

# MICHIGAN STATE UNIVERSITY

## MEMORANDUM

To: CORES and COPS Leaders

From: Lou Anna K. Simon *LAS*

Subject: Follow Up from Our Meeting of October 22 and  
Subsequent Conversations

CC: ASMSU, COGS, RHA

Date: November 19, 2015

Our October 22 meeting was valuable to me and, I hope, to you. Our productive dialogue can be the basis for us moving forward together, and with others, to make Michigan State a better place for all.

### Follow-up to our October 22 Meeting

At the conclusion of our meeting, I committed to following up on several items. The first attachment to this memo ("Follow-up to the CORES and COPS Meeting of October 22, 2015") addresses the specific issues we discussed. These are issues upon which we are making progress. Though we typically meet once each semester, I have asked Vice President Maybank to reconvene CORES and COPS again this semester to continue our conversation.

### Continuing Conversation about Broader Themes of Diversity and Inclusion

I am also writing to you as student leaders who, like me, are concerned with broader themes of diversity and inclusion highlighted by recent events both on and off college campuses nationally. Across the country, conversations about inclusion, community, and personal rights and responsibilities are taking place. These themes have surfaced on our campus as well.

At Michigan State we are not unaccustomed to these conversations. I meet regularly with student leaders. I also meet with faculty and staff and community leaders to discuss these issues. I have discussed issues of



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inclusion and diversity regularly on campus. I have affirmed MSU's commitment to these and other values at [www.president.msu.edu](http://www.president.msu.edu). But we are at a moment of inflection and reflection, and we must take advantage of a sense of urgency to come together as a community to reaffirm a truly *active* commitment to inclusion.

Last Friday I joined a "Let's Talk About It" dialogue for the MSU Community sponsored by the Office of Student Affairs and Services. Last night I spent time at the Kellogg Center with a group of concerned students. These conversations must continue. I have asked Vice President Maybank to coordinate additional opportunities for listening and dialogue with specific themes over the coming weeks. Dr. Maybank is also collecting the many questions and ideas that have been discussed in recent weeks and will be responding to them. But conversation without action is hollow. From listening and dialogue must come sustained, purposeful action.

### **A Plan for Action**

Based on the conversations to date, I have developed a set of actionable next steps that you will find outlined in the second attachment to this memo ("Action Plan"). This is a continuation of many ongoing efforts; neither a beginning nor an end – it is a next step forward. I expect that the conversations coordinated by Vice President Maybank will also result in good ideas and actionable steps that will supplement this Action Plan. Periodic progress reports will be provided to student leaders (CORES, COPS, ASMSU, COGS and RHA) and faculty leaders, and will be posted at [studentaffairs.msu.edu](http://studentaffairs.msu.edu). You will note that some action items have already been completed but are listed because it is important for all student leaders and the broader community to know what steps we are taking.

I thank you for your leadership and commitment to join me in the work of making Michigan State better tomorrow than today and to not being satisfied until we have, together, created an environment conducive to learning and personal and professional growth for all: an environment that is authentically inclusive.

## Follow-up to the CORES and COPS Meeting of October 22, 2015

*A three-page document presented by the groups details the specifics associated with each of the topics. That document is included as a part of this summary.*

### **Discussion of Topics**

Following is a synopsis of the discussion associated with the five topics raised by the group:

I. Spartans Will... Be sufficiently trained in cultural sensitivity and diversity

Students want to have a part in the training designed for faculty, staff and students. There needs to be a concerted effort to implement training for incoming students in the same way other topics are addressed. There was discussion regarding the effectiveness of such programs in eliminating insensitivity. Beginning Fall 2016, incoming students will be required to participate in online learning related to MSU's diversity and inclusion values, related policies, reporting and investigation procedures for prohibited discrimination and harassment, identification of available campus resources, and appropriate intervention strategies, much like the SAFE mandatory online learning on MSU's Relationship Violence and Sexual Misconduct Policy.

Responsible Administrator: Director Granberry Russell

Status: Ongoing

II. Spartans Will... Use preferred names in D2L

The work on D2L and student preferred names was completed in the summer. Students who wish to make a change in name to a preferred name can do so. Lack of knowledge about the option to use a preferred name may be more a matter of needing to identify effective means of raising awareness among the student body.

Responsible Administrator: Director Granberry Russell and Dr. Nicole Rovig

Status: Completed

III. Spartans Will... Mandate mandatory SARV Workshops

Students believe the SARV Prevention Program, as a face-to-face training program, should be made mandatory and there should be real consequences for those who do not complete the training. There was discussion on whether voluntary or mandatory training would have a more lasting impact on behavior. SAFE training is mandatory with consequences for students who do not complete the training. We will consider the assessment data associated with these types of programs to determine the best way to achieve the desired outcomes and expectations. Consideration of positive reinforcement models, rather than punitive mandatory models, would be beneficial.

Responsible Administrator: Dr. Allyn Shaw (working with Kelly Schweda)

Status: Ongoing

IV. Spartans Will... Respect CORES and COPS in regard to access of resources

A few things have occurred that seem to suggest the spaces designated for the groups are not important. The Vincent Chin Room flooded over the summer and remains unrepaired, leaving APASO members without space on which they depend for meeting and program planning. BSA, as the only CORES group without a designated space, has made a request for a specific room, but has had no response. Additionally, it appears the space in Mosaic is used for other groups when student use should be the top priority.

A related issue is the guidelines for accessing the collaborative funding made available to CORES and COPS groups for programming. Notes from 2011, when the funds were established, were distributed. The students will determine the approval process that would work best this year.

Vincent Chin Room Access

Responsible Administrator: Dr. Frazier  
Status: Completed

BSA Access to G25 Hubbard Hall

Responsible Administrator: Dr. Frazier  
Status: Ongoing  
Update: Room G25 was made available as requested. Students have asked to explore other room options.

Mosaic Space Utilization Policy

Responsible Administrator: Dr. Frazier (working with Maggie Chen Hernandez)  
Status: Ongoing

CORES/COPS Funding Process

Responsible Group: CORES/COPS (working with Dr. Frazier)  
Status: Ongoing  
Update: Funding has been used by the student groups this year.

V. Spartans Will... Petition for Dreamers to get in-state tuition

University leaders have met with members of the Latino community on this issue and anticipate revising rules related to in-state tuition in advance of billing students for the Spring semester.

Responsible Administrator: Provost Youatt  
Status: Ongoing

**President's Call for Student Engagement**

CORES and COPS efforts and those of ASMSU, RHA and COGS should be aligned to create a culture of bystander intervention, not only associated with sexual assault issues, to enforce "Spartans helping Spartans" in all contexts. How can we create incentives to reward those doing the right thing?

Open the conversation about on-line training on ethnic, racial and cultural issues. Be active participants in the planning.

Continue to create videos, like those from the 2015 opening of school, which display the positive engagement of our students and the rich diversity of our campus community.

President Simon's closing comments emphasized that we may not always agree on the tactics but together can still use research and information to do something different to bend the curve. She expressed her appreciation for the intellect and character employed by the students to move the various issues forward; the types of ideas and thoughts expressed are critical to making MSU better.

### **Deliverables**

Office for Inclusion will be responsible for the development of a mandatory eLearning for incoming students on diversity and inclusivity by fall 2016, and student input on such training will be a priority. The Office for Inclusion will work with student governance, and gain additional input from students broadly, including through CORES/COPS, on an educational campaign that will be connected with the Intercultural Pillar in the Neighborhoods.

Student Affairs and Services will be responsible for ensuring that the Vincent Chin Room, which was flooded over the summer, is restored for use by APASO. In the event of continued delay, alternative space will be identified until the Vincent Chin Room is ready.

Student Affairs and Services will work with Residential and Housing Services to determine if Room G25 in Hubbard Hall is available, as requested by BSA, as its CORES group room.

CORES and COPS groups should determine the internal process for approving funding requests through the Collaborative Funding resources. The specific plan should be documented and submitted to Dr. Frazier.

Meeting with Michigan State University Administration

October 22nd 3:30 pm

Administration Building Conference Room 450

List of Demands

Summary of topics:

- I. Spartans Will.... Be Sufficiently Trained in Cultural Sensitivity and Diversity
- II. Spartans Will... Use Preferred Names on D2L
- III. Spartans Will... Mandate Mandatory SARV Workshops
- IV. Spartans Will... Respect CORES & COPS in Regard to Access of Resources
- V. Spartans Will... Petition for Michigan DREAMERS to get in-state tuition

- I. Spartans Will.... Be Sufficiently Trained in Cultural Sensitivity and Diversity
  - A. We demand more comprehensive and effective diversity training of Professors and Michigan State University employees. Some have been trained but the University requirement is in no way adequate to the needs of the entire student body. If the process of learning is continual why are diversity trainings treated as a check mark in their trainings? We are a large part of the community and we demand that this education needs to be more than 30 minutes. We strongly recommend one aggregate training workshop for cultural sensitivity, disabilities, LGBT quill training, intl. students, and not using minority students as examples for their whole culture. We want a place at the table in creating this training with a representative from each CORES & COPS organization present and included.
  - B. We demand Professors to make the proper accommodations based on this training process. Digital material must be accessible and all accommodations in the classroom must be met. Frequently we hear stories about professors saying highly insensitive things or students who simply have to work very hard to have their accommodations implemented because professors don't understand that these accommodations have been *verified* by the university already and that they are legally required to provide them.
  - C. We demand that comprehensive cultural sensitivity and diversity training of all incoming students. The only training that occurs as a result of AOP is that to "address academic and student life expectations and responsibilities"(MSU AOP

2016). We want the same amount of training of employees be employed as training as a mechanism to train incoming students.

II. Spartans Will... Use Preferred Names on D2L

A. We demand that work with D2L continue to progress because D2L does not reflect preferred names on their system at this time students are forced to out themselves. We believe faculty shall receive messages regarding respecting student's preferred name. We would like to commend the University on their work to put preferred names on MSU ID's not in quotations.

III. Spartans Will... Mandate Mandatory SARV Workshops

A. We demand Sexual Assault and Relationship Violence Prevention (SARV) program workshops be mandatory with consequences for all incoming students. The information taught in SARV workshops is vital for the safety and wellbeing of MSU students. The consequence could be a hold on a student account, or some other tangible penalty for those who don't attend a SARV workshop by the end of their freshman year. 37% (3,637 of 9,723) incoming MSU Freshman and Transfer students enrolled in the 2014-2015 academic year failed to attend a SARV Prevention Program workshop by the end of their first academic year. Though the numbers have steadily increased each year, it is common knowledge that there are no tangible consequences to students who fail to attend.

1. This issue has a massive impact on the MSU Community. According to the National Intimate Partner and Sexual Violence Survey
  - a) 1 in 2 women and 1 in 5 men has experienced sexual violence victimization other than rape at some point in their lifetime. The U.S. Department of Justice reports that sexual assault is the most under reported crime in the nation.
  - b) 1 in 4 women and 1 in 7 men have reported being the victim of severe physical violence by an intimate partner.
  - c) 1 in 6 women and 1 in 19 men have reported being stalked in their lifetime.
  - d) College students are at their highest risk during their first year.
2. We understand that, in light of MSU's federal investigation, administration has made mandatory with consequence the online e-learning program "SAFE". While this is a step in the right direction, the 13 minute 17 second video is not enough to address the educational needs of the MSU community on this extremely important issue.

IV. Spartans Will... Respect CORES & COPS in Regard to Access of Resources

A. We demand that the spaces we are given on campus are respected. The Vincent Chin Room in Holden since June or July has been damaged by flooding. The

room has still not been fixed and housing has not helped. 8-10 affiliates are being actively affected by this lack of support.

- B. We demand that BSA be given a meeting room. Our spaces are not respected because we have none. How can you let such a large amount of students go without a place for students? Are BSA and other CORES & COPS organizations regarded by Michigan State University as valued students on campus?
  - C. We demand more transparency and input on our collaborative funding budget. We would like to have written guidelines create in order to elaborate the process of attaining "our" funding. We also would like to have a say in how much money is taken from the CORES to create that budget.
- V. Spartans Will... Petition for Michigan DREAMERS to get in-state tuition
- A. *We demand in-state tuition for undocumented students who grew up in Michigan.* Michigan Dreamers are educated in Michigan's public schools as stipulated by U.S. law, which guarantees undocumented students equal access to a K-12 education (Plyer v. Doe), but lack equal access to a higher education at MSU. Access to higher education would allow undocumented students an opportunity to take part in the inclusive culture that MSU has created that encourages people to contribute their special talents and reach their full potential.

**We would like a status update by December 1, 2015.**



**Action Plan:**  
**Evolving Solutions to Accelerate Change**

Last updated: November 19, 2015

Enhancing the Cultural Competence of Michigan State Students

- New Mandatory on-line learning module for students entering MSU beginning in the Fall of 2016
  - Administrator Responsible: Director Granberry Russell
  - Status: Ongoing
- Launch a student campus climate assessment
  - Administrator Responsible: Director Granberry Russell and Dr. Renn
  - Status: Ongoing
  - Update: The assessment is scheduled to launch January 2016
- Better define the role of the Intercultural Pillar for the Neighborhoods based on data from the climate assessment
  - Administrator Responsible: Dr. Renn
  - Status: Ongoing
  - Update: Neighborhood student success initiatives have demonstrated that minority students who utilize neighborhood services earned higher GPAs than students who did not
- Create a faculty/student committee to strengthen the relevance of the diversity requirement embedded in Integrative Studies
  - Administrator Responsible: Provost Youatt
  - Status: Ongoing
- Commit resources to a social media campaign that serves to encourage demonstrating inclusion in the context of free speech, a hallmark of Spartans Will
  - Administrator Responsible: Provost Youatt
  - Status: Ongoing

Enhancing the Cultural Competency of Michigan State Faculty and Staff

- Create a faculty/student committee to develop guiding principles to develop classrooms that support inclusion and academic freedom in the context of intellectual discourse on ideas that may be jarring to lived experiences or personal values
  - Administrator Responsible: Dr. Youatt
  - Status: Ongoing
- Develop and implement implicit bias training
  - Administrator Responsible: Dr. Youatt and Director Granberry Russell
  - Status: Ongoing
- Develop resources for faculty, with student input, that enhance inclusion
  - Administrator Responsible: Director Granberry Russell
  - Status: Ongoing

Safety

- Implement the use of body cameras by MSU police officers

- Responsible Administrator: Police Chief Dunlap
- Status: Completed
- Create a police unit that will address bias, profiling, police and community training coordination, recruitment and related issues
  - Responsible Administrator: Police Chief Dunlap
  - Status: Completed
- Increase the diversity of the police force
  - Responsible Administrator: Police Chief Dunlap
  - Status: Ongoing
  - Update: Three African-American police officers have been hired this semester and are scheduled to start active duty in December, 2015. Of the 83 sworn officers on the MSU police force, 7 are African American, 5 are Hispanic, 2 are Asian, 1 is Arab American and 27 of the 83 are female.
- Incorporate implicit bias training into the training received by all MSU police officers
  - Responsible Administrator: Police Chief Dunlap
  - Status: Completed
  - Update: The Office of Inclusion has provided training to all officers. Additional, supplementary training is being scheduled. Training of new officers is now part of the established protocol.

#### Academic Success/Inclusive Academic Environment

- Extend implicit bias training to all colleges
  - Administrator Responsible: Provost Youatt
  - Status: Ongoing
- Clarify the process for handling bias incidents with all academic advisors
  - Administrator Responsible: Dean Estray
  - Status: Ongoing
- Develop student boards in each Neighborhood, comprised of representatives from student caucuses (e.g., Black Caucus, CRU, LBGTQ) to work with professionals on identifying and addressing obstacles to success for minority students
  - Administrator Responsible: Dr. Renn
  - Status: To begin January 2016
- Expand graduate student opportunities to include the CIC/ACM Mellon Foundation Grant which will focus on underrepresented students in the humanities and humanistic social sciences
  - Responsible Administrator: Graduate School Dean
  - Status: Ongoing
- Expand mentoring opportunities for minority graduate students, post-docs, and beginning faculty
  - Responsible Administrator: Provost Youatt, Graduate School Dean, Dr. DeZure
  - Status: Ongoing
- Based on previously conducted qualitative work completed by faculty, create a diversity research network to support the work of faculty and graduate students
  - Responsible Administrator: Provost Youatt and Director Granberry Russell
  - Status: To begin January 2016

- Update: A research study on the experiences of faculty within the four major racial/ethnic groups is being completed and will continue to inform ongoing efforts to address diversity and inclusion among faculty

#### Campus Community (Non-Classroom)

- Work with ASMSU/COGS to ensure the availability of resources for CORES/COPS programming
  - Administrator Responsible: Dr. Frazier
  - Status: Ongoing
- Broaden bystander intervention protocols to include bias
  - Administrator Responsible: Director Granberry Russell
  - Status: Ongoing
- Residence Education and Housing Services will conduct a town hall meeting to further explore issues and concerns related to campus living and learning including demographic, safety and security issues
  - Administrator Responsible: Vice President Gore
  - Status: To be Scheduled
- Include cultural competency in the training provided to resident assistants, Intercultural Aides, and graduate advisors
  - Administrator Responsible: Vice President Gore, Dr. Collins and Dr. Frazier
  - Status: Completed

#### Increased Clarity/Transparency in the Handling and Reporting of Bias Incidents

- Restructuring the office that handles the investigation of bias incidents
  - Responsible Administrator: President Simon
  - Status: Completed
- Hiring an independent Director for the office
  - Responsible Administrator: President Simon
  - Status: Completed
- Clarify how bias incidents on campus are handled
  - Responsible Administrator: Director Durojaiye
  - Status: Ongoing
- The director of the Office of Institutional Equity will conduct a town hall meeting to further explore issues and concerns related to reporting, investigating, and addressing bias incidents
  - Responsible Administrator: Director Durojaiye
  - Status: To be Scheduled

#### Timely Administrative Responses

- Ensure that the Vincent Chin Room is available for APASO use
  - Responsible Administrator: Dr. Frazier
  - Status: Completed
- Ensure that Rm. G25 Hubbard Hall is available for use as requested by the BSA
  - Responsible Administrator: Dr. Frazier
  - Status: Completed, but students have asked to explore other spaces

- Streamline the processes by which student groups access space and funding for their programming
  - Responsible Administrator: Dr. Frazier
  - Status: Ongoing