Muslim Students' Association (MSA) is an organization dedicated to promoting the interests and concerns of Muslims and their allies.

Points of Pride:

The MSA organizes various events that promote the values of diversity, equity and inclusion. These include an interfaith Ramadan dinner. The MSA has also successfully petitioned for additional reflection rooms on campus. And in the RHA assembly, the MSA introduced a light bill to add more lights and promote campus safety.

(Read [“MSU’s Muslim Students’ Association hosts a workshop on Ramadan”](#))

MSA Adviser:

Mohammad Khalil (khalilmo@msu.edu) is the faculty adviser of the Muslim Students' Association. He's also a professor of religious studies, adjunct professor of law, and director of the Muslim Studies Program. He was born to Egyptian immigrants in Lansing and raised in East Lansing.

2022 Ramadan began Friday, April 1 and ends the evening of Sunday, May 1 ([Learn more about Iftar, Suhoor and upcoming EID celebrations.](#))

STUDENT ORGANIZATION SPOTLIGHT— African Student Union (ASU) By Rebekah Long

What is your name, year, major and position with ASU?

My name is Fanta Kaba, I am the Director of Events of ASU. I am a second year and PR student here at Michigan State University.

What is the purpose of your organization?

The purpose of this organization is to create a safe space for [African students at MSU](#) through empowerment initiatives but also to expose others to African culture and what it means to be African in America today.

What do you do campus wide, what are your programs?

We meet every other Tuesday at Bessey Hall at 7:30 p.m. Every week we discuss a different topic about the African experience and



Fanta Kaba

beyond. Our campus-wide event is our annual spring gala. The gala is an event to educate our attending audience and raise awareness for the current unfortunate/shocking events that took place in Africa in 2020 and 2021, collaborate with different organizations to create widespread awareness, and create a tribute to Africa through performances of showcased talents by addressing different issues in African countries.

What’s a misconception about your organization or people represented by your org?

A big misconception is that we’re only an organization for African students and that’s simply not true. It’s for ALL students who identify as Black or African and to build a bridge between cultures. This association strives to connect students to their lineage and develop pride within our community! Another misconception is that we only have West Africans in our org, but we have individuals from all over the world.

RISE IN ANTI-SEMITISM by Yael Aronoff, PhD

Given the rise of antisemitism globally, nationally, and on college campuses, the [Serling Institute](#) is actively engaged in spreading awareness of antisemitism on campus, and have often also collaborated with the Muslim Studies Program in spreading awareness of both antisemitism and Islamophobia. We offer courses on Jews and Antisemitism, the History of the Holocaust, American Jewish History, European Jewish History, Holocaust Memory, Holocaust Testimony in the Digital Age, and the Representability of the Holocaust. We offer symposiums and lectures on antisemitism and on the Holocaust. We also offer workshops on recognizing and combatting antisemitism to any residential hall or academic unit who requests us to do so. On Jan. 29, we collaborated with Muslim Studies to do a training for 320 Residential Advisors on Recognizing and Combatting Antisemitism and Islamophobia, and on April 12 we are doing such a workshop at James Madison College. We also collaborated with Muslim Studies in establishing an MSU Dialogues on Religion and Ethnicity, which focuses on Antisemitism and Islamophobia. We did a workshop on recognizing and combatting antisemitism at the request of the Women's Advisory Committee for Support Staff's Anti-Racism Insight Series on March 3 and are happy to do so for any interested party. We are also finishing a guide on understanding and combatting Antisemitism that we will distribute to the MSU Community as a resource. In addition, we have also been active in working through the DEI Committee, and in consultation with stakeholders across the university to draft a strengthened Religious Policy for MSU. It is our hope that this new policy will become effective by fall 2022. In reaction to antisemitic incidents on our campus, we issued a statement in September <https://jsp.msu.edu/statements/>. [\[Read more\]](#)

RESOURCES:

Some important resources on campus for education on antisemitism and for support for students who experience antisemitism.

www.jsp.msu.edu and or Director, Yael Aronoff aronoff@msu.edu

www.msuhillel.org and or Hillel Director Cindy Hughey director@msuhillel.org

CAPS: <https://caps.msu.edu/index.html>

Also, to report incidents see <https://civilrights.msu.edu/file-a-report/index.html> and OIE: oiie@msu.edu

“A Home Across the World: The soulfulness of Mexican culture”

by Rebekah Long

On March 5-13, 2022, I had the opportunity to travel to Chiapas, Mexico with [IEM \(International Engagement in Mexico\)](#) to work with an agency called Angeles De Amour. This was one of the most life-changing experiences because of the cultural humility I gained and the lives that touched mine so gently. Angeles De Amour is a non profit organization that was created to nurture the lives of individuals who experience intellectual disabilities. I had the



Rebekah Long

opportunity to paint the walls of a dance classroom 12 feet up on a ladder, dance and sing with the students, and helped to cook meals that ranged from pizza, horchata, and rice with mayonnaise and corn in it. Even though it was hard work, it made me realize my passion for cross-cultural relationships, getting my hands dirty to create something beautiful, and the power within setting a goal and doing the [\[Read more\]](#)

Queering Racial Justice Summit

by Rebekah Long

The Queering Racial Justice Summit (QRJS) took place on March 18 and 19, 2022. QRJS is a two (2) day opportunity for students to come together to discuss the deep connections between racial justice and LGBTQ+ justice. This summit was open to all students at Michigan State University and offered conversations on inclusive leadership, the harms of White Supremacy, and allyship. Throughout the two days, there were raffles for prizes, keynote speakers, and the opportunity to connect with other students to coalition build and action plan.

The summit included many immersive activities such as journaling and open discussions where we talked about our comfort zones within this learning. We also talked about the cycle of socialization that highlighted the importance of knowing we are the result of our ancestor's [\[Read more\]](#)

Supporting Student Leaders



2022 Spring DEI Student Activism Summit

Dia De La Mujer Conference

"Processing the Loss of Patrick Lyoya"

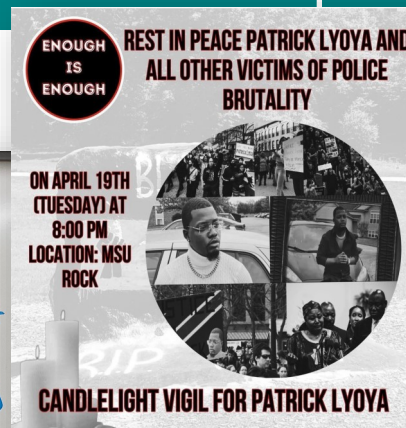
Solidarity is and is not...

NOT

- not showing support for others' causes
- comparing struggles
- pitting groups against one another
- exclusive

IS

- mutual support
- coalition building
- community
- sympathy
- respect
- ally



"ENOUGH IS ENOUGH"

CANDLELIGHT VIGIL FOR PATRICK LYOYA

TUESDAY
APRIL 19
8:00 p.m.
MSU Rock

INCREASING DEI COMMUNICATIONS CAMPUS WIDE

- Inclusive Campus Initiative [Website](#)
- Inclusive Campus [Instagram Page](#)
- OCAT [Events Calendar](#)
- Inclusive Campus Initiative Email Listserv (Email kozarmea@msu.edu to be added)
- Residence Education and Housing Services (REHS) [DEI Dashboard](#)

Spotlighted DEI articles provided by MSUToday and University Communications

- [Student view: On being Hmong American](#)
- [Faculty voice: Growing up Arab, Muslim](#)
- [Cesar Chavez's legacy at MSU](#)
- [Student view: A 'Salaam' to the Spartan community](#)
- [MSU APIDA Heritage Month is driven by decades of advocacy](#)
- [Historic first for Spartan women](#)

On Saturday, April 9, I (Meaghan) had the exciting opportunity to facilitate a session on solidarity at the [CORES & COPS retreat](#). This retreat is centered on supporting, preparing and uniting the newly elected eboards who will serve as student leaders of these organizations for the 2022-23 academic year. This session asked students to think about what solidarity is and what it is not. Also shared in this session was a history of CORES & COPS programming and activists moments that centered on the specific significance of the 2011 MSU Black Unity Movement as a foundational moment for the CORES & COPS organizations.