



2023-24 Michigan State University DEI Scorecard Report

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

In 2023-24, 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 the broader campus community.

2023-24 DEI STRATEGIC PLAN IMPLEMENTATION STEERING COMMITTEE

EXECUTIVE SPONSOR/CONVENOR

Jabbar R. Bennett, Ph.D., Vice President and Chief Diversity Officer

MEMBERS

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

Dan Bollman, Vice President for Strategic Infrastructure Planning and Facilities

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Teresa Mastin, Ph.D., Vice Provost and Associate Vice President for Faculty and Academic Staff Affairs

Laura Rugless, J.D., Vice President for Civil Rights and Title IX Coordinator

Kim Tobin, Vice President for University Advancement

Estrella Torrez, Ph.D., Associate Professor, Residential College in the Arts and Humanities

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



ACTION PLANNING TEAMS

Academic Affairs (Office of the Provost)
Health Sciences
Human Resources
Faculty and Academic Staff Affairs
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

DEI SCORECARD SUMMARY

To track action items, the Office for Institutional Diversity and Inclusion developed the 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 2023-24, 270 action items were tracked, with 192 or 71% either implemented or in progress with the remaining 78 (29%) being evaluated or not started. Of all action items, 65 recommendations were completed, representing 24% of all actions. This is a 171% increase in the number of implemented action items since the previous year.

Most action items are in progress, with 127 (47%) of all action items being advanced across campus. In addition, 37 (14%) action items are being evaluated for identifying resources and 41 (15%) are not started. Of all the actions being tracked, 128 (48%) are focused on increasing diversity, 44 (16%) on ensuring equity, 60 (22%) on promoting inclusion, and 38 (14%) on enhancing outreach and engagement.

Breakdown of action items per MSU 2030 pillar objectives:

- Objective 1: 36 action items (69% implemented or in progress, 14% year-over-year increase)
- Objective 2: 67 action items (75% implemented or in progress, 24% year-over-year increase)
- Objective 3: 50 action items (70% implemented or in progress, 18% year-over-year increase)
- Objective 4: 79 action items (62% implemented or in progress, 20% year-over-year increase)
- Objective 5: 38 action items (84% implemented or in progress, 26% year-over-year increase)

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



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 2023-24

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

Summary:

The Office of the Provost advanced DEI efforts at all levels within the university, beginning with educational opportunities for faculty, incoming students and staff, setting the stage for increased knowledge of MSU’s values. A review of academic programs is underway to expand scholarship and include contributions from underrepresented populations. Within five years, a committee with an inclusive lens will review all academic programs.

The New Student Orientation expanded programs to familiarize students with MSU’s values, including curriculum updates focused on identity and affinity resources at MSU, engagement and education focused on DEI terms and more information on how to engage with the campus.

Barriers to attendance were lowered, increasing access to MSU for thousands of Michigan students with the revamped Spartan Tuition Advantage Program’s financial support of Pell-eligible students with family incomes of \$65,000 per year or less. Additionally, data-driven solutions are being explored to increase student retention at administrative and operational levels. In addition, the religious observance calendar was updated to support the accommodation of the cultures and traditions of more faculty, students and staff.

Undergraduate education has created and expanded many DEI-focused high-impact practices and increased access to participation in inclusive teaching, trauma-informed practice, anti-racist and experiential/high-impact pedagogy.

Scorecard:

Implemented	In Progress	Evaluating	Not Started	Total
13	14	5	5	38

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	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.	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	Identify, strengthen, and promote programs with robust and inclusive 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 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.	In Progress



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.	Implemented
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.	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 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.	Implemented
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.	Implemented
Objective 1, Promote Inclusion: Diversity, Equity and Inclusion Education	Create more preorientation opportunities for students to build relationships with peers.	Not Started
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
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.	Implemented
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.	In Progress
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.	In Progress
Objective 4, Increase Diversity: Data Collection	Update and differentiate between language and categories used for internal reporting versus federal compliance.	In Progress
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).	In Progress



DEI Scorecard: Health Sciences

Academic Year 2023-24

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

Summary:

Michigan State University Health Sciences is the colleges of Human Medicine, Osteopathic Medicine and Nursing, as well as MSU Health Care. UHS is working together 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 the 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.

The College of Human Medicine continues its 1964 Project, focused on advancing scholarship in justice, inclusion, equity and diversity, and demonstrates a commitment to advancing opportunities for all in medicine. Recruitment for two faculty for the inaugural cohort is underway, and a second round of calls for proposals to determine the next cohort is due later this semester. The College of Human Medicine recently adopted a new strategic plan with two intertwined workstreams on health equity and diversity, equity and inclusion that cut through all goal areas and have been embedded into goal area strategies.

The College of Human Medicine is partnering with Bay Mills Community College for the Indigenous Pathway Program to provide financial support and mentorship to Indigenous students. Two new donor scholarships have been established to support students dedicated to providing medical care to indigenous communities in Michigan.

The College of Osteopathic Medicine implemented the curriculum revision passed by the College, focusing on an inclusive excellence model in medical education in Summer 2023. The College of Osteopathic Medicine strives to provide more comprehensive courses that address diverse populations by implementing courses like Transgender Health, Medical Spanish, Religion in Medicine and Black Maternal Health.

The College of Nursing moved forward with the CON's first Health Equity Series, which focused on: increasing inclusive practices in curriculum development, enhancing our understanding of equitable practices in LGBTQ+ healthcare, and using restorative justice practices in healthcare. We also developed the college's first student affinity groups: Multicultural Student Nurses Association, Men in Nursing, the Black Student Nurses Association, and the LGBTQIA+ Allies Student Nurses Group. CON has also developed and implemented its diversity statement, statement of inclusive excellence in all course syllabi, and formulated a diversity council.

MSU Health Sciences is working with partners in Grand Rapids, East Lansing, Detroit, and rural areas across the state to expand healthcare 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
27	11	1	1	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.	Implemented
Objective 4, Increase Diversity: Curriculum Transformation	Identify and increase access to high-impact DEI learning experiences.	Implemented
Objective 4, Increase Diversity: Curriculum Transformation	Increase the number of DEI stackable certificate programs offered across the university.	Implemented
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.	Implemented
Objective 4, Increase Diversity: Curriculum Transformation	Strengthen programs with robust and inclusive curriculum by stabilizing and securing resources to ensure their continued work.	In Progress
Objective 4, Increase Diversity: Curriculum Transformation	Provide more comprehensive courses that address diverse populations.	Implemented



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.	In Progress
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.	Implemented
Objective 4, Increase Diversity: Curriculum Transformation	Increase the number of DEI-related courses.	Implemented
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.	Implemented
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.	In Progress
Objective 2, Increase Diversity: Research and Scholarship	Recognize DEI-related research and scholarship through annual all-university faculty awards and college-level faculty awards.	Implemented
Objective 2, Increase Diversity: Research and Scholarship	Provide additional support to the DRN to align with an expanded mission and scope.	Implemented
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.	In Progress
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.	Implemented
Objective 1, Increase Diversity: Diversity, Equity and Inclusion Education	Add a required component to orientation for new graduate students similar to the NSO component.	Implemented
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.	Implemented



Objective 1, Promote Inclusion: Diversity, Equity and Inclusion Education	Create more preorientation opportunities for students to build relationships with peers.	Implemented
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.	Not Started
Objective 5, Enhance Outreach Engagement: Outreach and Engagement	Offer resources and regular workshops to those interested in incorporating DEI into CEL activities.	In Progress
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.	In Progress
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.	Not Started
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 2023-24

Sponsor: Christina K. Brogdon, Vice President and Chief Human Resources Officer, and Teresa Mastin, Ph.D., Vice Provost and Associate Vice President for Faculty and Academic Staff Affairs

Summary:

Human Resources, or HR, completed several initiatives this year to advance DEI efforts. In the fall of 2023, HR launched a pilot program for new hire orientation designed to introduce new employees to institutional values through an executive leadership introduction and overview.

The appointment of a director of talent management has supported progress in recruiting and retaining diverse talent. This includes establishing a hiring toolkit and setting a new standard in our recruitment practices. The toolkit includes a dynamic search plan template to foster diverse, equitable and inclusive support staff recruitment, including transparent salary information.

HR is actively aligning with inclusive principles by developing an LGBTQIA2S+ resource guide. In collaboration with other MSU resources, this initiative is designed to support employees throughout their career journey at MSU. The guide will feature crucial links to gender-affirming and transition-related care benefits, specifically catering to the needs of the trans and non-binary community. Complementing these efforts will be the design and launch of a DEI-focused website in fall 2024 that will further reinforce MSU's commitment to creating an inclusive and supportive environment for all employees, reflecting the university's dedication to diversity, equity and inclusion.

The Office for Faculty and Academic Staff Affairs, or FASA, completed several initiatives this year to advance DEI efforts. Policy changes include 1) A revised emeritum policy to include gender-neutral language and screening prior to approval; 2) An expanded bereavement policy, recognizing the diversity of family composition and grieving needs/practices and offering longer leave time; 3) FASA is leading a workgroup to inform policy development on Preventing Pass the Harasser.

In addition to policy change, the following efforts have moved forward as well: 1) Continued work with colleges on DEI in reappointment, promotion and tenure practices, or RPT, holding many discussions with deans are providing examples from each RPT cycle; 2) The online, academic search committee training was launched in the spring of 2023, providing best practices to effectively recruit and evaluate candidates while ensuring inclusive and equitable hiring practices; 3) FASA has begun a review of fixed term promotion policies and practices within colleges and is working with the Council of Faculty Dean Affairs, or COFAD, and the University Committee on Faculty Affairs, or UCFA, to establish best practices, increase equity and support college efforts; 4) FASA led the Safe Environment task force with UCFA, which has provided recommendations regarding leadership guidance and support when someone is returning to a department after serious discipline; implementation will be ongoing; 5) FASA continues to work with the Office of Faculty and Academic Staff Development and others on leadership and other training designed to improve culture, strengthen retention and increase equity; 6) FASA is an advisory member of the new Care and Intervention Team, which provides an avenue for any community member to report concerning behavior; 7) FASA is in the process of hiring a data analyst to help track needs and related progress.



Also noted in FASA/HR goals are issues related to the Anti-Discrimination Policy, a summit to get policy feedback, and increased awareness of reporting concerns. This work has been completed but led by the Office for Civil Rights and Title IX with input from FASA and others. FASA is also participating in workgroups to determine which race and ethnicity categories to utilize for tracking and how best to use the Academic Profile to capture DEI-related work.

Scorecard:

Implemented	In Progress	Evaluating	Not Started	Total
12*	56*	10*	18*	96*

**Action items with multiple objectives are counted individually*

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.	In Progress
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,	In Progress



	academic staff, administrators and campus leaders.	
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.	Implemented
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.	Implemented
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 Initiatives and Success	Create staff diversity hiring toolkits, providing supervisors and managers with resources to effectively incorporate DEI hiring best practices.	In Progress
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.	In Progress
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.	In Progress
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.	In Progress
Objective 2, Objective 3, Increase Diversity: Staff Diversity	Establish diverse hiring committees and equip them to conduct inclusive searches.	In Progress



Initiatives and Success		
Objective 2, Objective 3, Increase Diversity: Staff Diversity Initiatives and Success	Require regular DEI training and identify other related developmental opportunities.	Evaluating
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.	In Progress
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.	In Progress
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.	Implemented
Objective 2, Objective 3, Ensure Equity: Policies and Practices	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.	In Progress
Objective 2, Objective 3, Ensure Equity: Policies and Practices	Communicate updated language in human resources policies and practices, especially as it relates to historically underrepresented communities, to the university community.	In Progress
Objective 2, Objective 3, Ensure Equity: Policies and Practices	Conduct baseline assessment of culture, demographics, intercultural competence and related issues.	Evaluating
Objective 2, Objective 3, Ensure Equity: Policies and Practices	Determine avenues for reporting conduct that does not rise to the level of discrimination or harassment and supporting those affected.	In Progress
Objective 2, Objective 3, Ensure Equity: Policies and Practices	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.	Not Started
Objective 2, Objective 3, Ensure Equity: Policies and Practices	Direct faculty and staff development units to partner with academic and administrative units to facilitate cultural exchanges and DEI learning opportunities.	In progress
Objective 2, Objective 3, Ensure Equity: Policies and Practices	Develop a series of stackable, intersectional DEI trainings and certificates for staff and faculty.	In Progress



Objective 2, Objective 3, Ensure Equity: Policies and Practices	Create an annual recognition event to celebrate those who have been certified through DEI education and training.	Not Started
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.	Implemented
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.	Implemented
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DEI Scorecard: Infrastructure Planning and Facilities

Academic Year 2023-24

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

Summary:

For Infrastructure Planning and Facilities, DEI is a central component of all work, from planning, designing and constructing new facilities on campus to ensuring supplier diversity. Over the past two years, IPF has solicited input from students, staff, faculty and community members to help craft the [Vision 2050: An Integrated Facilities and Land Use Plan](#). It incorporates a diverse range of institutional goals into a set of near- and long-term recommendations guided by the MSU 2030 Strategic Plan and the DEI Report and Plan. These goals will result in distinct recommendations around the buildings, mobility networks, open spaces and utility systems that will support the university’s next generation of development.

Key action items called for in the university’s DEI strategic plan related to supplier diversity saw significant progress made in 2023. IPF piloted a new tool to improve business inclusion by providing infrastructure that streamlines and enhances processes for strategic sourcing, prospective partner registration and Tier II spend reporting program. The new system will increase understanding of market availability, help buyers strategically source and solicit bids for robust bid pools, allow prospective partners to proactively share their core capabilities and interest in doing business with MSU, as well as build relationships that support diverse outreach and sustainable, safe and socially responsible procurement.

Scorecard:

Implemented	In Progress	Evaluating	Not Started	Total
3	12	4	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 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.	Evaluating
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.	Implemented
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.	Evaluating
Objective 4, Promote Inclusion: Accessibility	Provide training for students, staff and faculty on what accessibility is, its importance and how to use various resources.	Implemented
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.	In Progress
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.	In Progress
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>Evaluating</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>In Progress</p>
<p>Objective 5, Enhance Outreach and Engagement: Vendors and Suppliers</p>	<p>Include a section in Requests for Applications issued by Infrastructure Planning and Facilities that would facilitate opportunities for undergraduate and graduate students to apply for micro-internships with women- and minority-owned businesses to expand service opportunities to the university.</p>	<p>Not Started</p>



DEI Scorecard: MSU Department of Police and Public Safety

Academic Year 2023-24

Sponsor: Douglass Monette, Interim Vice President for Public Safety and Chief of Police

Summary:

The MSU Department of Police and Public Safety, or MSU DPPS, has prioritized recruitment this past year by mentoring interested MSU students to enroll in the police academy, being fully sponsored by the department. As police recruit trainees, recently graduated students are able to attend the police academy without the financial burden of doing so. Trainees also get to learn about the innerworkings of the department before being hired as a full-time police officer.

To continue building relationships with the Spartan community, MSU DPPS has also grown its Community Engagement Unit to include six full-time community liaison coordinators. Each coordinator's office is located in a different campus neighborhood. This team works to engage with members of the Spartan community while advancing the mission of MSU DPPS.

In fall 2023, MSU DPPS partnered with the MSU College Assistance Migrant Program and the Office of Cultural and Academic Transitions to bring the Latine and DPPS together for a community-building event at the MSU police department.

Scorecard:

Implemented	In Progress	Evaluating	Not Started	Total
3	2	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.	Implemented
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 2023-24

Sponsor: Quentin Tyler, Ph.D., Associate Dean for Diversity, Equity and Inclusion, College of Agriculture and Natural Resources, and Director, MSU Extension

Summary:

MSU Extension is working to increase the diversity of its workforce to include and represent more industries. The past year's additional efforts focused on strengthening the Extension System nationwide. MSU Extension partnered with North Carolina Agricultural and Technical State University, Saginaw Chippewa Tribal College and the Keweenaw Bay Ojibwa Community College.

The MSU Extension dashboard, developed by the MSU Office of Institutional Research, gives outreach faculty and staff comprehensive demographic data to help determine gaps in programming and community needs. When combined with other tools, this internal resource informs and aids statewide, district and local planning efforts to help Extension professionals expand their reach to include underrepresented and underserved communities.

Scorecard:

Implemented	In Progress	Evaluating	Not Started	Total
2	3	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.	Implemented
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 2023-24

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

Summary:

The Office for Civil Rights and Title IX Education and Compliance advanced several institutional policies and compliance initiatives in 2023-24. The Anti-Discrimination Policy, or ADP, workgroup has diligently reviewed and proposed changes to align with federal requirements. Additionally, ADP has transitioned from a Board of Trustees policy to a presidential policy. Feedback sessions have been integral to the review process, and a final draft is anticipated for the summer.

In the context of education and prevention, MSU is actively working on a comprehensive approach to ADP education across campus. Success is gauged through collaborative recommendations and evaluations of educational initiatives. Regarding alternative practices, MSU is forming a task force to assess recommendations from the RVSM Restorative Practices Initiative and the Workplace Bullying and Incivility Task Force.

The ADA’s Coordinator’s Office in the Office for Civil Rights secured resources for centralized web and digital accessibility compliance efforts, including the creation of four new positions and a new centralized Digital Accessibility Team that has re-established Digital Accessibility Liaisons and developed an Annual Accessibility Survey with an 87% liaison survey response. This survey will be distributed this fall to faculty and staff. The team has also created an automated process to provide Equally Effective Alternate Accommodation Plans (EEAP) for inaccessible platforms and convened a steering committee to revise the University’s Web Accessibility Policy.

Scorecard:

Implemented	In Progress	Evaluating	Not Started	Total
1	1	4	0	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.	In Progress
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.	Implemented
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.	Evaluating
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.	Evaluating
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 2023-24

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

Summary:

The Office of Research and Innovation continues to review the progress of ongoing activities and programs such as the Global Impact Initiative, workshops, grant development support and internal funding, among others, to assess and improve the engagement of individuals from across disciplinary and diverse demographic backgrounds.

The office supported existing programs and promoted the development of new training grants to increase diversity in the STEM graduate student population. MSU now holds institutional membership in the Association for Women in Science, which provides complimentary access to resources, webinars and student scholarships. In addition, OR&I supported increased access to high-level DEI programming, such as through the Water Ethics Symposium with the Ethics Institute, which highlighted climate and water justice issues.

Following a survey revealing disparities in the National Institutes of Health and the National Science Foundation funding rate at MSU, several recommendations are being explored, including increased mentoring and cohort programs for fostering grant proposals.

Scorecard:

Implemented	In Progress	Evaluating	Not Started	Total
0	5	2	5	12

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, 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.	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	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.	In Progress
Objective 2, Increase Diversity: Research and Scholarship	Recognize DEI-related research and scholarship through annual all-university faculty awards and college-level faculty awards.	In Progress
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 2023-24

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

Summary:

Student Life and Engagement advanced several parallel committees related to reviewing policies and formalizing services for Deferred Action for Childhood Arrivals, undocumented and non-citizen students, aligning with the development of the multicultural center and meeting student needs. The committees included representatives from Admissions, the College of Law, Council of Racial and Ethnic Studies and Council of Progressive Students, Counseling and Psychiatric Services, the Office for Institutional Diversity and Inclusion, the Office of Cultural and Academic Transitions, the Office of Financial Aid, the Office of Admissions, Migrant Student Services, Residence Education and Housing Services, University Advancement, University Communications and more.

Exploration of increasing funding and support for various centers continues through a comparative analysis of peer institutions. In addition, a review of the CORES and COPS spending and funding is underway, including a review of the allocation process by the Associated Students of Michigan State University and Residence Halls Association.

Scorecard:

Implemented	In Progress	Evaluating	Not Started	Total
1	12	7	5	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.	In Progress
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;	In Progress



	however, that we need to enhance the manner in 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.	In Progress
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.	Implemented
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.	Evaluating
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 2023-2024

Sponsor: Kim Tobin, Vice President for University Advancement

Summary:

As part of University Advancement’s strategic planning, a Diversity, Equity, Inclusion and Belonging Coordination and Strategy committee made recommendations for hiring practices and staff training, such as database improvements that allow tracking and measuring key DEI performance indicators. In summer 2024, the division will introduce a centralized search process to promote fairness, equity and inclusion in the hiring practice. The division is hiring a director of strategic talent management to assess and plan for staff learning and development at all levels.

In outreach efforts, Advancement completed an alumni census for the first time in 12 years. The alumni relations team enhanced their individual portfolios to increase outreach among diverse alums and relaunched alum networks, including Latino Spartans, LBGQ Spartans and Chicago Land MSUBA Chapter. Additionally, creating a naming policy helped establish a system of accountability for considering the removal and disassociation of individuals who may pose harm to MSU’s reputation due to scandal, immoral behavior or criminal activity.

Scorecard:

Implemented	In Progress	Evaluating	Not Started	Total
1	7	1	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	Train, educate, build, support, and operationalize a culture within UA that fosters, values, and promotes diversity, equity, and inclusion.	In Progress



across social identity affinity groups		
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.	In Progress
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	Identify and address barriers to engagement and investment using input from alumni from diverse backgrounds.	Implemented



across social identity affinity groups		
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).	In Progress
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
Objective 5, Enhance Outreach and Engagement: Significantly increase Alumni Relations, donor engagement and development across social identity affinity groups	Develop fundraising, engagement, and communications to support initiatives that impact DEI programs and funding opportunities that may be of interest to a variety of potential funding sources.	In Progress



DEI Scorecard: University Communications

Academic Year 2023-2024

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

Summary:

University Communications continued efforts to expand diverse representation in storytelling and images, emphasizing authentic storytelling. MSUToday content featured an updated DEI content calendar with additional recognitions. Strategies to centralize MSU narratives included establishing the MSUToday Diversity and Belonging Collection, where more than 100 stories were published in the year. In addition, for internal audiences, a special edition annual InsideMSU newsletter was developed to heighten awareness of DEI strategic efforts in the fall semester. Serving as a partner, University Communications amplified cross-campus stories and streamlined resources through photos, graphics, podcasts, video and more. Through campaigns, gaps were addressed, and opportunities were identified to further center community voices and elevate strategic initiatives, including focusing on the migrant farmworker, disability, global and LGBTQIA+ communities and student success initiatives.

Additional efforts included developing responsive crisis communications tactics to mitigate risk from negative coverage, online attacks and campus concerns. University Communications developed an actions and resources page to address various complex and evolving issues and steer audiences toward appropriate reporting resources. The institutional statement protocol is undergoing review to better align with the role of university speech. In 2022-23, the public relations team was awarded a Creating Inclusive Excellence Grant to pilot the Diverse Voices program, bringing in over 20 early and mid-career faculty from underrepresented backgrounds to receive media training. The program's early success — increasing the diversity of faculty experts placed in media outlets — resulted in receiving continuing funds for a second annual training that has garnered increased cross-college interest in 2024.

Overarching efforts to promote inclusion have resulted in upward trends in the trust and belief that MSU is prioritizing DEI efforts among diverse alums and residents. Other initiatives include a global campus events calendar that is approaching the design phase and will be essential to spotlighting DEI-focused events. University Communications is also exploring how to enhance divisional DEI webpages to better funnel and connect various groups to communities, resources and integrated initiatives.

Scorecard:

Implemented	In Progress	Evaluating	Not Started	Total
2	3	3	0	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
Objective 4, Promote Inclusion: Communication	Modified Action - Elevate and integrate DEI content into unit-based and central communications - 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	In Progress
	Objective 4, Promote Inclusion: Communication	Use best practices for accessibility in materials.



Objective 4, Promote Inclusion: Communication	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.	In Progress
Objective 4, Promote Inclusion: Communication	Develop a campus DEI advisory committee to offer guidance and insight to communicators who have questions about sensitive issues.	Evaluating
Objective 4, Promote Inclusion: Communication	Develop an inclusive communications guide that highlights common terms that reflect culturally competent, empathetic and inclusive language.	Implemented
Objective 4, Promote Inclusion: Communication	Support a central campus DEI website that aligns with work around diversity, equity and inclusion. Highlight resources, events and work promoting DEI initiatives.	In Progress
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