ICI Virtual Community Forum with Dr. Jabbar Bennett: Sept. 13, 2021

General Summary:

- First ICI forum held to increase transparency and communication surrounding diversity, equity and inclusion (DEI) efforts on campus.
- Focus on making connections between students and administration to address issues and concerns students have regarding DEI
- Designated forum topic: campus safety
- Mental health awareness and CAPS resource presentation by Dr. Swapna Hingwe
- Open discussion/concerns/questions
- Special guest Q&A: Dr. Jabbar Bennett, MSU’s vice president and chief diversity officer

Detailed Summary:

- Introductory remarks made by ICI Interim Project Manager Meaghan Kozar and Senior Vice President for Student Life & Engagement Vennie Gore
- Review of forum agenda with Meaghan Kozar
- Mental health awareness and CAPS resources with Dr. Hingwe
  - Review of forum community guidelines
  - Possible symptoms and when to seek help
  - Return of CAPS Connect
  - Review of CAPS resources
  - APIDA identified women’s support group, African-American women’s support group, first-gen student groups and Empower U!
  - Open Discussion and Concerns
- COVID-19 test results running late
- Home football games and tailgating concerns with COVID-19
- COVID-19 notifications in regard to classroom exposure
- Professors wanting students to come to class despite contracting COVID-19
• Antisemitism among the Jewish student community and an Anti-Semitic incident occurring at the Rock
• Issues regarding Asian-American women on campus
• The necessity of listing race and ethnicity on applications and concerns about implicit bias

ICI Virtual Community Forum with Chief Marlon Lynch Sept. 27, 2021

General Summary:
• Forum topic: Campus safety-policing at MSU
• Mental Health and CAPS resources with Dr. Hingwe
• Updates on campus DEI efforts
• Open discussion/concerns/questions
• Q&A with Chief Marlon Lynch, vice president of Public Safety and chief of MSU Police and Public Safety (MSUPPS)

Detailed Summary:
• Introductory remarks and community engagement guideline review from student hosts Sharron Reed-Davis and Lesly Morales
• Mental health and CAPS resources with Dr. Hingwe
  • CAPS 24/7 Crisis Line
  • Protect-Reflect-Connect steps to promote mental well being
  • Reflection questions
    • How can campus police engage in culturally responsive interventions?
    • How can campus police hold themselves accountable when working with underrepresented or marginalized populations?
    • What is the role of campus police in promoting mental health and well-being?
• Updates on campus DEI efforts
  • Latinx/Hispanic Heritage Month
  • Implementation committee to be created from DEI Strategic Planning Committee
  • Creation of Multicultural Building Planning Committee
• Board of Trustees hiring an architectural firm and engineering firm for the multicultural building
• CORES and COPS bonding retreat for student leaders
• ICI project documenting the history of activism at MSU
• Following up with student demands from previous summit

ICI Virtual Community Forum: COVID-19

General Summary:
• Forum topic: preparing for town hall meeting regarding COVID-19 Safety with President Stanley, Provost Woodruff and Dr. Weismantel.
• Mental health and CAPS resources with Dr. Swapne Hingwe
• Open discussion/concerns/questions

Detailed Summary:
• Introductory remarks and community guidelines presented by Rebekah Long
• Mental health and COVID-19 with Dr. Hingwe
  • Healthy Minds shows that 41% of college students screened positive for depression and 34% for anxiety.
  • High rates of isolation, anxiety, lack of motivation and burnout among students in relation to COVID-19
  • Financial hardships, food insecurity, housing insecurity
  • “Back to normal” expectations and adjusting to being back on campus
  • Reflection questions:
    • How has and how is the pandemic influencing your college experience?
    • How has the pandemic impacted your mental health? How does it continue to do so?
    • How can we stay motivated in times of uncertainty?
    • What is something you’ve learned about yourself during the pandemic?
• Open discussion/concerns/questions:
• Students share tips for motivation and self-care
• Concerns about professors not being lenient about illness and absences
• Concerns regarding vaccine availability internationally
• Issues with professors being able to use technology to host online classes
• Financial issues, paying full tuition prices for hybrid/online classes
• Lack of to-go options in dining halls

ICI Virtual Community Forum: DACA Student Safety Nov. 1, 2021

General Summary:
• Forum Topic: DACA student safety and support
• Mental health and CAPS with Dr. Hingwe
• Open discussion/concerns/questions

Detailed Summary:
• Introductory remarks and community guidelines
• Mental health awareness with Dr. Hingwe
  • Mental health check-in questions
  • Protect-Reflect-Connect for emotional well-being
• Open discussion/concerns/questions
  • DACA vs Dreamer
  • Mayor Jessy Gregg discusses East Lansing sanctuary city status
  • Policies regarding ICE both on and off MSU campus
  • Mayor Gregg Updates on East Lansing DEI efforts:
    • Hired DEI administrator for East Lansing
    • City wide DEI training Initiative
    • Removal of specific religious icons to promote inclusivity
    • Partners with student groups to bring diverse cultural celebrations to East Lansing
    • Creation of Police Oversight Committee
• Discussion of East Lansing Equal Rights Ordinance and Human Rights Commission

• Universal design standards in housing and building codes, including disabled people on committees

• Diversity in East Lansing councils

ICI Virtual Community Forum: Supporting Black Students Nov. 15, 2021:

General Summary:

• Forum topic: raising concerns and support for Black students at MSU

• Mental health regarding Black student leaders/activism with Dr. Hingwe

• Open discussion/concerns/questions

• Q&A with Vennie Gore

Detailed Summary:

• Introductions and community guidelines with members of Black Student Alliance

• Mental health and Black student leadership/activism with Dr. Hingwe
  • Summary of impact that Black student activism has had on culture
  • Sustainability for student activists/leaders “Care-Relax-Celebrate-Buffer-Spirit”
  • Student activist/leader tips: connecting with others, setting clear boundaries, understanding not being able to participate at all times, and disconnecting from social media

• Reflection questions for faculty/staff/administrators:
  • What supports do you have in place for students from vulnerable populations?
  • What are you going to do with what you’ve learned at these forums?
  • What self-work have you done to increase your understanding of your biases and prejudices or the lived experiences of the students you serve?
  • What systems of support have you put in place for your own self-care?

• Open discussion/concerns/questions:
  • Upper-class students being forced to move off campus
ICI Virtual Community Forum: Supporting International Students Jan. 24, 2022

General Summary:

- Forum topic: supporting international students
- Mental health and CAPS services with Dr. Hingwe
- Message from Dr. Ashley Green, assistant dean for Administration and DEI director of International Studies and Programs (ISP)
- Introductory message from Krista McCallum Beatty, director of Office for International Students and Scholars (OISS)
- Open discussion/concerns/questions

Detailed Summary:

- Introduction and community guidelines
• Mental health and CAPS services with Dr. Hingwe
  • CAPS services overview
  • CAPS wait times and what to do while waiting to get connected to a mental health professional
  • Issues faced by international students
• Introductory message from Dr. Ashley Greene
  • Explanation of various roles that are overseen
  • ISP and global DEI, new DEI taskforce and focus on global engagement
• Introductory message from Krista McCallum Beatty, director of OISS
  • International students having technical issues with virtual classes
  • Time zone issues in relation to classes/exams and social interactions are limited
  • Textbook availability
  • Students being unable to go home due to pandemic issues
  • Financial challenges due to not having access to many forms of financial aid
  • Difficulty with access to WHO approved vaccines
  • Prejudice/racial injustice
• Introductory message from International Student Association (ISA) President Nikunj Agarwal
  • Immigration
  • Immigration processes changing due to pandemic
  • Brief mention of DACA students and concerns
• Message from Kaitlyn Bolton, president of Resident Halls Association (RHA)
  • RHA is a safe space
  • Emphasis on DEI in RHA

Open discussion/concerns/questions:
• Concerns with APIDA violence
• International faculty/staff suffering from same issues, sense of understanding
• Tuition for international students being high
• Lack of diverse ethnic foods on campus dining hall menus, particularly regional African cuisine
• Keeping an international audience in mind when giving out information
• Students coming back for in-person classes and immigration delays due to pandemic
• Flight issues, no flights leaving China to the US, overall travel issues.
• Issues with food vendors of color due to language barriers and payment issues
• Lack of connection between OISS and other units at MSU
• Professors’ empathy toward international students

ICI Virtual Community Forum Feb. 21, 2022

General Summary:
• Forum topic: community connection with student leaders
• Mental health and Black History Month/Black scholars in mental health with Dr. Hingwe
• Introductory remarks from staff/faculty
• Open discussion/concerns/questions

Detailed Summary:
• Introduction/community guidelines with Meaghan Kozar
• Mental health and Black scholars in the field of mental health with Dr. Hingwe
  • Managing emotions during charged discussions
  • Celebrating Black history through the lens of health and wellness
    • Highlighting variety of healing/health in African diaspora: (Doulas, midwives, naturopaths, etc)
    • Black scholars in the field of mental health: Bebe Moore Campbell, Dr. Solomon Carter Fuller, Dr. Paul Cornley, etc.
• Introductory remarks from:
  • Dr. Jimmy Bruce and Dr. Olivia Scott from CAPS
  • Anthony Williams, assistant vice president for Student Development and External Relations and Dean of Students (SDER)
ICI Virtual Community Forum March 21, 2022

General Summary:

• Forum topic: student challenges for the 2022-23 school year
• Mental health and CAPS with Dr. Hingwe
• Open discussion/concerns/questions

Detailed Summary

• Introductory remarks and community guidelines from Meaghan Kozar and Rebekah Long
• Mental health and CAPS with Dr. Hingwe
  • Overview of CAPS resources
  • Navigating the end of the semester
• Open discussion/concerns/questions
  • Remarks from Nadir Harmon, president of Muslim Student Association (MSA) regarding MSA events and sense of unity at MSU
  • Concerns with safety surrounding Asian-American women (racial prejudice, harassment, desire for more consequences for those who commit sexual violence, intersectionality of race and gender)
  • APASO demands from a town hall meeting not being met
  • Repercussions for students and faculty/staff/admin who contribute to oppressive and unsafe behaviors on campus (defamation of rock, faculty having sexual harassment claims against them, hate crimes being downplayed as “pranks”)
  • Desire for campus wide updates on repercussions received by those who are involved in unsafe/oppressive behaviors.
  • Advocacy efforts to take place more so on administrative level rather than student level
  • Student frustration with voicing concerns multiple times and no sufficient action being taken
  • Barriers for student activism/advocacy/student government involvement on campus (lack of time to take part due to financial issues and students who need to work multiple jobs – no time for involvement) and desire for more funding
  • Concern on forming a community – suggestion of faculty/student committee and how to spark change
  • Students sharing multiple identities and trying to explore those identities, but feelings of being an “outsider” when attending groups related to their identities
  • Building bridges and connections across all groups on campus
  • Inclusion with RAs and intercultural aides (ICAs)/relationships with RAs and ICAs
  • Transitions from online to in-person classes
  • Lack of lighting on campus (classes ending later, walking in the dark, safety concerns around the river)
• Defining hate crimes and hateful things painted on the Rock

• Concerns for students with disabilities on campus
  • Goal to educate people more about the Counsel of Students for Disabilities
  • Feelings of being the “invisible group” on campus
  • Bringing awareness to accessibility issues on campus
  • Sharps containers on campus

• Feelings that MSU downplays events/issues happening in the minority communities

• Racist incidents occurring that MSU didn’t acknowledge properly

• Feelings that MSU doesn’t support minority groups (person passing away in Latinx community did not get formal address from President Stanley, no news coverage)

• International students having to choose majors based on what allows them to stay in the country rather than being able to choose the major they want

• Lack of awareness of Optional Practice Training and Curricular Practice and visa issues

• Inclusion for international students and initiatives taken in campus groups to include international students

• Concerns that MSU has an ongoing culture of dismissing important issues

• Lack of protection for student employees on campus

• Make sure to write down and document concerns/events that occur and keep in contact with student leaders to stay educated and informed

• Understanding “red tape” and “higher admin” – understanding that those in higher power may not have the answers to concerns right away, legal barriers stalling progress and the ability to take action

• Education surrounding the process when submitting a report regarding Anti-discrimination Policy (ADP): reporting hate crime, hate speech vs. free speech, etc.

• Financial aid concerns with the Spartan Advantage