



MICHIGAN STATE  
UNIVERSITY

College of Agriculture  
and Natural Resources

# Connections

Fall 2017

**OFFICE OF DIVERSITY, EQUITY AND INCLUSION**



## NOTES FROM THE OFFICE



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Welcome or welcome back to the College of Agriculture and Natural Resources (CANR). It's an exciting time for the Office of Diversity, Equity and Inclusion and our work making the CANR a great place for everyone to learn, teach and work.

This fall finds us deep in the search for our new associate dean and director for diversity, equity and inclusion. We are proud to be one of a small (but growing) number of colleges to have a leadership position of that stature focusing entirely on equity in the college. Keep an eye out for your opportunity to participate in the hiring process, and to meet our associate dean and get involved with his or her initiatives as the year progresses.

This year is marked by a renewed focus on equity in all our processes. Over the summer,

the administrative leadership of the college started participating in 4-day immersive caucuses to learn how better to prioritize inclusion as a core value of leadership. This kind of holistic learning on equity and inclusion is an expectation of leadership in the college. It is designed to create accountability across all the CANR units. For more information on our partners in this training, read up on *White Men as Full Diversity Partners* at [wmfdp.com](http://wmfdp.com).

This year, I hope you will join us for First Tuesday mixers, an opportunity for graduate

students, faculty, staff and undergraduates to meet and mingle, and to learn about work at the intersection of diversity and our agriculture and natural resources careers. Keep an eye out for news from our Michigan State University (MSU) chapter of Minorities in Agriculture, Natural Resources and Related Sciences (MANRRS), a national organization with MSU roots that is dedicated to the academic and professional advancement of minorities in those three areas. Membership and activities are open to all. See more information on page 5. Keep an eye out for the annual Women in STEM conference (science, technology, engineering and math) and other professional development opportunities throughout the year.

Behind the scenes, the office is focused on the processes and procedures we need to make the CANR an equitable place to work, teach and learn. We are working on a framework to ensure that the service and mentoring work that we disproportionately require of new faculty, female faculty of all ethnicities and all faculty of color is valued in promotion, tenure and evaluations – bringing our policies closer in line with our rhetoric. We have implemented diversity and inclusion statements as part of our faculty hiring processes and are working on training faculty to evaluate multicultural competency as a vital aspect of faculty qualification. We are also preparing guidance for support

staff and academic staff to give them tools to create inclusive offices and labs across the college.

I hope all faculty, staff and students of the CANR will participate in these conversations. Please email [galitzin@anr.msu.edu](mailto:galitzin@anr.msu.edu) to be added to our biweekly news and events email list and hear first about opportunities to contribute to the conversation. Every academic year is an opportunity for us to live up to our values, and to learn how diversity and inclusion leads to better work environments, better science, better policy and (of course) better food. I hope you'll join us in our efforts.

– Katusha Galitzine  
Associate Director,  
Office of Diversity, Equity and Inclusion

## OFFICE RESOURCES

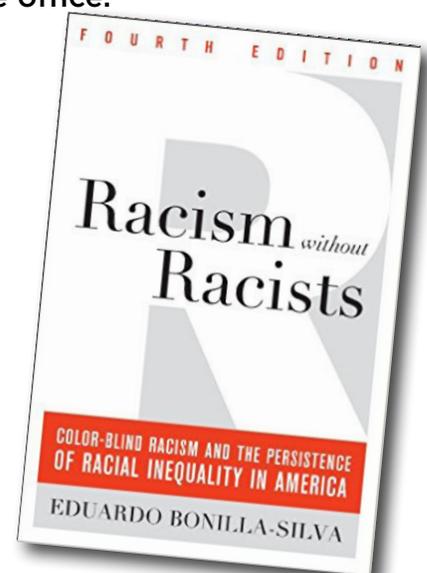
### LENDING LIBRARY

The Office of Diversity, Equity and Inclusion maintains a library of print, video, audio and online resources that are available to the community. Feel free to browse online at [canr.msu.edu/diversity](http://canr.msu.edu/diversity) or in person in Room 102 Justin S. Morrill Hall of Agriculture. If you would like ODEI to help facilitate a conversation about any of these texts or videos with your classroom, office or other group, please contact the office.

### LENDING LIBRARY SPOTLIGHT:

#### Racism Without Racists

*Racism Without Racists* by Eduardo Bonilla-Silva addresses timely concern in this fourth edition text, updated to include responses to reader inquiries and a section added to address the Obama presidency. Bonilla-Silva explores a modern paradox, a country that claims to be without racist individuals, and yet racism shapes the lives of many of its residents daily. While the politics of the day exposes incidences of overt racism that draw swift rebuke, Bonilla-Silva focuses on the dangers of a society that purports to be colorblind while perpetuating historical and structural inequities. An uncomfortable examination of our current conversations about race, the author posits, is necessary to naming and challenging the most ubiquitous forms of racism and inequality in America today.



# PROFESSIONAL DEVELOPMENT OPPORTUNITIES



## Professional Organizations

In our ongoing efforts to diversify our college, the ODEI is interested in fostering your networks and professional relationships as the faculty, staff and graduate students of the College of Agriculture and Natural Resources (CANR). If you are interested in representing the CANR in any of the following opportunities, or if you have a professional opportunity that you believe will benefit the diversity goals of the college, please contact the office for potential sponsorship and administrative support.

Opportunities include:

- Black Doctoral Network (organization and conference)
- Minority Access, Incorporated (organization and conference)
- National Black Farmers Association (organization and conference)
- National Organization of Gay and Lesbian Scientists and Technical Professionals (organization and conference)
- Society for Advancement of Chicanos/Hispanics and Native Americans in Science (organization and conference)

## Search Committee and Recruitment Support

The ODEI is available to consult with search chairs, search committees and hiring managers for faculty and staff positions. The office can provide the following services to search committees and hiring managers:

- Drafting language for requesting diversity/inclusion statements and rubrics for committees to evaluate diversity-related competencies of candidates
- Researching additional outreach sources for the committee to reach a diverse, qualified pool of applicants
- Training and resources on how to avoid implicit bias in search processes
- Training on how to implement and evaluate the diversity/inclusion statement from candidates and how to use a multicultural competency rubric in faculty hiring

The MSU Inclusion office also maintains a database of recruitment resources for diverse populations for public use:

[inclusion.msu.edu/hiring-recruitment/index.html](http://inclusion.msu.edu/hiring-recruitment/index.html)

## Opening Doors

Opening Doors is a professional development opportunity, offered each year at no cost to CANR faculty and staff. The workshop is presented as a collaboration between MSU Extension and the ODEI. It is a 3-day immersive workshop in which participants will:

- Increase understanding of diversity by identifying and learning more about their own identity groups.
- Identify personal feelings and experiences related to cultural and other differences among people.
- Examine how practices of institutions, as well as our own personal practices, maintain inequities among people and prevent us all from reaching our potential.
- Collectively develop a framework and common language in order to facilitate change.
- Build alliances and networks.

Please contact the office to ensure you receive an invitation when registration opens for the next workshop.

<http://diversity-project.org/>

# COLLEGE & UNIVERSITY RESOURCES

## Office of Undergraduate Diversity

The Office of Undergraduate Diversity is a resource and support system for all undergraduate students in the CANR. During the spring and summer months, our office is highly involved with organizing and coordinating pre-college opportunities. If you would like to learn more about our office, help out with recruitment and pre-college activities, or just simply have a conversation, please feel free to stop by and visit. Our office is located in room 121 Morrill Hall of Agriculture. Contact Phillip Seaborn ([seaborn@msu.edu](mailto:seaborn@msu.edu)) or Stephanie Chau ([chaus@msu.edu](mailto:chaus@msu.edu)). [https://www.canr.msu.edu/academics/undergraduate/undergraduate\\_diversity/](https://www.canr.msu.edu/academics/undergraduate/undergraduate_diversity/)

## Minorities in Agriculture, Natural Resources and Related Sciences

Minorities in Agriculture, Natural Resources and Related Sciences (MANRRS) is a national organization that promotes academic and professional advancement by empowering minorities in agriculture, natural resources and related sciences. Membership is available to students in all programs, faculty and professionals. To find out about upcoming events, contact chapter president Labrawn Wade at [manrrsmsu@gmail.com](mailto:manrrsmsu@gmail.com). Follow the local chapter on Twitter ([@MANRRS\\_MSU](https://twitter.com/MANRRS_MSU)) and Instagram ([@manrrsmsu](https://www.instagram.com/manrrsmsu)), or visit the national organization at <http://manrrs.org/>.

## FOCUS ON MANRRS

**Minorities in Agriculture, Natural Resources and Related Sciences (MANRRS)** is not only an academic, professional organization that promotes the advancement of underrepresented minorities in these fields but also a family that supports each other in pursuing dreams. Since MANRRS is inclusive to students and faculty of all disciplines, it allows members to build networks with individuals from diverse backgrounds that can aid them in the future. Personally, MANRRS has made an incredible impact on my life and has opened so many doors in the veterinary medicine field for me. If it wasn't for MANRRS and all that MANRRS does, I don't believe I would be as well rounded as I am now. But don't just take my word for it, come and join us at one of our general body meetings and see for yourself.

Labrawn Wade  
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Najma Muhammad (left) and Labrawn Wade, MANRRS Student President, (right) accepting the 2016-17 Student Life Leadership Award for Outstanding Student Organization awarded to MANRRS by the MSU Department of Student Life.

# COLLEGE & UNIVERSITY RESOURCES, CONTINUED

## MSU Office for Inclusion and Intercultural Initiatives

MSU's Office for Inclusion and Intercultural Initiatives leads and supports efforts to advance a diverse and inclusive campus community, consistent with MSU's core values.

In addition to providing leadership for university-wide initiatives on inclusive excellence, the office works with campus and community partners to:

- Design and deliver education and training for students, faculty and staff.
- Coordinate programs to celebrate the legacy of Martin Luther King Jr. and Cesar E. Chavez.
- Coordinate grants to promote and enhance diversity and inclusion on campus.
- Coordinate scholarships for community-involved students.
- Recognize through awards the efforts of Spartans to support an inclusive campus.
- Conduct and support research on inclusion-related topics.
- Monitor faculty and staff recruitment and hiring practices.

<http://inclusion.msu.edu/>

## Office of Institutional Equity

The Office of Institutional Equity (OIE) reviews concerns related to discrimination and harassment based on sex, gender, gender identity, race, national origin, religion, disability status and any other protected categories under the University Anti-Discrimination Policy and Policy on Relationship Violence and Sexual Misconduct.

The OIE accepts calls, emails and walk-in reports regarding any matters related to discrimination, harassment, sexual misconduct, relationship violence and stalking. OIE staff can help you file a report, investigate your report and connect you with resources.

## Lesbian, Bisexual, Gay, and Transgender Resource Center

The Lesbian, Bisexual, Gay, and Transgender Resource Center is dedicated to leading and collaborating on university-wide initiatives that prepare students to thrive in our diverse world, and enhancing the campus climate and support services for students marginalized by their sexuality or gender. The center welcomes walk-in visitors.

<http://lbgtrc.msu.edu/>



## Be Part of the Twitter Conversation!

If you want to connect with the various offices, people and initiatives working on equity issues around MSU, follow these Twitter accounts:

- Academic Advancement Network @MSUAAN
- Center for Gender in Global Context @MSU\_Gencen
- Dean Ron Hendrick @Ron\_Hendrick
- Graduate Wellness @MSUGradWellness
- International Studies and Programs @MSUIntl
- Kellogg Biological Station @KelloggBioStn
- LBGT Resource Center @LBGTRC
- MSU Alphas @APHIAZD
- MSU Inclusion Office @MSUInclusion
- MSU MANRRS Chapter @MANRRS\_MSU
- MSU Police @msupolice
- MSU WorkLife Office @MSUWLO
- Office of Cultural and Academic Transitions @OCATmsu
- Office of Diversity, Equity and Inclusion at CANR @ODP\_CANR\_MSU
- Resource Center for Persons with Disabilities @MSU\_RCPD
- Student Body President @ASMSU\_Pres
- Veterans Center @MSUSVRC

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## Society for the Advancement of Chicanos/Hispanics and Native Americans in Science

The MSU Society for the Advancement of Chicanos/Hispanics and Native Americans in Science (SACNAS) chapter is a student organization dedicated to fostering the success of underrepresented groups in science, technology, engineering and math (STEM), including Hispanic/Chicano and Native Americans, to attain advanced degrees, careers and positions of leadership in STEM. You can connect with the MSU SACNAS chapter on its Facebook page at <https://www.facebook.com/groups/1540415762847960/>.

## Resource Center for People With Disabilities

The Resource Center for People With Disabilities has a mandate to lead MSU in maximizing ability and opportunity for full participation by persons with disabilities. Among its responsibilities:

- Assess and document disability, academic and workplace needs.
- Build and facilitate individual plans for reasonable accommodations.
- Link individuals with technology, education and resources.
- Extend independence through auxiliary aids, disability-related information and self-advocacy.

<https://www.rcpd.msu.edu/>

## National Center for Faculty Development and Diversity

MSU maintains a subscription to the National Center for Faculty Development and Diversity. The organization provides a number of resources, courses, discussions, mentorship opportunities and support for everyone who wants to thrive in academia. Specific resources are available for faculty, postdocs and graduate students. To access your membership, visit the website, choose “become a member” and select MSU as your affiliated institution.

<http://www.facultydiversity.org/>



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## Worklife

Founded in 2016, the MSU WorkLife Office provides a one-stop destination for your lifespan, and career and professional life questions. The office staff can help facilitate success in your many roles and can offer guidance in creating synergy between those responsibilities.

The WorkLife Office accomplishes our mission by offering guidance and education in five areas:

- Consultation and connections to seminars and workshops to assist in career transitions including stopping the tenure clock for parental leave, taking on a new role at MSU, advancing or changing careers, among others
- Relocation and Community Connections: Resources to connect you to communities in MSU, the Greater Lansing area, Michigan or the United States, for those new to the area or hoping to get more connected
- Family Care resources including determining the best care for you and your family’s needs through consultation, identifying emergency childcare and sharing best practices for elder care
- Workplace Assistance: Guidance for talking with supervisors about flexible work arrangements, recommendations for resolving conflict in the workplace, and identification of MSU policies that may apply to your workplace setting, among others
- Access to cutting-edge research about best practices for work-life synergy and developments of research specific to MSU’s community

<https://worklife.msu.edu/>



## THE OFFICE OF DIVERSITY, EQUITY AND INCLUSION

“Creating and sustaining an accessible, inclusive  
and supportive community”

### Our Mission

The mission of the Office of Diversity, Equity and Inclusion (ODEI) is that it will serve as a resource that faculty, staff and graduate students within the units of the College of Agriculture and Natural Resources (CANR) use to develop intentional efforts to recruit and retain diverse faculty, staff and graduate students to enhance teaching, research and extension.

To this end, ODEI works with relevant departments to recruit diverse students, faculty, and staff; to support the professional development of members of our community from diverse and historically underserved backgrounds; and to represent and advocate for diverse representation in academic and professional fields in agriculture and natural resources.

### Connect With Us

ODEI sends out a biweekly email with news and upcoming events related to our equity and inclusion work. If you want to be added to this email list, please email [galitzin@anr.msu.edu](mailto:galitzin@anr.msu.edu) with “subscribe” in the subject line. You can unsubscribe at any time.

If you would like to talk about equity in the College of Agriculture and Natural Resources or learn how you can get more involved with our work, please stop by our office in Room 102 Justin S. Morrill Hall of Agriculture. We'd love to meet you.

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