

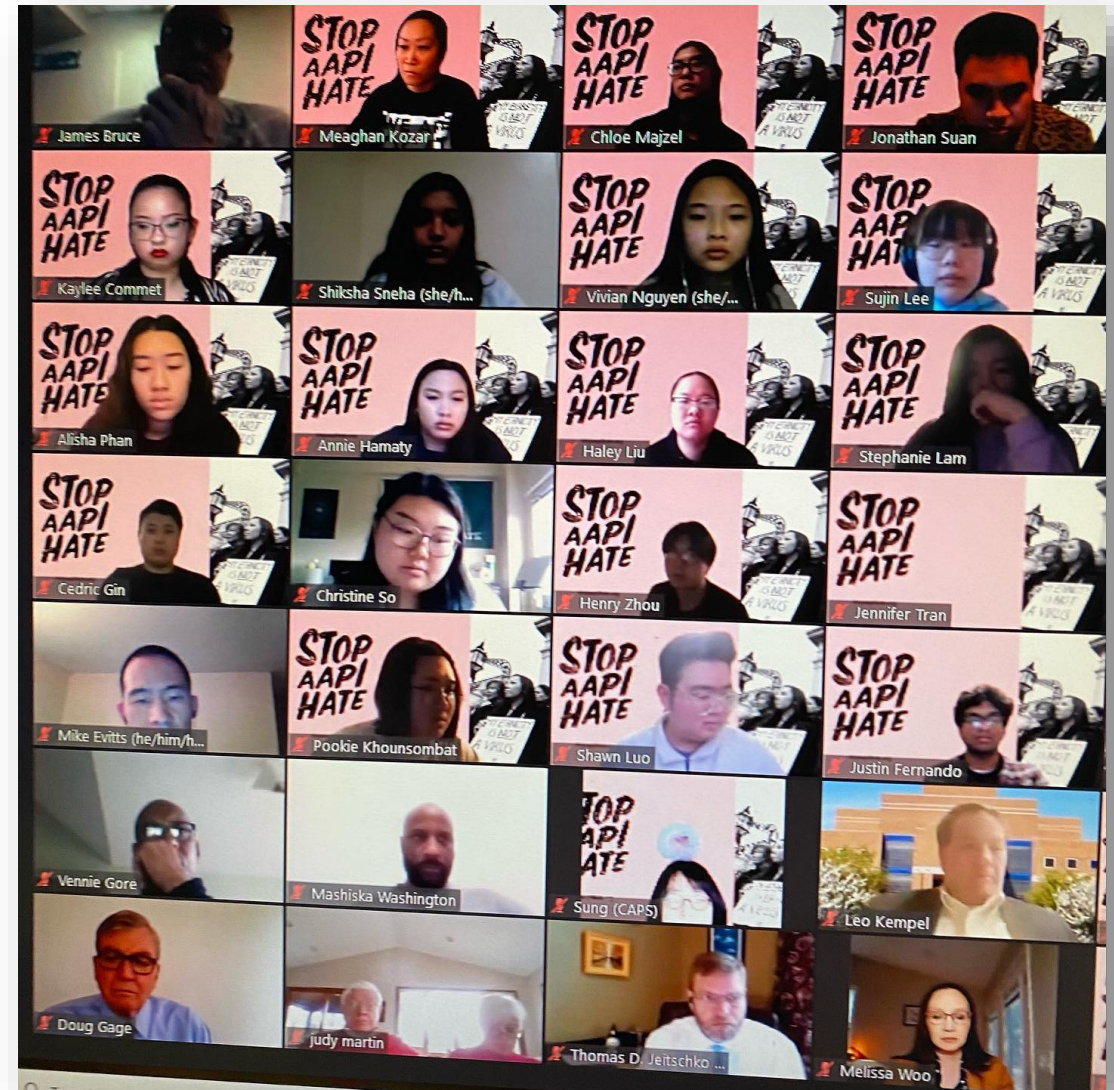


SPARTANS WILL.

**Inclusive Campus Initiative (ICI)
2021-22 Year end Report**

Inclusive Campus Initiative Rationale

- Result of the ongoing student concerns and lists of student demands.
- “I don’t feel safe.” Consistent message heard from students over many years.
- Lack of safety is a tremendous concern, especially as students return to campus in person fall 2021.
- Undertaking project to develop inclusive strategies that can be implemented in fall of 2021 and beyond toward the vision that any identity will feel safe on the MSU campus.



On March 25, 2021, over 350 people attend the APIDA Anti-Asian Violence virtual townhall.



Inclusive Campus Initiative Timeline

2020

- **(October)** Senior VP Vennie Gore appointed interim VP for Student Affairs & Services

2021-22

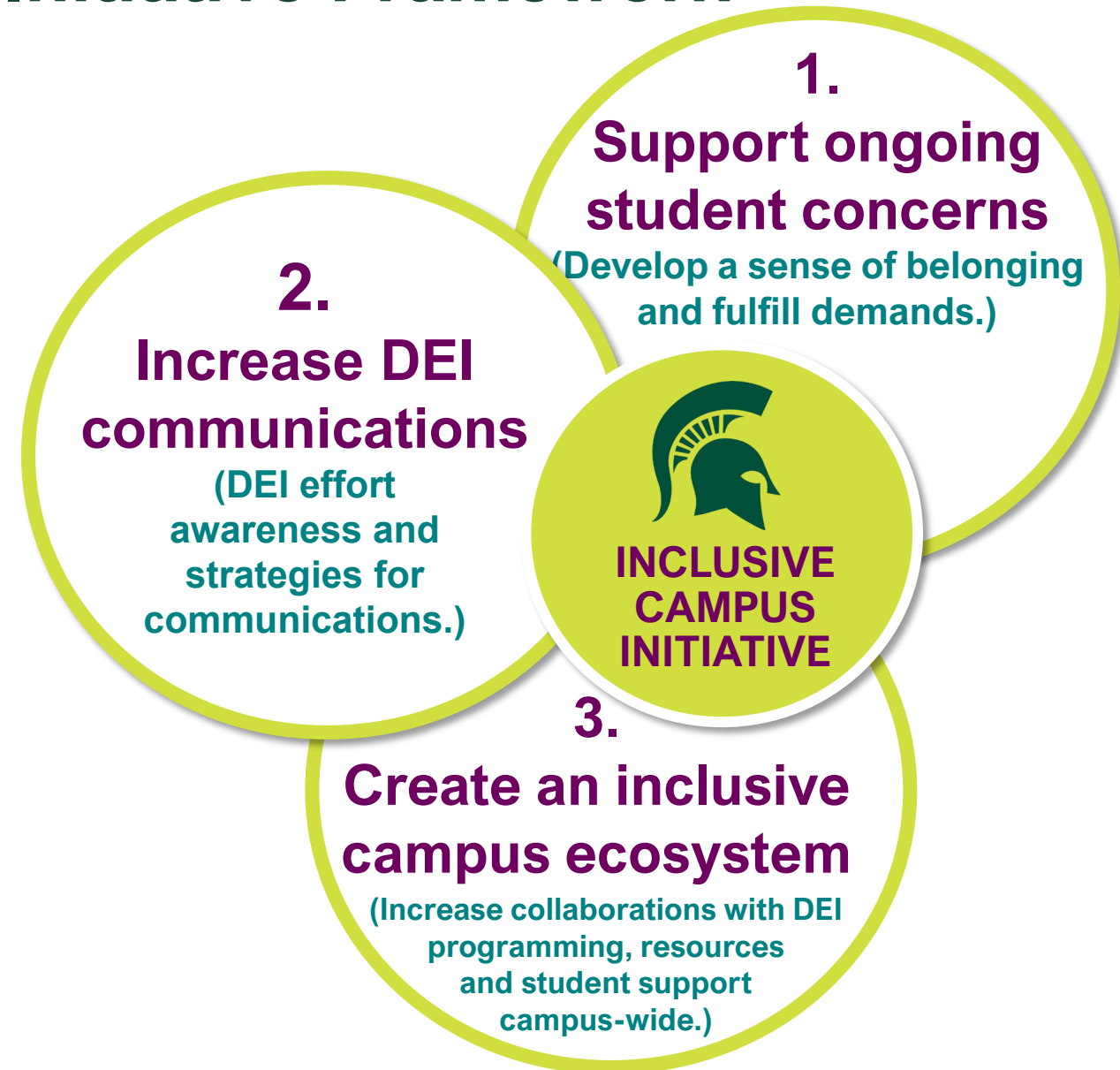
- **(March 25)** APIDA Anti-Asian Violence virtual townhall.
- **(March 26)** SVP Gore along with SLE HR Director Kelly High McCord and Chief Lean Enterprise Officer Tariq Abdelhamid create ICI framework and vision while defining roles and responsibilities of ICI Interim Project Manager job position.
- **(May)** Meaghan Kozar hired as ICI interim project manager.
- **(June)** ICI Summit planning committee (staff within SAS/RHS) is convened.
- **(July)** ICI two-day summit held at Kellogg Hotel & Conference Center.
- **(August)** Rebekah Long hired as an ICI communications assistant.
- **(September)** 1st ICI Virtual Community Forum.
 - Total of 9 VCFs—September (2), October (2), November (2), January (1), February (1), March (1), July (1).
- **(November)** Four ICI Task Forces created to support student demands and ongoing concerns.
- **(January)** Skye Flores hired as ICI practicum student.
- **(May)** SVP Gore asks ICI Task Forces to serve as the Action Work Team for the DEI Strategic Plan.
- **(June)** 2nd ICI summit held at STEM building.

forthcoming

- **(Sept. 11)** ICI Student Summit “Building a Foundation,” Erickson Kiva.
- **(Sept. 15)** ICI DEIB Campus Communities monthly luncheon for campus partners begins (staff, faculty, administration), Brody large private dining room (virtual option available).

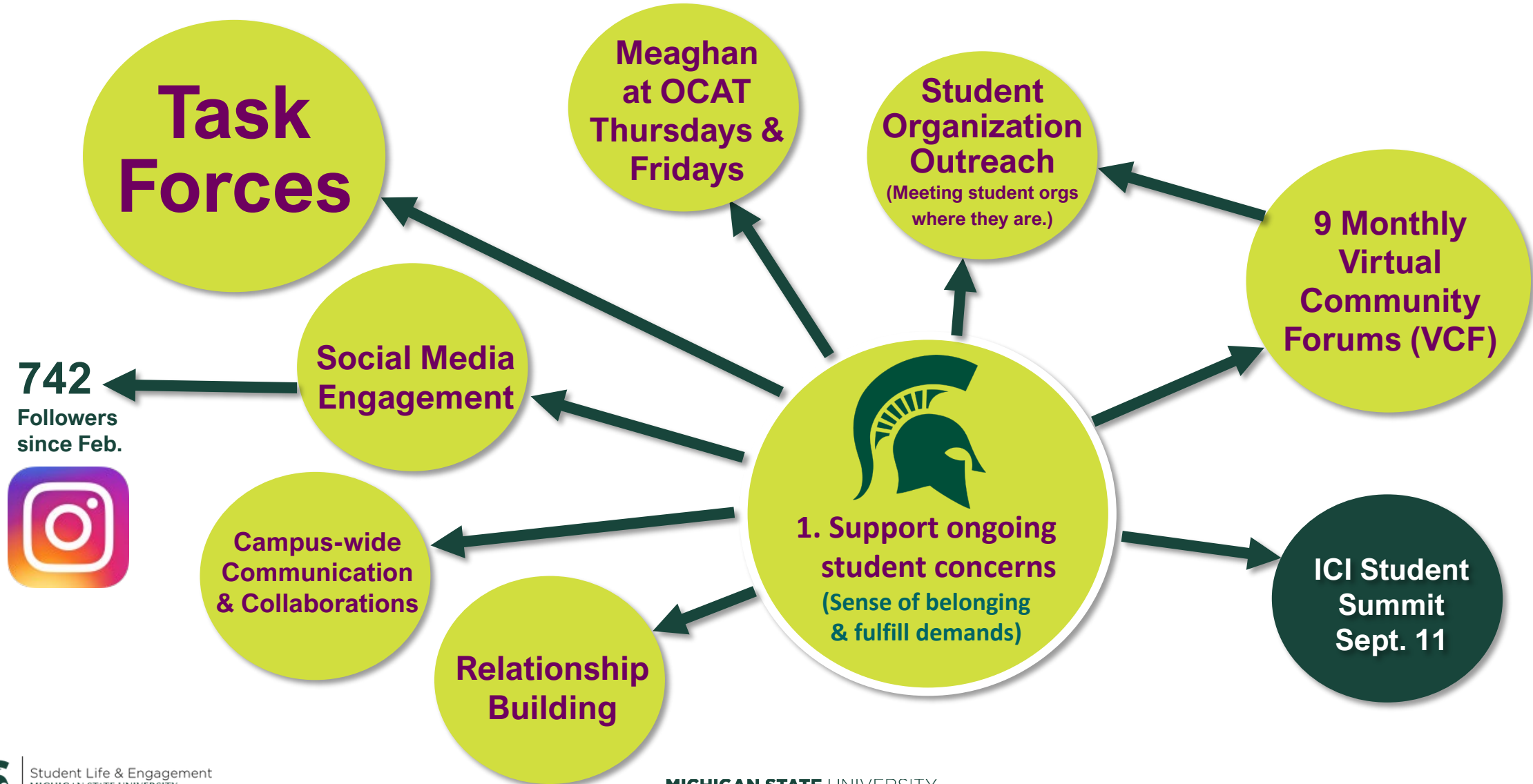
Inclusive Campus Initiative Framework

- Develop a sense of belonging and fulfill demands.
- DEI effort awareness and strategies for communications.
- Increase collaborations with DEI programming, resources and student support campus-wide.
 - Breaking down DEI silos.



1. Support Ongoing Student Concerns

Develop a sense of belonging and fulfill demands.



Virtual Community Forums



- **Purpose:** Provide a consistent space for increasing communication and visibility of DEI efforts at MSU. These forums center on student voices while creating opportunities for students to engage with administration.
- **Topics:** “Policing @ MSU,” “COVID-19 Challenges,” “Supporting DACA and Undocumented Students,” “Supporting Black Students,” “Supporting International Students,” “MSU Leadership,” “Student Challenges for 2022-23.” [[Read more at VCF Year-end recap.](#)]
- **Numbers:** 600+ attendees
- **Campus collaborations:**
 - CAPS, BSA, DreaMSU, IDI, MSU PD, East Lansing City Mayor, Office of International Students and Scholars, REHS, Student Development and External Relations, Residence Halls Association, Muslim Students Association, Council of Students with Disabilities, OCAT, International Students Association, ASMSU Chief Diversity Equity and Inclusion Officers, Women’s Council, Multicultural Greek Council and Kappa Delta Chi sorority.



What are Students Saying?



"The Inclusive Campus Initiative forums are important for students to attend because it allows students to stay in the loop on what is happening at MSU. The forums promote a safe space to talk about concerns like COVID safety, policing, diversity and inclusion initiatives, mental health services, events on campus, and much more."

- Rebekah
ICI Communications Assistant

"The Inclusive Campus Initiative is a great first step to communicating the work the university is putting in for students in terms of DEI and more. The opportunity to have dialogue with administration is something many students don't have a chance to do. ICI gives a great chance for interaction. The space also allows for transparency from not only staff/faculty but students as well!"

- Christine
ASMSU Chief Diversity, Equity
& Inclusion Officer



**INCLUSIVE
CAMPUS
INITIATIVE**



What are Students Saying?

"I believe the Inclusive Campus Initiative forums are highly important for student to come to because this is a space where faculty, staff and administration are all in one place to listen and take action on different issues within the MSU community where students express concerns. A few topics that ICI will touch on are COVID-19 protocols, Diversity and Inclusion plans, and resources for all students across campus!"

- *Kenneth*
Black Students' Alliance President



"I think that the ICI Forums are beneficial because it's a direct way of asking questions and getting solid answers from faculty, staff, and admin. As a student you won't have to search a million different places to find out what important things are happening on campus, especially when it comes to DEI."

- *Sharron*
CORES & COPS Eboard President

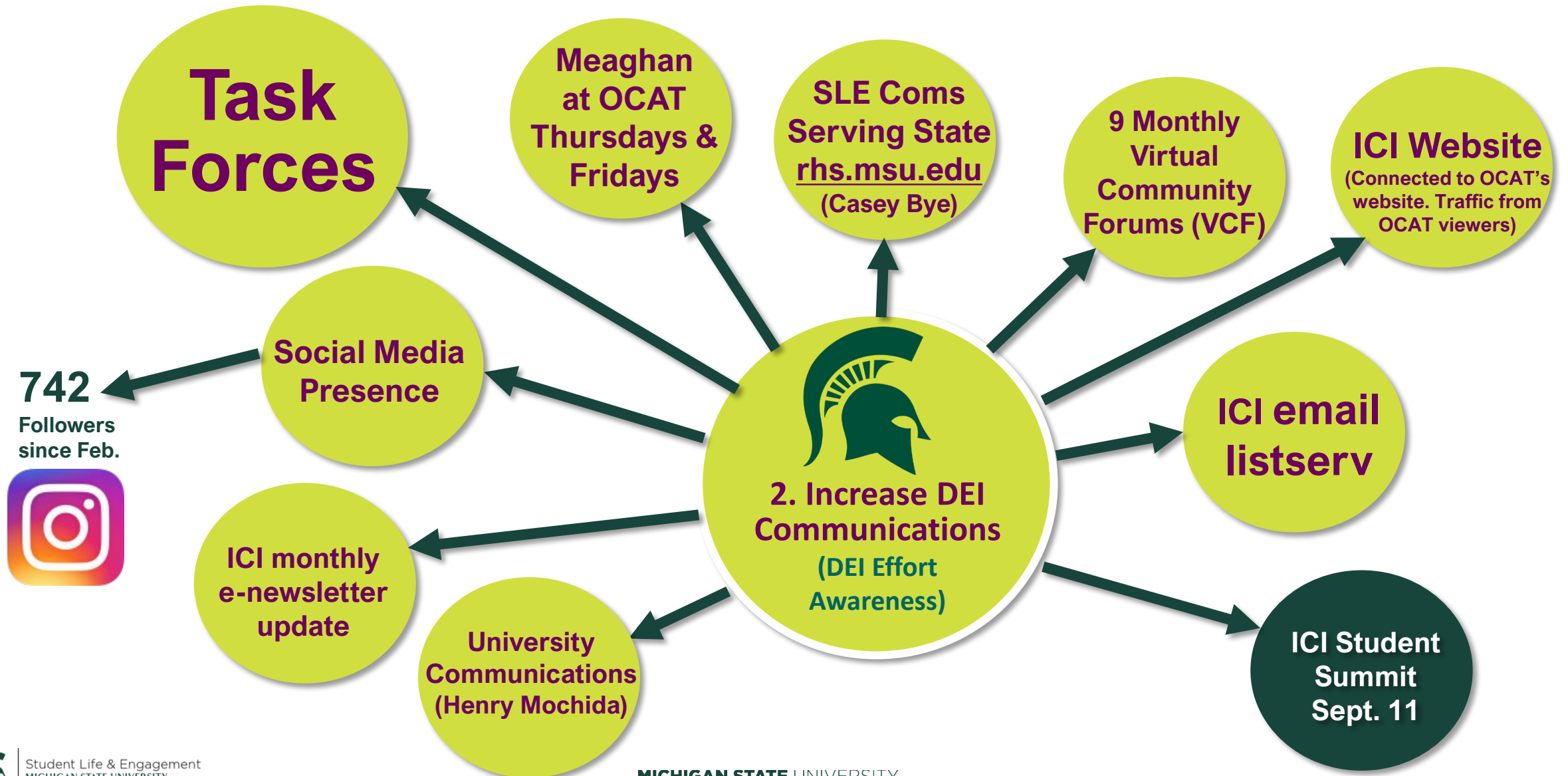


How Can Students Get Involved?



2. Increase DEI Communications

DEI effort awareness and strategies for communications.

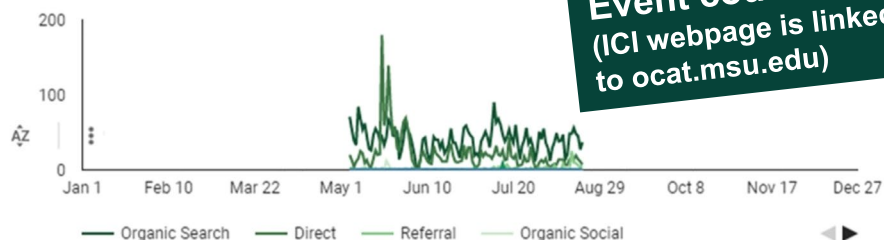


Website and Social Media Analytics

Most Popular Pages

Page title	Views	New users	Event count
1 Office of Cultural & Academic Transitions	2,641	1,486	8,559
2 M.A.G.I.C. (MSU summer transition program...	2,085	848	6,664
3 Events Calendar – Office of Cultural & Acad...	1,290	53	2,100
4 GPA & GRADE CALCULATIONS – Office of C...	1,282	1,116	5,077
5 Spartan Remix – Office of Cultural & Acade...	590	204	1,977
6 INCLUSIVE CAMPUS INITIATIVE – Office of ...	568	119	1,759
7 MAGIC 2022 FAQs – Office of Cultural & Aca...	487	60	1,427

Source Channel Groupings



Session default channel grouping	Total users...	Event count	Event count per user
1... Organic Search	3,582	29,270	8.18
2... Direct	1,981	17,019	8.59
3... Referral	155	1,280	8.26
4... Organic Social	52	264	5.08

Views: 568
New users: 119
Event count: 1,759
 (ICI webpage is linked to ocat.msu.edu)

Last 14 Days ▾

Mar 10 - Mar 23

Insights Overview

You reached **+1,694%** more accounts compared to Feb 24 - Mar 9

Accounts reached	700	+1,694%
Accounts engaged	141	+6,950%
Total followers	184	+89.6%

Content You Shared

12 Posts



68 Stories

Previous Month ▾

Jul 1 - Jul 31

You reached **+4,798%** more accounts compared to Jun 1 - Jun 30

Accounts reached	12.8K	+4,798%
Accounts engaged	587	+1,176%
Total followers	615	--

Content You Shared

3 Posts



115 Stories



Stay connected



@MSUInclusiveCampus



3. Create an Inclusive Campus Ecosystem

Increase collaborations with DEI programming, resources and student support campus-wide.



Inaugural Inclusive Campus Initiative Summit July 2021

Planning Team Committee

- Brian Hercliff-Proffer
- Clayton Griffith
- Christine So
- Heather Shea
- Juan Flores
- Karen Corley
- Kenneth Franklin
- Kim Steed-Page
- Kelly High McCord**
- Maggie Chen-Hernandez
- Meaghan Kozar*
- Murray Edwards
- Oprah Revish
- Paul Goldblatt
- Sally Gatlin
- Stacey Dawson
- Sue Webster
- Tariq Abdelhamid**
- Vennie Gore***

*ICI Interim Project Manager

**Leadership Team

***Executive Sponsor



Inclusive Campus Initiative Summit July 2021

Kellogg Hotel & Conference Center, July 2021



- Two-day event.
- Primary audience: staff from RHS and SAS.
 - Over 100 in attendance with a sprinkling of campus partners.
- Served as a springboard for year to help guide direction of ICI.
- Strategized ways to support student concerns demonstrated through four list of demands
 - Black Students' Alliance (BSA)
 - Council of Racial and Ethnic Students (CORES) & Council of Progressive Students (COPS)
 - Asian Pacific Islanders and Desi American (APIDA)
 - Employee Pride and Inclusion Coalition (EPIC)
 - While this list of demands was from LGBTQIA2S+ staff, many of the demands overlapped with support for students from the LGBTQIA2S+ communities.



ICI involvement in DEI-centered committees & program involvement

1. Global DEI Task force (International Studies & Programs)
2. The Yellow Whistle Project (Institutional Diversity & Inclusion (IDI) and APASO)
3. Violence-Free Communities (Collaborative effort. Led this year by POE Department and REHS)
4. APUE Student Success Launch (APUE)
5. Thanksgiving Unity Dinner (OCAT)
6. Race in 21st Century America Conference (James Madison College)
7. International Engagement in Mexico (IEM) (Migrant Student Services)
8. Juneteenth planning committee (IDI)



Role of the Four ICI Task Forces

- **Purpose:** Centralize communications, increase collaborations and provide recommendations in response to many of the student list of demands.
- **Participating Departments:**
 - Residence Education and Housing Services (REHS), Mosaic Multicultural Unity Center, MSU Hillel, Women*s Student Services (WSS), Gender and Sexuality Campus Center (GSCC), MSU Police Department, Office of Cultural & Academic Transitions (OCAT), Prevention, Outreach & Education (POE) Department, Student Parent Resource Center, LEAN Enterprise, Counseling & Psychiatric Services (CAPS) and College of Agriculture and Natural Resources (CANR) Office of Diversity, Equity and Inclusion
- **Supporting students through:**
 1. Increasing and centralizing communications.
 2. Following up on progress.
 3. Identifying the need for additional resources.
 4. Offering guidance, advice and advocacy.
- **Commitment:** Monthly meetings
- **Recruitment:** Participants were extended invitations to join the ICI Task Force. We wanted to keep teams small.



INCLUSIVE CAMPUS TASK FORCE #1

“Inclusive Education, Training, Programming”



Follow us on Instagram
[@msuinclusivecampus](https://www.instagram.com/msuinclusivecampus)

Purpose statement:

Sharing and supporting on-going educational programming and training efforts that impact the culture of Michigan State University.

On-going Discussions and Projects:

1. Hate Has No Home Here campaign
2. Revitalization of OCAT, its programming and Intercultural Aide program
3. Anti-Discrimination Policy education and training
4. Overhaul DEI training (i.e., Anti-racist lens, Antisemitism and Islamophobia)



Purpose statement:

Work toward an inclusive physical campus environment where Spartan community members can move freely and thrive at Michigan State University.

On-going Discussions and Projects:

1. All-gender Restrooms
 - All-gender Restroom locations across campus have been added to the new SafeMSU app. (Navigation: Open SafeMSU app. Scroll down to the campus maps section. All Gender Restrooms are identified in the app.)
2. Reflection Rooms
3. Sharps Containers
4. Gender Inclusive Housing (GIH)
5. Security and Surveillance
6. Residence Halls Cleaning Accreditation
7. Creating a community standard for creating an inclusive physical environment

INCLUSIVE CAMPUS TASK FORCE #2

“Inclusive Physical Environment”



Follow us on Instagram
[@msuinclusivecampus](https://www.instagram.com/msuinclusivecampus)



**INCLUSIVE
CAMPUS
INITIATIVE**



INCLUSIVE CAMPUS TASK FORCE #3

“Inclusive Policies and Procedures”

Purpose statement:

We are invested in influencing policies and procedures that impact student wellness and success.

On-going Discussions, Questions and Projects:

1. Donor Accountability ASMSU Gaynor Bill
2. Anti-Discrimination Policy (ADP)
 - How can we implement more accountability and awareness around bias incidents and the relationship to MSU’s ADP policy?
3. Transparency (procedures and consistency)
 - How do we increase communications centered on bias incidents in the residence halls in providing support for students?
 - Where are the gaps in our support services for students?
4. Religious Observance Policy
5. Name changes on official documents



Follow us on Instagram
[@msuinclusivecampus](https://www.instagram.com/msuinclusivecampus)



Purpose statement:

Creating a more inclusive community centered on equitable representation and sustainable retention.

On-going Discussions and Projects:

1. Restructuring the “Diversity & Inclusion” link on MSU’s website.
2. Recruitment of staff and faculty of color while supporting the upward mobility of current MSU staff and faculty of color.
3. Creation of a DEI Awards Program that demonstrates the university’s commitment toward advancing DEI campuswide.
4. Increased representation of “minority representation” within leadership of REHS (i.e., resident assistants and full-time staff).

INCLUSIVE CAMPUS TASK FORCE #4

“Inclusive Representation & Retention”



Follow us on Instagram
[@msuinclusivecampus](https://www.instagram.com/msuinclusivecampus)



What Have We Learned? Ongoing challenges

- Need increase in support for the DEI practitioners leading support services and programs but working in silos.
- Lack of education on the Anti-Discrimination Policy (ADP).
- Many gaps in our support services for students harmed from a bias incidents.
- Increase in support for bias incidents that do not meet the threshold of an ADP violation.

Student organization concerns:

- MSU does not have a Donor Accountability policy. However, they are working on a policy for collecting international donations.
- Increased need for inclusive language rather than “hey guys” or “ladies and gentlemen.”
- Updates on OIE’s investigative process.
- Concerns with the negative view toward Greek Life.
- Struggles with coalition building post-remote learning environment.
- More community building events.
- Increased monitoring of Indigenous Day comments on MSU’s social media.
- Embracing the language of MSU as a “Pioneer Land Grant” university is not inclusive for the Indigenous communities.
- Support for DACA and undocumented students.
- All-gender restrooms available campus-wide that include inclusive signage.
- Support for students with disabilities that include access to sharps containers. [[Read more at VCF Year-end recap.](#)]



What Have We Learned? Ongoing challenges

Residence Halls-related

- a. Accountability for bias. If not claimant participation, OIE closes case. REHS has no authority for accountability.
- b. Mental health resources. A lot of this is on the staff in halls, and they are not trained to have this burden. Need more support that can respond and serve residential community.
- c. Policies/laws that are supposed to help/support students, but they get lost in the mess or are too overbearing for a student.
- d. A shared understanding amongst the university of the differences between a bias incident and a hate crime
- e. How powerless we are to hold those who harm others (bias) accountable, even with claimant participation and when the respondent is identified, at pretty much all levels. Our students feel like their safety is sacrificed to create space for the comfort of those who hold dehumanizing views. So, we need a more nuanced conversation about the ADP AND specific strategies (beyond education) to deter and hold accountable those who continue harming others.
- f. Unclear expectation around what is and is not possible with action taken by the university. Students immediately shut down the possibility of support when the level of accountability they expect is not possible.
- g. Students not fully understanding the ACD role and the scope/authority it carries.
- h. Students not understanding the in-hall conduct process or reason for provisions/sufficient provisions not issued.
- i. Miscommunication and no congruence of job expectation between partners, specifically the police.
- j. Limited accessibility for residents to campus resources that are overwhelmed. When residents get turned away, they are less likely to reach out and ask for help.



One Scenario...

MSU staff, faculty and administration create successful mental health branding marketed toward marginalized communities. Embracing therapy and counseling services through CAPS is becoming normalized.

Marginalized students contact CAPS but appointments are 2 weeks out while crisis line is a 2-hour wait.

Students are frustrated and begin to blame CAPS for not prioritizing their needs.

Shortage in staff with an increase in demand causes long wait on the crisis line and scheduled appointments.

Incident after incident happens nationally related to violence and hate. Messaging from MSU's president and other administration offer CAPS as a solution for supporting students.

CAPS is still short staffed.

While CAPS is an invaluable resource, what are the implications if messaging places the onus on students to seek support for their perceived mental traumas, when these traumas are a result of the larger failures within our society?



Next Steps

Year two through July 2023

- **ICI Summit**, June 28-29 (9 a.m.-1 p.m.); STEM building
 - Opened invitation to participate in the ICI Task Forces
- **ICI Student Summit**, Sept. 11 (1-6 p.m.); Erickson, Kiva
 - Community building, inclusive leadership and moving from “talk to action.”
- **ICI DEIB Campus Communities Monthly Lunches**, Sept. 15, Oct. 14, Nov. 18; Brody Large Private Dining Room
 - Increase communications, promote collaboration, share updates on progress of DEI projects, resources, concerns and questions, and spotlight a campus DEI partner(s).
- **ICI Virtual Community Forums**, TBD
- **ICI Task Forces will serve as Vennie’s Action Work Team for MSU’s DEI Strategic Priority Implementation Planning Efforts.**





SPARTANS WILL.

Vennie Gore

senior vice president for Student Life & Engagement (vgore@msu.edu)

Meaghan Kozar, PhD, interim project manager (kozarmea@msu.edu)