



January 2023

### **“What Does Support Look Like?”**

We cannot underestimate the power of support taking form when human beings reach out to other human beings and ask how are you *really* doing? In the past few days, I am grateful for the words of support shared with me that include, “please take care of yourself” and “let me know how I can support you.” As staff, faculty and administrators, we forget that we are also navigating through a world of trauma with the recent and recurring tragedies that are taking place nationally and globally.

Supporting student and community needs has been foundational to the Inclusive Campus Initiative (ICI), yet we do not claim to have it all figured out. However, I remain hopeful with what we are achieving with the ICI. One hopeful moment is the work of our committed ICI task force teams. After a year and a half of identifying a tremendous gap in our support services for students and the community, the ICI “Inclusive Policies, Procedures and Practices” task force team is developing a plan for a coordinated effort to address trauma events that ultimately impact the MSU community. Our plan is the creation of a [Critical Trauma Response Team](#) that would activate a network of communication campuswide allowing for a united response plan when *urgent* community support is needed.

Critical to the ICI’s support of our students takes shape in the ways their voices, experiences and perspectives are amplified and centered. Our support must be proactive and consistent. Today, the outgoing ASMSU CDEIO, Nadir Hamid, asked if he could set up weekly meetings with me for ongoing support as he transitions out of his role. I enthusiastically accepted. Nadir’s leadership and partnership with the ICI has been invaluable in influencing our work. He, like so many student leaders, has been doing outstanding advocacy work to support the communities they represent. Take some time to review Nadir’s [Fall 2022 CDEIO report](#).

Recently, I noticed that our Senior Vice President for Student Life & Engagement, Vennie Gore was meeting individually with several student leaders. After noticing these recurring meetings, I asked Vennie to share some insight into how long he has been meeting with students and how the time spent with student leaders influences his work. Vennie responded, “I have been meeting with student leaders for about 10 to 12 years. I see our relationship as learning partners. Student leaders share issues that are important to their members, and they also provide me with general concerns and needs of the student body in general. We also get the opportunity to solve problems and collaborate on projects.”

Similarly, I asked Hannah Jeffrey, president of the Council of Graduate Students (COGs) how these meetings have influenced her, and she responded, “Meeting with Vennie has given graduate students a voice in the decision-making processes that so often seem to be kept behind closed doors. I am especially grateful to Vennie for providing us with the transparency that we ask for.”

We cannot take our foot off the pedal when it comes to offering support. We cannot predict what future traumas we will need to endure. We can no longer be business as usual because of the unpredictability of our turbulent times. We need to offer spaces for processing and continuing our listening circles. We need to check in on each other, slow down and focus on healing. We need to increase mentorships and focus on rebuilding our communities. We need to ask students and other community members, “what do you need?” This is what support looks like.

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## What is the Inclusive Campus Initiative (ICI)?

The Inclusive Campus Initiative (ICI) at Michigan State University is a radical and transformative ground up approach that centers student voices, builds partnerships with senior administration and increases communications and collaborations with campus partners in creating a sustainable inclusive campus ecosystem. Through the vision and oversight of [Senior Vice President, Vennie Gore](#), the ICI is managed by [Meaghan Kozar](#), the Interim Project Manager. Additional invaluable support includes leadership from [Tariq Abdelhamid](#), chief Lean Enterprise officer and the [ICI Task Force team](#).

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## Stay Updated! Visit ICI’s Quick Links:

[Contact the ICI](#) | [DEI Campus Events](#) | [\(FAQs\) – Campus Updates](#) | [ICI DEIB Campus Communities Monthly Lunches](#) | [ICI End of year report Food for Thought: Cultural Community Dinners](#) | [History](#) | [Timeline](#) | [Task Force Team](#) | [Virtual Community Forums](#)

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## Stay Connected!

- a. Over **80 events** have been added to the [DEI/DEIB/Student Success Events Google Doc](#)! Thank you to those who have added their events. If you find this resource helpful, please let us know! Email [kozarme@msu.edu](mailto:kozarme@msu.edu).
- b. [Campus Partner Document](#) (Updates from ICI Campus Communities Lunches)
- c. Check out [OCAT’s newsletter](#)!
- d. Follow ICI’s Instagram [@MSUInclusiveCampus](#)

**SAVE the DATE for the Anti-Discrimination Policy Summit 2023**

For questions or to request an invitation please reach out to [ocr@msu.edu](mailto:ocr@msu.edu).



**SAVE the DATE for the next [Multicultural Center Community Engagement Sessions](#)**

Feb. 3 (11:30 a.m.)

Registration Link: [https://msu.zoom.us/webinar/register/WN\\_HLAsKYQbTXaKJjDtlcbEdg](https://msu.zoom.us/webinar/register/WN_HLAsKYQbTXaKJjDtlcbEdg)

For more questions, contact Tiana Carter [carte282@msu.edu](mailto:carte282@msu.edu)



## What's New to the ICI?

1. Consolidated the ICI Task Forces from four to two.
  - Task Force 1 "[Inclusive Education, Training and Programming](#)"
  - Task Force 2 "[Inclusive Policies, Procedures and Practices.](#)"
2. Developing a plan for activating a "[Community Trauma Response Team.](#)"
3. [ICI Campus Communities Lunches](#) Spring 2023 Schedule. Registration Required.
  - **Friday, Feb. 10** (12-1:30 p.m.) at Brody Large Private Dining Room. \*[Registration Available for February!](#) Topic: "What does support look like? How do we support our students and community?"
  - **Thursday, Mar. 23** (12-1:30 p.m.) at Brody Large Private Dining Room. (Registration will be available early March.)
4. [ICI "Food For Thought" Cultural Community Dinners](#): These dinners are community rebuilding spaces designed for conversation among multicultural and marginalized student communities. These gatherings will be opportunities to share delicious meals and spark conversations about important diversity, equity, inclusion and belonging (DEIB) topics. *[Note: While deadline to register is Jan. 25, we will continue to keep the sign-up link open.]*

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## Congratulations Florenso Hernandez!

### Office of Admissions, Assistant Director for Diversity, Equity, and Inclusion

Expectations for this new Admissions role include all the following, but not limited to:

- Act as a liaison with stakeholders such as our residential colleges, Neighborhood Student Success Collaborative, and off-campus community-based organizations
- Determine effectiveness of DEI programs
  - Assess and modify program content and schedule to meet university goals.
  - Exercise independent judgment in developing action plans for improving DEI programming and marketing materials.
  - Work with marketing and communications team to develop materials and website content relevant to DEI initiatives.
- Utilize demographic information, historic enrollment trends, market forecasting and prospect data to develop and implement DEI recruitment plans and strategies.
- Interview and counsel prospective students and their parents, to assist in their understanding of transfer and freshman awards and admission process information and provide guidance to students in developing educational plans to achieve educational goals.
- Review applications for admission to determine eligibility for acceptance to the university.
- Travel to visit secondary schools and community colleges to inform counselors and students about the university.

