



2022-23 Michigan State University DEI Scorecard Report

The DEI Scorecard Report supplements MSU's interactive DEI Scorecard to provide detailed information highlighting the implementation progress for the academic year.

In 2022-23, the DEI Strategic Plan Implementation Steering Committee focused on aligning and advancing over 200 action items from the [DEI Report and Plan](#) with the [MSU 2030: Empowering Excellence, Advancing Equity and Expanding Impact](#) university strategic plan's DEI pillar objectives.

Each recommendation was assigned to the appropriate sponsor and their action planning team(s) to discuss feasibility and prioritization, along with metrics, accountability measures and funding considerations. In addition, the DEI Strategic Theme Subcommittee met regularly and provided updates to the Board of Trustees and broader campus community.

ACTION PLANNING TEAMS:

Academic Affairs (Office of the Provost)
Faculty and Academic Staff Affairs
Health Sciences
Human Resources
Infrastructure Planning and Facilities
MSU Department of Police and Public Safety
MSU Extension
Office for Civil Rights and Title IX
Research and Innovation
Student Life & Engagement
University Advancement
University Communications

In efforts to track action items, the Office for Institutional Diversity and Inclusion developed a DEI scorecard to assess the progress of the five MSU 2030 DEI pillar strategic objectives. Additionally, the DEI report's four strategic goals are cross listed with the pillar objectives and can be referenced in the alignment table.

In 2022-23, 270 diversity, equity and inclusion actions items were tracked with 24 recommendations completed, representing 9% of all actions. Most action items are in progress, making up 111 or 41% of all action items being advanced across campus. In addition, 60 action items (22%) are being evaluated for identifying resources and 75 (28%) are not started. Of all action items, 135 or 50% are either implemented or in progress, with the remaining 50% being evaluated or not started.

Of all the actions being tracked, 128 (47%) are focused on increasing diversity, 44 (16%) on ensuring equity, 60 (22%) on promoting inclusion and 38 (14%) on enhancing outreach and engagement. Additionally, of all the strategic goals, increase diversity and promote inclusion have the most items in progress, with 54 (20%) and 23 (8.5%) of actions respectively.



Breakdown of action items by MSU 2030 strategic pillar objectives:

- Objective 1: 36 action items (55% implemented or in progress)
- Objective 2: 67 action items (50% implemented or in progress)
- Objective 3: 50 action items (51% implemented or in progress)
- Objective 4: 79 action items (42% implemented or in progress)
- Objective 5: 38 action items (58% implemented or in progress)

See below for alignment chart for the five MSU 2030 pillar objectives and four DEI Report and Plan strategic areas.

2022-23 DEI STRATEGIC PLAN IMPLEMENTATION STEERING COMMITTEE

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Melissa Woo, Ph.D., Executive Vice President for Administration and Chief Information Officer

Kathleen M. Wilbur, Ph.D., Senior Vice President for Government Relations



Alignment of DEI Pillar Strategic Objectives with DEI Strategic Plan Goals		
MSU 2030 GOAL	Become a national leader in increasing diversity, promoting inclusion, ensuring equity and eliminating disparities on our campus and beyond	Alignment with DEI Report and Plan Strategic Goal(s)
OBJECTIVE 1	Recruit and support the success of a more diverse student body: Recruit, retain and graduate a diverse student body and eliminate disparities in MSU's graduation rates	Strategic Goal One: Increase Diversity Strategic Goal Two: Ensure Equity Strategic Goal Three: Promote Inclusion
OBJECTIVE 2	Dramatically increase MSU faculty who make significant contributions to advancing social justice and ethics, ensuring equity, addressing disparities and empowering communities through scholarship and engaged research	Strategic Goal One: Increase Diversity Strategic Goal Two: Ensure Equity Strategic Goal Four: Enhance Outreach and Engagement
OBJECTIVE 3	Recruit, retain and expand career development for staff from diverse backgrounds	Strategic Goal One: Increase Diversity Strategic Goal Two: Ensure Equity Strategic Goal Three: Promote Inclusion
OBJECTIVE 4	Provide a world-class academic environment that integrates DEI in teaching, research and service	Strategic Goal Two: Ensure Equity Strategic Goal Three: Promote Inclusion
OBJECTIVE 5	Increase proactive engagement with historically underrepresented and underserved communities based on partnerships informed by shared goals and mutual learning	Strategic Goal Two: Ensure Equity Strategic Goal Three: Promote Inclusion Strategic Goal Four: Enhance Outreach and Engagement

The following section features the reports from each DEI SPISC action team. Note, with many overlapping actions, Human Resources and Faculty and Academic Staff Affairs reports are combined into one.



DEI Scorecard: Academic Affairs (Provost Office)

Academic Year 2022-23

Sponsor: Thomas D. Jeitschko, Ph.D., Interim Provost and Executive Vice President for Academic Affairs

Summary:

The Office of the Provost prioritized progress to close graduation opportunity gaps by creating two undergraduate retention committees that meet weekly and receive regular data updates from Institutional Research to inform strategies to mitigate disparities evident in persistence and graduation rates and increase degree completion rates for all students.

The operational retention committee, in collaboration with offices from across campus, is creating strategic and timely outreach efforts focused on closing opportunity gaps in persistence and graduation. They have charged a diversity, equity and inclusion curriculum task force on curriculum transformation that is embedding metrics and milestones in the Academic Program Review process to assess progress and accountability for DEI.

A new Religious Observance Policy went into effect for spring 2023, requiring faculty and academic staff to make accommodations for students who miss classes for religious days. To support implementation, the Office of the Provost and Office for Institutional Diversity and Inclusion developed the religious observance calendar to assist in planning course syllabi.

Additionally, the New Student Orientation, or NSO, team is modifying the NSO program and fall welcome events to make them more inclusive and welcoming for historically underrepresented populations. Modifications will introduce MSU’s values related to diversity, equity and inclusion to incoming students.

Scorecard:

Implemented	In Progress	Evaluating	Not Started	Total
9	8	8	6	31



MSU Status Key:

Status	Definition
Implemented	Action completed
In Progress	Action initiated
Evaluating	Identifying resources
Not Started	Action not initiated

Objective, Strategic goal: Recommendation	Action	MSU Status
Objective 4, Increase Diversity: Curriculum Transformation	Implement a minimum of two DEI-related requirements in the formal curriculum for undergraduate students.	Not Started
Objective 4, Increase Diversity: Curriculum Transformation	Increase the number of DEI related stackable certificate programs offered across the university.	In Progress
Objective 4, Increase Diversity: Curriculum Transformation	Establish a curriculum task force, with consultation from programs and centers in which curriculum centers around DEI, to identify ways to incorporate DEI within university-wide undergraduate requirements.	Evaluating
Objective 4, Increase Diversity: Curriculum Transformation	Create greater awareness of curricula related to racial/ethnic studies, religious studies, women/gender studies, global studies and studies of other social identity groups.	Not Started
Objective 4, Increase Diversity: Curriculum Transformation	Identify, strengthen, and promote programs with robust and inclusive curriculum.	Evaluating
Objective 4, Increase Diversity: Curriculum Transformation	Develop or adapt a university-wide technology system to support identification, organization and accessibility of information about formal DEI-related curricula at MSU and enable DEI curricular content tracking across the university.	Not Started
Objective 2, Increase Diversity: Curriculum Transformation	Identify and increase access to high-impact DEI learning experiences.	In Progress



Objective 2, Increase Diversity: Curriculum Transformation	Include DEI in the undergraduate Academic Program Review process.	Implemented
Objective 2, Increase Diversity: Curriculum Transformation	Hire a DEI specialist in the Center for teaching and learning innovation focused on integration of equity focused teaching and learning principles across the curriculum.	Not Started
Objective 1, Increase Diversity: Graduation Opportunity Gaps	Prioritize closure of opportunity gaps through detailed tracking and consistence monitoring and discussion.	Implemented
Objective 1, Increase Diversity: Graduation Opportunity Gaps	Create robust identity conscious programs and support programs.	In Progress
Objective 1, Increase Diversity: Graduation Opportunity Gaps	Create a retention council focused on collaborative, strategic, and timely retention outreach efforts focused on closing opportunity gaps in persistence and graduation.	Implemented
Objective 1, Increase Diversity: Graduation Opportunity Gaps	Implement regular and ongoing campus climate surveys and engage in projects addressing areas of opportunity from the survey.	Evaluating
Objective 1, Increase Diversity: Graduation Opportunity Gaps	Revamp and enhance Spartan Advantage Program.	In Progress
Objective 1, Increase Diversity: Graduation Opportunity Gaps	Establish an oversight committee, in consultation with affinity and social identity groups, to recommend and monitor strategies to close graduation gaps.	Not Started
Objective 1, Increase Diversity: Graduation Opportunity Gaps	Offer adequate and effective academic support, one-credit courses, online courses and inclusive learning communities to help ensure completion without extending time to degree.	Evaluating
Objective 1, Increase Diversity: Graduation Opportunity Gaps	Create summer bridge programs with the goal of supporting low-income, first-generation and historically underrepresented first-year students.	Not Started



Objective 4, Ensure Equity: University Religious Observance Policy	Academic Governance to consider recommendations for a revised Religious Observance Policy developed in consultation with members of the Department of Religious Studies and submitted by the informal Education Work Group of the DEISC.	Implemented
Objective 4, Ensure Equity: University Religious Observance Policy	Distribute revised policy to faculty and students.	Implemented
Objective 4, Ensure Equity: University Religious Observance Policy	Display list of religious holidays and observances in a prominent place on the Office of the Provost website.	Implemented
Objective 4, Ensure Equity: University Religious Observance Policy	Distribute to faculty and staff a two-year calendar of religious holidays and observances, including holidays observed by members of the university community.	Implemented
Objective 1, Promote Inclusion: Diversity, Equity and Inclusion Education	Add a required component to New Student Orientation (NSO) to introduce MSU's values related to diversity, equity and inclusion.	Implemented
Objective 1, Promote Inclusion: Diversity, Equity and Inclusion Education	Add a required component to orientation for new graduate students similar to the NSO component.	Evaluating
Objective 1, Promote Inclusion: Diversity, Equity and Inclusion Education	Review and modify NSO and Fall Welcome events to make them more inclusive and welcoming for historically underrepresented populations.	In Progress
Objective 1, Promote Inclusion: Diversity, Equity and Inclusion Education	Create more preorientation opportunities for students to build relationships with peers.	In Progress
Objective 5, Enhance Outreach and Engagement: Outreach and Engagement	Colleges and departments intentionally build community engaged scholarship (CES – scholarly engaged research and creative activities, engaged teaching, engaged service, and engaged commercialized activities) with diverse communities into their policies and processes including mission, planning, leadership, and evaluation.	Evaluating



Objective 5, Enhance Outreach and Engagement: Outreach and Engagement	Have all students participate in community-engaged learning (CEL) experiences with communities outside of the university that are different from them by increasing access, opportunities, and integration with the academic mission, and by reducing barriers.	In Progress
Objective 5, Enhance Outreach and Engagement: Outreach and Engagement	Build the capacity of faculty, staff, and students to conduct CES with diverse communities through professional development, resources, consultation, connections, and recognitions.	Implemented
Objective 5, Enhance Outreach and Engagement: Outreach and Engagement	Build strong partnership networks with diverse communities locally and statewide to facilitate university-community activities for impact.	In Progress
Objective 5, Enhance Outreach and Engagement: Outreach and Engagement	Increase access to MSU campus and online inventories, databases, and websites for diverse communities.	Evaluating
Objective 5, Enhance Outreach and Engagement: Outreach and Engagement	Identify relevant rankings, accreditations, and certifications that represent external engagement with diverse communities.	Evaluating



DEI Scorecard: Health Sciences

Academic Year 2022-23

Sponsor: Norman J. Beauchamp Jr., M.D., M.H.S., Executive Vice President for Health Sciences

Summary:

Michigan State University Health Sciences is working to increase diversity, equity and inclusion through curriculum transformation for students, the expansion of professional development opportunities for staff and ensuring inclusivity and fairness in promotion and tenure track of faculty.

Work includes expanding summer bridge and pathway programs with the goal of supporting low-income, first-generation and historically underrepresented first-year students; actively recruiting more diverse undergraduate students to participate in community-engaged learning experiences at MSU; and developing best practices for faculty, staff and students seeking to engage with diverse communities, including providing resources and guidance for researchers on conducting community-engaged research with diverse populations.

MSU Health Sciences is working with partners in Grand Rapids, East Lansing, Detroit and in rural areas across the state to expand health care research, training and access for and with the communities that have been traditionally underserved. This includes partnerships to make cancer treatment more accessible thanks to partnerships with BAMF Health and Spectrum Health in Grand Rapids, the Karmanos Cancer Institute at McLaren Greater Lansing and Henry Ford Health System in Detroit.

Scorecard:

Implemented	In Progress	Evaluating	Not Started	Total
5	16	14	5	40

MSU Status Key:

Status	Definition
Implemented	Action completed
In Progress	Action initiated
Evaluating	Identifying resources
Not Started	Action not initiated



Objective, Strategic goal: Recommendation	Action	MSU Status
Objective 4, Increase Diversity: Curriculum Transformation	Implement a minimum of two DEI-related requirements in the formal curriculum for undergraduate students.	In Progress
Objective 4, Increase Diversity: Curriculum Transformation	Identify and increase access to high-impact DEI learning experiences.	In Progress
Objective 4, Increase Diversity: Curriculum Transformation	Increase the number of DEI stackable certificate programs offered across the university.	Not Started
Objective 4, Increase Diversity: Curriculum Transformation	Create greater awareness of curricula related to racial/ethnic studies, religious studies, women/gender studies, global studies and studies of other social identity groups.	In Progress
Objective 4, Increase Diversity: Curriculum Transformation	Strengthen programs with robust and inclusive curriculum by stabilizing and securing resources to ensure their continued work.	Evaluating
Objective 4, Increase Diversity: Curriculum Transformation	Provide more comprehensive courses that address diverse populations.	In Progress
Objective 4, Increase Diversity: Curriculum Transformation	Integrate curricular development and management systems (Office of the Registrar and University Curriculum Committee) to maintain the most current information on inclusivity in the curriculum.	Not Started
Objective 4, Increase Diversity: Curriculum Transformation	Develop or adapt a university-wide technology system to support identification, organization and accessibility of information about formal DEI-related curricula at MSU and enable DEI curricular content tracking across the university.	Not Started
Objective 4, Increase Diversity: Curriculum Transformation	Implement DEI-related curriculum requirements; conduct surveys to collect data on curriculum content and impact on students' academic progress.	In Progress
Objective 4, Increase Diversity: Curriculum Transformation	Increase the number of DEI-related courses.	In Progress



Objective 4, Increase Diversity: Curriculum Transformation	Establish a task force to design and plan a teaching and learning center focused on integration of DEI in teaching and learning across disciplines.	Evaluating
Objective 1, Increase Diversity: Graduation Opportunity Gaps	Prioritize closure of achievement/opportunity gaps.	In Progress
Objective 1, Increase Diversity: Graduation Opportunity Gaps	Establish an oversight committee, in consultation with affinity and social identity groups, to recommend and monitor strategies to close graduation gaps.	Evaluating
Objective 1, Increase Diversity: Graduation Opportunity Gaps	Offer adequate and effective academic support, one-credit courses and inclusive learning communities to help ensure completion without extending time to degree.	In Progress
Objective 1, Increase Diversity: Graduation Opportunity Gaps	Create summer bridge programs with the goal of supporting low-income, first-generation and historically underrepresented first-year students.	In Progress
Objective 2, Increase Diversity: Research and Scholarship	Support the self-study begun by the MSU Diversity Research Network (DRN) to understand how its mission, scope and resources align with the expectation it provides campus wide leadership for supporting DEI-related research and scholarship.	Evaluating
Objective 2, Increase Diversity: Research and Scholarship	Include a DEI-related focus in the Office of Research and Innovation's internal grants program and provide professional development opportunities aimed at increasing capacity and impact of DEI-related research and scholarship domestically and globally.	In Progress
Objective 2, Increase Diversity: Research and Scholarship	Partner with faculty governance to incorporate requirements for DEI-related research and scholarship contributions, including teaching and service, into RPT policies.	Implemented
Objective 2, Increase Diversity: Research and Scholarship	Establish new faculty initiative called the 1964 Project to enhance diversity research conducted by the faculty in the college.	Evaluating
Objective 2, Increase Diversity: Research and Scholarship	Recognize DEI-related research and scholarship through annual all-university faculty awards and college-level faculty awards.	Evaluating



Objective 2, Increase Diversity: Research and Scholarship	Provide additional support to the DRN to align with an expanded mission and scope.	Not Started
Objective 2, Increase Diversity: Research and Scholarship	Establish an institutional social justice research fund to support startup funds for research on racial equity and justice conducted by MSU faculty.	Evaluating
Objective 2, Increase Diversity: Research and Scholarship	Allocate a portion of the undergraduate research budget to DEI-related research and scholarship.	Not Started
Objective 2, Increase Diversity: Curriculum Transformation	Establish a curriculum task force, with consultation from programs and centers in which curriculum centers around DEI, to identify ways to incorporate DEI within university-wide undergraduate requirements.	Implemented
Objective 1, Increase Diversity: Diversity, Equity and Inclusion Education	Add a required component to New Student Orientation (NSO) to introduce MSU's values related to diversity, equity and inclusion.	In Progress
Objective 1, Increase Diversity: Diversity, Equity and Inclusion Education	Add a required component to orientation for new graduate students similar to the NSO component.	In Progress
Objective 1, Increase Diversity: Diversity, Equity and Inclusion Education	Review and modify NSO and Fall Welcome events to make them more inclusive and welcoming for historically underrepresented populations.	In Progress
Objective 1, Promote Inclusion: Diversity, Equity and Inclusion Education	Create more preorientation opportunities for students to build relationships with peers.	Evaluating
Objective 5, Enhance Outreach Engagement: Outreach and Engagement	Encourage colleges with existing outreach and engagement activities to further incorporate DEI into their planning and activities.	Implemented
Objective 5, Enhance Outreach Engagement: Outreach and Engagement	Encourage and actively recruit more diverse undergraduate students to participate in community-engaged learning (CEL) experiences during their enrollment at MSU.	In Progress
Objective 5, Enhance Outreach Engagement: Outreach and Engagement	Initiate more formal outreach and engagement efforts and partnerships with diverse communities throughout Michigan and globally.	Implemented



Objective 5, Enhance Outreach Engagement: Outreach and Engagement	Make available to diverse groups of undergraduate students opportunities to earn certificates in CEL that document their preparation for community-engaged work.	Evaluating
Objective 5, Enhance Outreach Engagement: Outreach and Engagement	Offer resources and regular workshops to those interested in incorporating DEI into CEL activities.	Evaluating
Objective 5, Enhance Outreach Engagement: Outreach and Engagement	Increase access to online inventories, databases, and websites that catalog MSU public access among diverse members of the MSU community.	Evaluating
Objective 5, Enhance Outreach Engagement: Outreach and Engagement	Identify groups with whom University Outreach and Engagement (UOE) should be connected, assess existing connections, and facilitate connections where they are lacking.	Evaluating
Objective 5, Enhance Outreach Engagement: Outreach and Engagement	Conduct annual reviews of existing external partners, assess the degree to which they continue to represent relevant stakeholder groups or populations and adjust outreach efforts accordingly.	Evaluating
Objective 5, Enhance Outreach Engagement: Outreach and Engagement	Develop best practices for engaging in community partnerships for faculty, staff and students seeking to engage with diverse communities, including providing resources and guidance for researchers on conducting community-engaged research with diverse populations.	In Progress
Objective 5, Enhance Outreach Engagement: Outreach and Engagement	Conduct discussions with potential community partners to identify relevant DEI issues for the community.	Implemented
Objective 5, Enhance Outreach Engagement: Outreach and Engagement	Incorporate DEI values in memorandums of understanding with community partners.	In Progress
Objective 5, Enhance Outreach Engagement: Outreach and Engagement	Implement DEI training for faculty, staff and students prior to participating in activities with diverse communities.	Evaluating



DEI Scorecard: Human Resources and Faculty and Academic Staff Affairs

Academic Year 2022-23

Sponsor: Christina K. Brogdon, Vice President and Chief Human Resources Officer, and Ann E. Austin, Ph.D., Interim Associate Provost and Associate Vice President for Faculty and Academic Staff Affairs

Summary:

Human Resources advanced initiatives to develop an inclusive workplace and cultivate a great place to work. The MSU 2030 Strategic Plan calls for a “review of university policies, practices and opportunity structures to identify better ways to increase diversity, foster inclusive dialogue and provide support to staff and faculty.” The university closure for MLK, Jr. Day and new personal observance days will allow increased flexibility and support for employees to honor and recognize diverse religions, traditions, beliefs, and cultures and reinforce belonging. MSU HR performed cross-campus collaboration on workgroups for onboarding and the development of a Name, Gender, Sexual Identity and Pronoun Data Policy. MSU HR worked with the EVPA DEI Administrator to expand course offerings for the Organization & Professional Development Office. These new courses include: Building Awareness and Understanding using the Interculture Conflict Style Inventory (ICS); Cultural Competency; and Mitigating Bias in Hiring. The newly created Director of Talent position will enable significant progress toward recruiting, developing and retaining diverse talent

The Office for Faculty and Academic Staff Affairs (FASA) completed several initiatives this year to advance DEI efforts. Policy changes include: 1) a revised Religious Observance Policy that is much more robust and inclusive; 2) Expansion of eligibility to participate in the 403B base retirement program upon hire, which promotes greater equity and inclusion across employment types; 3) An expanded Bereavement Policy, recognizing the diversity of family composition and grieving needs/practices and offering longer leave time. In addition to policy, the following efforts have moved forward as well: 1) Including DEI in Reappointment, Promotion & Tenure practices, initiated the provost’s spring 2022 letter, FASA in consultation with the Council of Diversity Deans and others, worked to education administrators and faculty on the importance of considering DEI efforts as indicators of quality and excellence; 2) An online, Academic Search Committee training is being launched in February 2023, providing best practices to effectively recruit and evaluate candidates while ensuring inclusive and equitable hiring practices; 3) FASA with the Academic Specialist Advisory Committee reviewed and updated the Academic Specialist Handbook with changes that help to ensure equitable and consistent application of review processes, increased funding for professional development and more.



Scorecard:

Implemented	In Progress	Evaluating	Not Started	Total
4	46	16	30	96

MSU Status Key:

Status	Definition
Implemented	Action completed
In Progress	Action initiated
Evaluating	Identifying resources
Not Started	Action not initiated

Objective, Strategic goal: Recommendation	Action	MSU Status
Objective 2, Objective 4, Increase Diversity: Faculty and Academic Staff Success	Recognize variety of “diversity work” for faculty and academic staff when considering the reappointment, promotion and tenure (RPT) process, salary and annual performance evaluations.	Implemented
Objective 2, Objective 3, Increase Diversity: Faculty and Academic Staff Success	Improve mentoring opportunities for junior and early-career underrepresented faculty and academic staff.	Evaluating
Objective 2, Objective 3, Increase Diversity: Faculty and Academic Staff Success	Assess and bolster education, training and support for faculty, academic staff and administrators from diverse backgrounds at the institutional and unit levels.	In Progress
Objective 2, Objective 3, Increase Diversity: Faculty and Academic Staff Success	Promote universal access to educational platforms for faculty, academic staff, administrators and campus leaders.	Not Started
Objective 2, Objective 3, Increase Diversity: Faculty and Academic Staff Success	Increase executive and unit-level professional and leadership development opportunities with the goal of supporting historically underrepresented faculty, academic staff, administrators and campus leaders.	In Progress
Objective 2, Objective 3, Increase Diversity: Faculty and Academic Staff Success	Increase endowed and named professorship opportunities with the goal of supporting diverse recipients.	In Progress



Objective 2, Objective 3, Increase Diversity: Faculty and Academic Staff Success	Create professorships that focus on diversity, equity and inclusion.	In Progress
Objective 2, Objective 3, Increase Diversity: Faculty and Academic Staff Success	Identify and address needs of underrepresented fixed-term faculty and postdocs.	In Progress
Objective 2, Objective 3, Increase Diversity: Academic Staff and Administrator Diversity	Number of historically underrepresented faculty, academic staff, administrators and campus leaders retained who have received outside, competitive offers.	Not Started
Objective 2, Objective 3, Increase Diversity: Academic Staff and Administrator Diversity	Prioritize recruitment and retention of historically underrepresented faculty, academic staff and administrators through various initiatives and investments, in alignment with the university's AAP.	In Progress
Objective 2, Objective 3, Increase Diversity: Academic Staff and Administrator Diversity	Allocate significant funding to promote diversity, equity and inclusion across the university to recruit and retain world-class, tenure-stream faculty and extraordinary senior faculty, postdoctoral research associates and academic administrators.	In Progress
Objective 2, Objective 3, Increase Diversity: Academic Staff and Administrator Diversity	Develop a plan to establish endowed professorships for faculty teaching and for conducting research on diversity-related areas.	In Progress
Objective 2, Objective 3, Increase Diversity: Academic Staff and Administrator Diversity	Implement processes, tools and strategies to enhance DEI in the search procedures for faculty, academic staff, administrators and campus leaders.	In Progress
Objective 2, Objective 3, Increase Diversity: Academic Staff and Administrator Diversity	Establish and train search committees that are diverse in demographic characteristics and expertise but homogeneous in commitment to a proactive, fair and equitable processes.	In Progress
Objective 2, Objective 3, Increase Diversity: Academic Staff and Administrator Diversity	Hold academic and major administrative unit heads and other leaders accountable for instituting DEI initiatives with respect to their faculty and staff as well as generating an annual report on their actions.	In Progress
Objective 2, Objective 3, Increase Diversity: Staff Diversity	Create staff diversity hiring toolkits, providing supervisors and managers with resources to effectively incorporate DEI hiring best practices.	In Progress



Initiatives and Success		
Objective 2, Objective 3, Increase Diversity: Staff Diversity Initiatives and Success	Identify and increase access to high-impact DEI learning experiences for staff.	In Progress
Objective 2, Objective 3, Increase Diversity: Staff Diversity Initiatives and Success	Develop recruitment strategy for MSU employment. Need to market/advertise, data gathering, demographic population. How do you identify/clarify diversity (e.g. age, gender, ethnicity, etc).	In Progress
Objective 2, Objective 3, Increase Diversity: Staff Diversity Initiatives and Success	Develop, a hiring committee training/process. Hiring committee should be trained, should involve other levels, cross-functional (managers, CT, AP etc.) everyone that serves should be trained. Training should be on basis of laws, explanation of metrics rating for each interview question.	Evaluating
Objective 2, Objective 3, Increase Diversity: Staff Diversity Initiatives and Success	Incorporate contributions toward advancing DEI, along with other institutional values, as required components of New Employee Orientation.	In Progress
Objective 2, Objective 3, Increase Diversity: Staff Diversity Initiatives and Success	Provide unit leaders with training and other resources to support DEI best practices within six months of hire, as well as ongoing training and resources.	Evaluating
Objective 2, Objective 3, Increase Diversity: Staff Diversity Initiatives and Success	Create a training that will be implemented upon the disbursement of the toolkits for Chairs and/or College HR Directors to work to develop a partnership with the units and further understanding by the unit of creating a more diverse employment group instead of a homogenous environment.	Not Started
Objective 2, Objective 3, Increase Diversity: Staff Diversity Initiatives and Success	Improve access to employment through recruitment strategies that attract candidates with diverse backgrounds, experiences and expertise.	Evaluating
Objective 2, Objective 3, Increase Diversity: Staff Diversity Initiatives and Success	Establish diverse hiring committees and equip them to conduct inclusive searches.	Evaluating
Objective 2, Objective 3, Increase Diversity:	Require regular DEI training and identify other related developmental opportunities.	Not Started



Staff Diversity Initiatives and Success		
Objective 2, Objective 3, Increase Diversity: Staff Diversity Initiatives and Success	Conduct regular benchmarking of MSU’s diversity, equity and inclusion programs and initiatives for staff comparing with those at other Big Ten and large public AAU institutions.	Not Started
Objective 2, Objective 3, Increase Diversity: Staff Diversity Initiatives and Success	Establish a Staff Diversity Initiatives Task Force to develop new formal programming to help ensure diversity, satisfaction and success at all employment levels.	Not Started
Objective 2, Objective 3, Increase Diversity: Staff Diversity Initiatives and Success	Encourage academic and administrative unit heads to create innovative programs to attract diverse candidate pools.	Not Started
Objective 2, Objective 3, Increase Diversity: Staff Diversity Initiatives and Success	Incorporate contributions toward advancing DEI, along with other institutional values, in the annual performance review process.	Not Started
Objective 2, Objective 3, Increase Diversity: Staff Diversity Initiatives and Success	Establish new mentoring opportunities for early-career staff.	Not Started
Objective 2, Objective 3, Increase Diversity: Staff Diversity Initiatives and Success	Implement proven practices to ensure more diverse candidate pools.	Evaluating
Objective 2, Objective 3, Ensure Equity: Policies and Practices	Support retention of new and existing staff and faculty from diverse backgrounds during onboarding and throughout their careers by providing mentoring and developmental opportunities, whether internal or external.	Evaluating
Objective 2, Objective 3, Ensure Equity: Policies and Practices	Create a formal university-wide mentoring program with the goal of supporting faculty and staff from diverse backgrounds and encourage informal mentoring opportunities in partnership with Human Resources.	Not Started
Objective 2, Objective 3, Ensure Equity: Policies and Practices	Raise awareness about reporting discrimination or harassment as well as about other avenues for conflict resolution.	In Progress



<p>Objective 2, Objective 3, Ensure Equity: Policies and Practices</p>	<p>The university will develop and seek to implement policies for students, staff and faculty setting forth expectations around civility and treating others with respect and dignity, as well as educational initiatives about expectations and avenues for reporting misconduct, with acknowledgement and training that civility and respect can be viewed differently based on cultural and gender expectations.</p>	<p>In Progress</p>
<p>Objective 2, Objective 3, Ensure Equity: Policies and Practices</p>	<p>Communicate updated language in human resources policies and practices, especially as it relates to historically underrepresented communities, to the university community.</p>	<p>In Progress</p>
<p>Objective 2, Objective 3, Ensure Equity: Policies and Practices</p>	<p>Conduct baseline assessment of culture, demographics, intercultural competence and related issues.</p>	<p>Not Started</p>
<p>Objective 2, Objective 3, Ensure Equity: Policies and Practices</p>	<p>Determine avenues for reporting conduct that does not rise to the level of discrimination or harassment and supporting those affected.</p>	<p>In Progress</p>
<p>Objective 2, Objective 3, Ensure Equity: Policies and Practices</p>	<p>Establish a committee with Human Resources (HR) and Academic Human Resources (AHR) that reviews the impact of human resources policies and practices in relation, direct and indirect, to historically underrepresented communities. Report and provide recommendations to the associate provost and vice president for academic human resources, the associate vice president of human resources and the vice president and chief diversity officer. Provide annual recommendations for necessary changes to human resources policies.</p>	<p>Not Started</p>
<p>Objective 2, Objective 3, Ensure Equity: Policies and Practices</p>	<p>Direct faculty and staff development units to partner with academic and administrative units to facilitate cultural exchanges and DEI learning opportunities.</p>	<p>Not Started</p>
<p>Objective 2, Objective 3, Ensure Equity: Policies and Practices</p>	<p>Develop a series of stackable, intersectional DEI trainings and certificates for staff and faculty.</p>	<p>In Progress</p>
<p>Objective 2, Objective 3, Ensure Equity: Policies and Practices</p>	<p>Create an annual recognition event to celebrate those who have been certified through DEI education and training.</p>	<p>Not Started</p>



Objective 2, Objective 3, Ensure Equity: Policies and Practices	Using data-driven best practices, explore ways to increase the capacity and coordination of existing initiatives and groups to provide resources for community members who experience harassment, discrimination, incidents of prejudice or unfair treatment, and who experience a climate that is not inclusive.	In Progress
Objective 2, Objective 3, Ensure Equity: Policies and Practices	Develop formal partnerships with Minority Serving Institutions (MSIs) to expand research and outreach and provide opportunities for MSU and MSI faculty exchanges and sabbatical activities.	Evaluating
Objective 2, Objective 3, Ensure Equity: Policies and Practices	The Anti-discrimination Policy (ADP) Workgroup will continue its review and proposal of changes to the ADP, including seeking campus stakeholder feedback during the 2021-22 academic year, incorporating regular review of the policy and educating stakeholders about the process for obtaining changes to the ADP. Modified Action (From Civil Rights Office: Karey Krohnfeldt) The Antidiscrimination Policy (ADP) Workgroup will continue its review and proposal of changes to the ADP. This workgroup will create a document listing the plan for feedback session and listening session with campus stakeholder groups to gain feedback from the campus community during the 2022-2023 academic year.	Not Started
Objective 2, Objective 3, Ensure Equity: Policies and Practices	Establish a task force, consisting of subject matter experts, to determine and implement restorative practices to allow those who have been harmed by behaviors and acts of bias to experience healing and redress o As a potential opportunity, restorative practices offer a way for those who have been harmed to feel empowered, for those who have offended to learn and rectify the circumstances and for the broader community to uphold and cultivate the values of diversity, equity and inclusion.	In Progress
Objective 2, Objective 3, Ensure Equity: Policies and Practices	Evaluate university policies to identify systemic barriers to DEI and systemic opportunities to support DEI.	In Progress
Objective 2, Objective 3, Ensure Equity: Policies and Practices	Increase awareness of who, where and how students, staff and faculty should report incidents of discrimination and harassment and what the procedures are for addressing such incidents.	In Progress



DEI Scorecard: Infrastructure Planning and Facilities

Academic Year 2022-23

Sponsor: Dan Bollman, Vice President for Strategic Infrastructure Planning and Facilities

Summary:

Key action items called for in the university’s DEI strategic plan related to university facilities, accessibility and supplier diversity saw significant progress made in 2022. Staff of Infrastructure Planning and Facilities; Institutional Space Planning and Management; and other campus partners is close to selecting a vendor that will allow MSU to greatly enable access to opportunities and drive supplier inclusion for qualified business. Increased data collection will advance related action items once it’s operational. Similarly, the university’s All-Gender Restroom Design Study is nearing completion. The study analyzes existing restrooms in student-facing buildings and will guide future improvements, allowing further progress on related action items.

Scorecard:

Implemented	In Progress	Evaluating	Not Started	Total
1	9	2	13	25

MSU Status Key:

Status	Definition
Implemented	Action completed
In Progress	Action initiated
Evaluating	Identifying resources
Not Started	Action not initiated



Objective, Strategic goal: Recommendation	Action	MSU Status
Objective 4, Promote Inclusion: Accessibility	Periodically assess the barriers and modes of communication that hinder full participation by members of diverse populations to inform ways to facilitate and promote increased intergroup contact.	Not Started
Objective 4, Promote Inclusion: Accessibility	Promote universal access through the design of accessible online curriculum, educational platforms, and the physical environment, including facilities, transportation, and resources.	In Progress
Objective 4, Promote Inclusion: Accessibility	Publicize Institutional Space Planning and Management’s map of single-user restrooms.	Implemented
Objective 4, Promote Inclusion: Accessibility	Develop protocols to help RSOs identify accommodations and conduct regular reviews of event planning and other practices to ensure accessibility for persons with disabilities.	In Progress
Objective 4, Promote Inclusion: Accessibility	Allocate resources (funds and staff) necessary to administer and analyze annual accessibility survey.	Evaluating
Objective 4, Promote Inclusion: Accessibility	Provide guidelines to RSOs for event publicity that address accessibility and resources for persons with disabilities.	In Progress
Objective 4, Promote Inclusion: Accessibility	Conduct annual student and employee accessibility surveys, coordinated through the Resource Center for Persons with Disabilities, and communicate results to the campus community. Survey to focus on: Effectiveness of and potential improvements to current accessibility resources; Impacts of physical spaces on accessibility; Architectural accessibility; The everyday campus experiences of and issues related to accessibility for students, staff, faculty and visitors with disabilities.	Not Started
Objective 4, Promote Inclusion: Accessibility	Provide training for students, staff and faculty on what accessibility is, its importance and how to use various resources.	Not Started
Objective 4, Promote Inclusion: Accessibility	Allocate financial resources to provide units with small matching grants to address new and emerging needs for identified accessibility gaps; improve unit-level accessibility and drive unit-level	Not Started



	creativity and responsibility while providing needed support.	
Objective 4, Promote Inclusion: Accessibility	Ensure accessibility in the university's information technology tools as well as in the items students are required to purchase.	In Progress
Objective 4, Promote Inclusion: Accessibility	Ensure all university communications are accessible, including an annual review of accessibility standards for university communications.	Not Started
Objective 4, Promote Inclusion: Accessibility	Ensure disability resources for public events are provided.	In Progress
Objective 4, Promote Inclusion: Accessibility	Provide training for Registered Student Organizations (RSOs) and other student networks (such as Greek Life) that strengthens knowledge and skill sets needed to support those with disabilities, creates a more welcoming and supportive environment for students with disabilities and encourages students with disabilities to self-advocate.	Not Started
Objective 4, Promote Inclusion: Physical Environment	Work toward identification, designation, and creation of all-gender restrooms in all existing and future campus facilities.	In Progress
Objective 4, Promote Inclusion: Physical Environment	Post signs in buildings near primary entrances and within a reasonable distance of all-gender restrooms listing the closest locations of all-gender restrooms.	Not Started
Objective 4, Promote Inclusion: Physical Environment	Develop a university policy allowing MSU community members and visitors to use the restroom that best aligns with their gender identity and/or the restroom in which they feel the safest.	Not Started
Objective 4, Promote Inclusion: Physical Environment	Conduct a cultural audit of architecture, physical edifices, and spaces to ensure they are representative of the diversity that exists within the university community, paying specific attention to funding sources and building names.	Not Started
Objective 4, Promote Inclusion: Physical Environment	Ensure all athletic facilities have an accessible all-gender changing room that does not require individuals to request access from staff.	Not Started



<p>Objective 4, Promote Inclusion: Physical Environment</p>	<p>Make physical spaces more welcoming and reflective of MSU’s pluralistic communities through the inclusion of art and images of students, staff, faculty, and community members to foster inclusion and a sense of belonging.</p>	<p>Evaluating</p>
<p>Objective 5, Enhance Outreach and Engagement: Vendors and Suppliers</p>	<p>Improve tracking of data, including a registration process, related to diverse vendors, suppliers and contractors, including review of employee diversity data for public companies. Develop a university-wide supplier diversity policy.</p>	<p>In Progress</p>
<p>Objective 5, Enhance Outreach and Engagement: Vendors and Suppliers</p>	<p>Implement a vetting process for suppliers who report being a certified diverse supplier.</p>	<p>In Progress</p>
<p>Objective 5, Enhance Outreach and Engagement: Vendors and Suppliers</p>	<p>Align reporting language on forms, in databases and in reports with standards from the supplier diversity industry; and expand reporting elements to include Tier 2, economic impact, organizational savings.</p>	<p>In Progress</p>
<p>Objective 5, Enhance Outreach and Engagement: Vendors and Suppliers</p>	<p>Create training and learning opportunities around Supplier Diversity for departments and staff on campus.</p>	<p>Not Started</p>
<p>Objective 5, Enhance Outreach and Engagement: Vendors and Suppliers</p>	<p>Increase number of diverse suppliers engaged and supplier diversity certifications to women, minority-owned, veteran, disabled, LGBTQIA+ and Michigan-based enterprises.</p>	<p>Not Started</p>



DEI Scorecard: MSU Department of Police and Public Safety

Academic Year 2022-23

Sponsor: Marlon C. Lynch, Vice President and Chief Safety Officer

Summary:

The MSU Department of Police and Public Safety revamped the Citizens Police Academy for students, staff, faculty and community members to improve understanding of public safety practices on campus. Twenty-one individuals completed the eight-week course, which will be instituted annually each fall. In addition, the department has made hiring, retaining and promoting qualified women a strategic priority, signing onto the 30x30 Initiative’s pledge.

As a result, MSUDPPS now includes improving gender diversity in its mission and strategic plan, resulting in seven women officers being promoted (one deputy chief, two captains and four sergeants) among additional adopted practices. In November, the department hired Jacquez Gray as the first assistant director for diversity, equity and inclusion to advance education, wellness, community engagement and accessibility within DPPS.

Scorecard:

Implemented	In Progress	Evaluating	Not Started	Total
2	3	0	1	6

MSU Status Key:

Status	Definition
Implemented	Action completed
In Progress	Action initiated
Evaluating	Identifying resources
Not Started	Action not initiated



Objective, Strategic goal: Recommendation	Action	MSU Status
Objective 4, Promote Inclusion: Community Policing	Create orientation and educational opportunities to provide incoming students, staff, and faculty opportunities to learn about the role of the MSU Police Department and policing practices on campus.	Implemented
Objective 3, Promote Inclusion: Community Policing	Develop annual anti-bias training and identify annual DEI learning opportunities for officers to enhance their understanding of how their roles can contribute to a diverse and inclusive community at MSU.	In Progress
Objective 4, Promote Inclusion: Community Policing	Connect the MSU Police Department's Inclusion and Anti-Bias Unit with other units across the university, and promote intentional collaboration between units across campus doing similar anti-bias work.	In Progress
Objective 3, Promote Inclusion: Community Policing	Promote demographic diversity of MSU police ranks by mentoring interested MSU students to enroll in one of Michigan's Law Enforcement Basic Training Academies.	In Progress
Objective 3, Promote Inclusion: Community Policing	Professional development expansion, e.g., a departmentwide professional development exercise that includes the "Police Community Reconciliation Framework."	Not Started
Objective 4, Promote Inclusion: Community Policing	Promote focus groups and interactions that build a strong, diverse community in partnership with MSU Police.	Implemented



DEI Scorecard: MSU Extension

Academic Year 2022-23

Sponsor: Quentin Tyler, Ph.D., Director, MSU Extension, College of Agriculture and Natural Resources

Summary:

MSU Extension is working to increase the diversity of its workforce to include and represent more industries. Additional efforts of the past year centered around traveling throughout the state to engage with groups of stakeholders and build relationships with new institutions to further diversify MSU Extension’s workforce and outreach efforts. New stakeholders were invited and encouraged to partner, while some were invited to join the MSU Extension and AgBioResearch Advisory Council.

Leadership in MSU Extension, AgBioResearch, and the College of Agriculture and Natural Resources, or CANR, intentionally engaged North Carolina A&T University, a historically Black college, for future collaborations and partnerships. MSU Extension leaders participated in a Tribal College Summit at the Saginaw Chippewa Tribal College to discuss collaborations and partnerships. The MSU Extension director and MSU Extension Children and Youth Institute director met with the Statewide Youth Leadership Council to learn more about the needs of youth and how to incorporate their voices and concerns into the organization to create a more inclusive outreach organization.

An additional action was to equip MSU Extension professionals with skills to increase the diversity of their outreach efforts. This was addressed through ongoing multicultural trainings for employees, race and racism listening sessions in which speakers provide examples of best practices to reach a more diverse population.

Scorecard:

Implemented	In Progress	Evaluating	Not Started	Total
1	4	0	0	5



MSU Status Key:

Status	Definition
Implemented	Action completed
In Progress	Action initiated
Evaluating	Identifying resources
Not Started	Action not initiated

Objective, Strategic goal: Recommendation	Action	MSU Status
Objective 5, Enhance Outreach and Engagement: MSU Extension	Create diversity stakeholder advisory groups (Utilize existing 1994s, 1890 institutions within and external to Michigan).	In Progress
Objective 5, Enhance Outreach and Engagement: MSU Extension	Increase the diversity of Extension program participants, including adult and youth (4-H) enrollments to parallel Michigan population in rural, suburban and urban contexts.	In Progress
Objective 5, Enhance Outreach and Engagement: MSU Extension	Provide training to existing Extension personnel on methods to increase services and outreach to historically underrepresented communities.	Implemented
Objective 5, Enhance Outreach and Engagement: MSU Extension	Increase the diversity (gender, race, ethnicity, veterans, international) of the Extension workforce to be representative of Michigan's population.	In Progress
Objective 5, Enhance Outreach and Engagement: MSU Extension	Increase the diversity of the Extension workforce to include and represent more industries beyond traditional agricultural efforts.	In Progress



DEI Scorecard: Office for Civil Rights and Title IX

Academic Year 2022-23

Sponsor: Laura Rugless, J.D., Interim Associate Vice President for Civil Rights and Title IX

Summary:

University The Office for Civil Rights and Title IX Education and Compliance (OCR) has made progress in reviewing and proposing changes to MSU’s Anti-Discrimination Policy (ADP). In February 2023, OCR is facilitating the first ever ADP Summit to gather unput from the community and lead guided discussions regarding revisions to the ADP. Further, OCR is evaluating other initiatives that directly relate to implementation of the ADP, including, identifying a policy review team and developing a community education and training plan.

In addition, OCR is in the process of procuring a new case/data management system that will greatly enhance OCR’s data capabilities. After implementation of the new system, OCR will work to create a collaborative data team to track and assess reported incidents of discrimination and harassment on campus as well as MSU’s response. Also, MSU has formed a search committee and commenced the search for a new Vice President of OCR and Title IX Coordinator.

Scorecard:

Implemented	In Progress	Evaluating	Not Started	Total
0	1	3	2	6

MSU Status Key:

Status	Definition
Implemented	Action completed
In Progress	Action initiated
Evaluating	Identifying resources
Not Started	Action not initiated



Objective, Strategic goal: Recommendation	Action	MSU Status
Objective 4, Ensure Equity: Alternative Practices	Modified Action- Establish a task force to review recent recommendations from both the RVSM Restorative Practices Initiative from the RVSM Strategic plan and the Workplace Bullying and Incivility Task force. Utilize these recommendations to explore alternative resolution options for MSU incidents of harassment based on identity and discrimination to include conduct that does not rise to the level of policy violation.	Evaluating
Objective 4, Ensure Equity: Education and Prevention	Modified Action- Create a collaborative, systematic approach to ADP education across campus to educate campus partners about the policy, prevent harm, increase awareness, bystander intervention and reporting information.	Evaluating
Objective 4, Ensure Equity: Policies and Practices	Modified Action- The Antidiscrimination Policy (ADP) Workgroup will continue its review and proposal of changes to the ADP. This workgroup will create a document listing the plan for feedback sessions and listening sessions with campus stakeholder groups to gain feedback from the campus community during the 2022-2023 academic year.	In Progress
Objective 4, Ensure Equity: Policies and Practices	Modified Action- The University will create a resource task force to explore ways to increase resources and supports for community members who experience harassment, discrimination, incidents of prejudice or unfair treatment, and who experience a climate that is not inclusive.	Not Started
Objective 4, Ensure Equity: Policies and Practices	Modified Action- The University will create a collaborative data team that reviews how incidents of discrimination and bias received through various systems on campus are tracked, evaluated and resolved.	Not Started
Objective 4, Ensure Equity: Policies and Practices	Modified Action- Yearly review of university RVSM and Title IX policy and the ADP by a team of representative groups on campus to identify systemic barriers to DEI and make recommendations for further prevention education and support.	Evaluating



DEI Scorecard: Research and Innovation

Academic Year 2022-23

Sponsor: Douglas Gage, Ph.D., Vice President for Research and Innovation

Summary:

The Office of Research and Innovation, or OR&I, continues to review progress of ongoing activities and programs such as the Global Impact Initiative (GII), workshops, grant development support, internal funding, and Board of Trustee speaker selection processes among others, to assess and improve engagement of individuals from across disciplinary and demographic backgrounds. We also financially support campus equity and inclusion efforts such as the Diversity Research Network, APIDA celebrations and activities, the annual Muslim Mental Health Conference and actively engaged with the Chinese faculty community to address their concerns about anti-Asian discrimination and persecution by federal agencies, among others. Our office is Also supporting existing and promoting the development of new training grants directed to increase diversity in STEM.

OR&I is committed to broad representation and inclusion of individuals in all aspects of unit efforts to support MSU commitment to diversity, equity, and inclusion. All units have been ensuring timely completion of the MSU mandatory diversity training.

Scorecard:

Implemented	In Progress	Evaluating	Not Started	Total
0	5	3	11	19

MSU Status Key:

Status	Definition
Implemented	Action completed
In Progress	Action initiated
Evaluating	Identifying resources
Not Started	Action not initiated



Objective, Strategic goal: Recommendation	Action	MSU Status
Objective 4, Increase Diversity: Data Collection	Establish an advisory committee comprising diverse members that meets annually to review and recommend improvements on data categories, collection and management.	Evaluating
Objective 4, Increase Diversity: Data Collection	Establish an oversight committee with consultation from identity-focused communities to guide and monitor creation and use of the new data collection and reporting system.	In Progress
Objective 4, Increase Diversity: Data Collection	Ensure DEI reports are based on data that allow for intersectional variables to acknowledge distinct subgroups.	Not Started
Objective 4, Increase Diversity: Data Collection	Implement a new university-wide data collection and reporting system to include the diverse identities that make up the MSU community in all relevant demographic data collection, analyses and reports	Not Started
Objective 4, Increase Diversity: Data Collection	Update data collection and maintenance practices to appropriately identify and protect gender/gender identity and/or expression, sexual identity/orientation, pronouns, honorifics, and names.	Not Started
Objective 4, Increase Diversity: Data Collection	Update and differentiate between language and categories used for internal reporting versus federal compliance.	Evaluating
Objective 4, Increase Diversity: Data Collection	Establish accessible institution-wide and unit-level DEI dashboards that report social identities data, helping track progress over time (protect sensitive information, identifiable).	Not Started
Objective 2, Increase Diversity: Research and Scholarship	Support the self-study begun by the MSU Diversity Research Network (DRN) to understand how its mission, scope and resources align with the expectation it provides campus wide leadership for supporting DEI-related research and scholarship.	Evaluating
Objective 2, Increase Diversity: Research and Scholarship	Provide additional support to the DRN to align with an expanded mission and scope.	In Progress



Objective 2, Increase Diversity: Research and Scholarship	Establish an institutional social justice research fund to support startup funds for research on racial equity and justice conducted by MSU faculty.	In Progress
Objective 2, Increase Diversity: Research and Scholarship	Include a DEI-related focus in the Office of Research and Innovation's internal grants program and provide professional development opportunities aimed at increasing capacity and impact of DEI-related research and scholarship domestically and globally.	In Progress
Objective 2, Increase Diversity: Research and Scholarship	Allocate a portion of the undergraduate research budget to DEI-related research and scholarship.	In Progress
Objective 2, Increase Diversity: Research and Scholarship	Partner with faculty governance to incorporate requirements for DEI-related research and scholarship contributions, including teaching and service, into RPT policies.	Not Started
Objective 2, Increase Diversity: Research and Scholarship	Recognize DEI-related research and scholarship through annual all-university faculty awards and college-level faculty awards.	Not Started
Objective 4, Promote Inclusion: Climate Survey	Establish a university-wide task force that includes directors of programs for different social identities to identify survey questions and research parameters that offer reliable and valid data at the institutional level and in academic and administrative units; take steps to avoid survey fatigue and data redundancy.	Not Started
Objective 4, Promote Inclusion: Climate Survey	Develop and implement a series of more focused campus climate surveys on the perceptions and experiences of students, staff and faculty using stratified sampling to ensure small populations are adequately represented for statistical purposes.	Not Started
Objective 4, Promote Inclusion: Climate Survey	Identify other metrics, including analysis of exit interviews and institutional reports, to be considered along with climate surveys to annually assess campus climate.	Not Started
Objective 4, Promote Inclusion: Climate Survey	Improve sharing of climate data across the university.	Not Started
Objective 4, Promote Inclusion: Climate Survey	Systematically conduct intersectional and specific campus climate surveys and disseminate results to promote productive conversations and a broad understanding of the experiences of diverse populations.	Not Started



DEI Scorecard: Student Life and Engagement

Academic Year 2022-23

Sponsor: Vennie G. Gore, Senior Vice President for Student Life and Engagement

Summary:

Student Life and Engagement’s new DEIB Education Initiatives assess the division’s current state and create a DEIB strategy and action plan, partnering with The Rise Journey. The various offices within the DEIB unit, as well as the Inclusive Campus Initiative work to center student voices, building partnerships, and increasing communications and collaborations with campus partners in creating a sustainable inclusive campus ecosystem.

Overall, SLE has strengthened student support services and efforts offered by identity-focused units and established a committee with representatives from the Office of Financial Aid, Office of Admissions, Office of Cultural and Academic Transitions, the Office of the Provost, Migrant Student Services, Residential and Hospitality Services, and others to review policies and formalize services for DACA and undocumented students. The division is especially excited about the development of a multicultural center in partnership with the Council of Racial and Ethnic Student and Council of Progressive Students.

Scorecard:

Implemented	In Progress	Evaluating	Not Started	Total
0	12	7	6	25

MSU Status Key:

Status	Definition
Implemented	Action completed
In Progress	Action initiated
Evaluating	Identifying resources
Not Started	Action not initiated



Objective, Strategic goal: Recommendation	Action	MSU Status
Objective 1, Increase Diversity: Graduation/ Opportunity Gap	Prioritize closure of achievement/opportunity gaps.	In Progress
Objective 1, Increase Diversity: Graduation/ Opportunity Gap	Establish an oversight committee, in consultation with affinity and social identity groups, to recommend and monitor strategies to close graduation gaps; as it relates to the use of institutional data.	Not Started
Objective 1, Increase Diversity: Graduation/ Opportunity Gap	Offer adequate and effective academic support, one-credit courses, and inclusive learning communities to help ensure completion without extending time to degree.	Not Started
Objective 1, Increase Diversity: Graduation/ Opportunity Gap	Create summer bridge programs with the goal of supporting low-income, first-generation and historically underrepresented first-year students.	Not Started
Objective 1, Increase Diversity: Student Body	Expand pre-college and pathway programs with the goal of supporting historically underrepresented, first-generation and Pell Grant-eligible students.	Evaluating
Objective 1, Increase Diversity: Student Body	Explore expansion of the Michigan Indian Tuition Waiver (MITW) and related actions in collaboration with Educating Anishinaabe: Giving, Learning and Empowering (EAGLE) o Consider developing an MSU Tuition Reciprocity policy to allow out-of-state members of federally recognized tribes and Canadian First Nations to enroll at in-state tuition rates.	Not Started
Objective 1, Increase Diversity: Student Body	Expand funding for scholarships and other mechanisms to further diversify and support the undergraduate population.	Not Started
Objective 1, Increase Diversity: Student Body	Expand funding for University Fellowships and Academic Achievement Graduate Assistantships and other mechanisms to further diversify and support the graduate student population.	In Progress
Objective 1, Increase Diversity: Student Body	Strengthen student support services and efforts offered by identity-focused units within Student Life that play a critical role in retaining students from historically underrepresented populations; however, that we need to enhance the manner in	In Progress



	which we communicate these services to students using the most relevant technology.	
Objective 1, Increase Diversity: Student Body	Establish greater collaboration between retention efforts led by the Office of the Provost, and Student Life and Engagement holistically address student needs.	In Progress
Objective 1, Promote Inclusion: Inclusive Student Support Services	Establish a committee that includes representatives from the Office of Financial Aid, Office of Admissions, Office of Cultural and Academic Transitions, Migrant Student Services, Residential and Hospitality Services, other affinity identity units in Student Affairs and the Associate Provost for Undergraduate Education to review policies and formalize services for DACA and undocumented students.	In Progress
Objective 4, Promote Inclusion: Inclusive Student Support Services	Continue development of a multicultural center in partnership with the Council of Racial and Ethnic Students (CORES) and Council of Progressive Students (COPS).	In Progress
Objective 4, Promote Inclusion: Inclusive Student Support Services	Increase funding and support for resources, space and staffing for identity-based resource centers.	Evaluating
Objective 4, Promote Inclusion: Inclusive Student Support Services	Increase funding and affirm commitment and resources to fully develop the Office of Cultural and Academic Transitions (OCAT) that supports students from multiple racial and ethnic backgrounds.	Evaluating
Objective 4, Promote Inclusion: Inclusive Student Support Services	Expand services and programming for veterans and active military service members.	Evaluating
Objective 4, Promote Inclusion: Inclusive Student Support Services	Increase funding and resources to support space, staffing and programming for the Gender and Sexuality Campus Center.	In Progress
Objective 1, Promote Inclusion: Inclusive Student Support Services	Provide adequate funding for each of the organizations represented by CORES and COPS.	In Progress
Objective 1, Promote Inclusion: Inclusive Student Support Services	Expand precollege and pathway programs with the goal of supporting historically underrepresented communities and fields of study.	Not Started



Objective 1, Promote Inclusion: Inclusive Student Support Services	Initiate pathway and support programs for transfer, Pell Grant-eligible and first-generation college students.	Evaluating
Objective 1, Promote Inclusion: Inclusive Student Support Services	Broaden services in support of students who are veterans and active service members, students with disabilities, first-generation students, students who have been independent and students from disadvantaged backgrounds.	Evaluating
Objective 4, Promote Inclusion: Inclusive Student Support Services	Allocate adequate resources and increase support to DEI-related student-facing resource centers that serve diverse student populations.	Evaluating
Objective 4, Promote Inclusion: Inclusive Student Support Services	Ensure students receive culturally and identity-relevant mental health services.	In Progress
Objective 4, Promote Inclusion: Inclusive Student Support Services	Review resource allocations to units that are exclusively focused on historically underrepresented populations or identify financial and other resources.	In Progress
Objective 4, Promote Inclusion: Inclusive Student Support Services	Create an intentional space for gathering and building community.	In Progress
Objective 1, Promote Inclusion: Inclusive Student Support Services	Assess and advocate for ongoing and changing needs of diverse affinity groups.	In Progress



DEI Scorecard: University Advancement

Academic Year 2022-2023

Sponsor: Kim Tobin, Vice President for University Advancement

Summary:

University Advancement has set priorities and acted toward implementation as follows:

- In collaboration with MSU Extension, the MSU Alumni Office engagement team has expanded DEI training for major market alum club boards. They have successfully piloted this program and will be including the top 20 major metro regions, educating them on recruiting diverse alum boards and volunteers.
- In relation to current and future programming and engagement opportunities, we will continue to examine current policies, procedures and best practices, identifying barriers and challenges around inclusion in our alum events. UA is in the process of finalizing a standard set of inclusivity questions for consideration when writing communications, planning events, creating engagement opportunities, setting short- and long-term goals for the MSU Alumni Office.
- UA is finalizing a contract with Payment Card Industry to complete an MSU Alumni Census which will allow the office to secure greatly needed data and information from alums to include affinity as well as race and ethnicity, with the anticipated completion set for fall 2023.

Scorecard:

Implemented	In Progress	Evaluating	Not Started	Total
0	5	4	0	9

MSU Status Key:

Status	Definition
Implemented	Action completed
In Progress	Action initiated
Evaluating	Identifying resources
Not Started	Action not initiated



Objective, Strategic goal: Recommendation	Action	MSU Status
Objective 5, Enhance Outreach and Engagement: Significantly increase Alumni Relations, donor engagement and development across social identity affinity groups	Train, educate, build, support, and operationalize a culture within UA that fosters, values, and promotes diversity, equity and inclusion.	In Progress
Objective 5, Enhance Outreach and Engagement: Significantly increase Alumni Relations, donor engagement and development across social identity affinity groups	Build relationships with all constituencies from diverse backgrounds via frequent communication, tailored programming, and the development of affinity networks.	In Progress
Objective 5, Enhance Outreach and Engagement: Significantly increase Alumni Relations, donor engagement and development across social identity affinity groups	Recruit, retain, and develop a diverse team within UA that reflects the MSU constituency. 2.1. Develop a DEI-trained committee of colleagues to serve on interview committees across the division.	In Progress
Objective 5, Enhance Outreach and Engagement: Significantly increase Alumni Relations, donor engagement and development across social identity affinity groups	To increase DEI engagement around all events, committees, and communications, we will regularly invite and welcome alumni to share information about their identities and interests, as desired, and use this information to create meaningful engagement opportunities.	Evaluating
Objective 5, Enhance Outreach and Engagement: Significantly increase Alumni Relations, donor engagement and development across social identity affinity groups	Ensure UA data management system has the appropriate inclusive fields to accommodate various identity information as reported.	Evaluating



Objective 5, Enhance Outreach and Engagement: Significantly increase Alumni Relations, donor engagement and development across social identity affinity groups	Identify and address barriers to engagement and investment using input from alumni from diverse backgrounds.	Evaluating
Objective 5, Enhance Outreach and Engagement: Significantly increase Alumni Relations, donor engagement and development across social identity affinity groups	Train university-wide UA teams to understand how constituencies identify and use this data respectfully to build inclusive programs and increase DEI engagement around all events, committees, and communications (venue/vendor/speakers/topics).	Evaluating
Objective 5, Enhance Outreach and Engagement: Significantly increase Alumni Relations, donor engagement and development across social identity affinity groups	Ensure inclusive programming invites and welcomes participation from a representative audience and engagement in UA-hosted activities.	In Progress



DEI Scorecard: University Communications

Academic Year 2022-2023

Sponsor: Emily G. Guerrant, Vice President for Media and Public Information and University Spokesperson, University Communications

Summary:

University Communications advanced several initiatives, including completing the inclusive communications guide with best practices for culturally competent and empathetic content in areas of gender and sexuality, race and ethnicity, global identity and disability.

In addition, the office implemented a community statement protocol to inform executive officer decision-making and messaging regarding national or international incidents that impact the campus community. The action team identified a number of recommendations that best fit the theme of elevating and integrating DEI subjects and topics into unit-based and central communications.

Accordingly, University Communications is advancing various related efforts, including the roll-out of the DEI content calendar, the Diverse Voices pilot program to increase the diversity of MSU experts featured in media and efforts to centralize DEI content on main websites. The team is evaluating action items that require cross-campus partnerships and enterprise-system changes, such as website accessibility measures, diversifying MSU’s photo inventory and the availability of bilingual materials.

Scorecard:

Implemented	In Progress	Evaluating	Not Started	Total
2	2	3	1	8

MSU Status Key:

Status	Definition
Implemented	Action completed
In Progress	Action initiated
Evaluating	Identifying resources
Not Started	Action not initiated



Objective, Strategic goal: Recommendation	Action	MSU Status
<p>Objective 4, Promote Inclusion: Communication</p>	<p>Modified Action - Elevate and integrate DEI content into unit-based and central communications.</p> <ul style="list-style-type: none"> - Provide more inclusive recognition of diverse students, staff, faculty and alumni, and of diversity initiatives, programs and awards in university communications. - Improve representation of diverse members of the campus community in marketing and social media efforts. - Increase content featuring DEI-related scholarship, research, initiatives and programs and the positive impact for the MSU community and communities throughout the state, nation and world. - Provide more inclusive recognition of holidays/commemorative dates. - Increase MSU's presence in publications focused on issues of diversity, equity and inclusion or serving diverse communities, including sending media releases to sources that serve historically underrepresented audiences. 	<p>In Progress</p>
<p>Objective 4, Promote Inclusion: Communication</p>	<p>Use best practices for accessibility in materials.</p>	<p>Evaluating</p>
<p>Objective 4, Promote Inclusion: Communication</p>	<p>Enhance diversity of university image assets by collaborating with partners across campus to build a more robust inventory of photos and videos that represents all social identity groups.</p>	<p>Not Started</p>
<p>Objective 4, Promote Inclusion: Communication</p>	<p>Develop a campus DEI advisory committee to offer guidance and insight to communicators who have questions about sensitive issues.</p>	<p>Evaluating</p>
<p>Objective 4, Promote Inclusion: Communication</p>	<p>Develop an inclusive communications guide that highlights common terms that reflect culturally competent, empathetic and inclusive language.</p>	<p>Implemented</p>
<p>Objective 4, Promote Inclusion: Communication</p>	<p>Support a central campus DEI website that aligns with work around diversity, equity and inclusion o Highlight resources, events and work promoting DEI initiatives.</p>	<p>In Progress</p>



Objective 4, Promote Inclusion: Communication	Establish a thoughtful and inclusive approach to considering and releasing crisis communications.	Implemented
Objective 4, Promote Inclusion: Communication	Increase availability of bilingual materials.	Evaluating