Warm Greetings from the Office for Inclusion and Intercultural Initiatives.

We welcome this moment to celebrate the season and reflect on a notable year throughout our inclusive communities. Much has been accomplished by the I3 staff and collaborators across all parts of campus to bring a broader awareness and participation in campus-wide inclusion and diversity programming. We are truly grateful for the support we continually receive to fulfill the mission of Building Inclusive Communities.

As 2018 comes to a close, we want to send sincere thanks and express our appreciation towards everyone who works to advance diversity and inclusion at MSU. It requires commitment, leadership, and the participation of the entire campus community. We are so grateful and proud of our combined efforts. Here’s to many more successful collaborations in 2019!

Best wishes,

The I3 Team

MSU Dialogues is designed to help students, faculty and staff learn how to engage in civil dialogue across different identities. Launched in Spring 2018 with six race dialogues as an 8-week, 90-min per week dialogue program with a scaffolded curriculum facilitated by specially trained peer facilitators, we have grown from approximately 80 participants to over 200. MSU Dialogues is guided by a very diverse core team that serves as both advisors and champions of the work.

Diversity Research Network (DRN) exists to connect faculty of color and diversity scholars who study race/ethnicity at MSU. This year we added the Summer Stay Retreat to the tradition of the Mafungo Retreat. 34 faculty members participated in these intensive mentoring experiences across seven colleges. The Launch Awards Program (LAP) awarded 17 scholars funding. The LAP supports or bridges new scholarly streams, or the development of research instrumentation, to enhance pathways to larger grants for diverse and diversity scholars. Additionally, 26 faculty and student scholars participated in the Ford Foundation Fellowship Application Workshop. 35 scholars signed up for the one-day Researchers Workshop. DRN Writing Spaces and Share Outs grew out of the retreat experiences providing writing spaces and interdisciplinary opportunities for sharing work and obtaining feedback.

Education & Development During the fall semester of 2018, I3 provided 25 different trainings in Self-Awareness, Implicit Bias, Racial Literacy, and Inclusive Teaching. Our Certificate Series on Understanding Implicit Bias, three 3-hour sessions, graduated five cohorts. An individualized series was designed for Academic Advisors which involved 11 units across campus. Training was also provided to the Great Lakes Planetarium Association annual conference, which was hosted by MSU.

Transforming Theatre Ensemble (TTE) performed for and collaborated with units all over campus, including MSU Extension, the Department of Art, Art History, and Design, the Executive Leadership for Women Program, MSU Dialogues, Fulbright Scholars, and many more. As a component of I3’s Education and Development, TTE enriches learning around diversity and inclusion by giving real-life nuance and complexity in portraying implicit bias.

Awards and Programs The I3 coordinated a slate of annual programs that provided honors and awards to MSU students, faculty, and staff who are recognized as actively engaging in building inclusive communities in ways that fight injustice and promote equality for all. 2018 highlights include:

DR. MARTIN LUTHER KING JR. COMMEMORATIVE CELEBRATION DAY, held in January, celebrated Dr. King’s life and legacy with concerts, student leadership conference and presentations, a commemorative march and more.

THE DR. MARTIN LUTHER KING JR. ENDOWED SCHOLARSHIP PROGRAM recognized seven outstanding MSU students for their leadership in building inclusive communities at the 2018 Dr. Martin Luther King, Jr. Scholarship Fund Dinner, an inspirational event that was widely attended by MSU community members.

CÉSAR E. CHÁVEZ CELEBRATION AND COMMUNITY LEADERSHIP AWARDS featured keynote speaker, American icon, Human/Civil Rights hero, and Presidential Medal of Freedom award winner Dolores Huerta.

THE EXCELLENCE IN DIVERSITY AWARDS recognized and rewarded the efforts of nine MSU faculty, students and staff, including units and organizations for efforts to create and support an environment where diversity and inclusion are valued.

THE BUILDING INCLUSIVE COMMUNITIES MERCHANDISE COLLECTION, a new project sponsored by the I3 and Residential and Hospitality Services, established profits from the sale of branded merchandise sold in Spartan Spirit Shops to benefit the Dr. Martin Luther King, Jr. Endowed Scholarship Fund.

CIEG Program Creating Inclusive Excellence Grants presents an opportunity for colleges and academic units to engage in efforts that will enhance academic quality; and clearly articulated outcomes, demonstrably benefit students and create a more inclusive campus community for all. This year, the department was pleased to award 33 grants from 24 units across campus.

Intercultural Pillar MSU is piloting a Diversity and Inclusion Co-curricular Certification Program to launch this Spring Semester. The goal of this program is to give MSU students a value added to their degree and to develop competencies which employers have indicated are important in a variety of career fields. The program is a collaboration between the Neighborhood Student Success Collaborative/Associate Provost for Undergraduate Education, the Office for Inclusion and Residence Education and Housing Services, along with representatives of several colleges.