



Office of Diversity, Equity and Inclusion
College of Agriculture and Natural Resources
MICHIGAN STATE UNIVERSITY

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.

For individual staff and faculty members:

The Office of Diversity, Equity and Inclusion is committed to providing individual support as well as structural initiatives to increase diversity and create an inclusive environment in the College of Agriculture and Natural Resources.

Professional Development

The office provides support for all faculty and staff who are interested in professional development that will add to their capacity to create inclusive classrooms, labs, and offices, and participate in the ongoing equity conversation in the College.

Internal Opportunities

There are a number of internal (MSU) opportunities for those who are interested in promoting an equitable CANR. In addition to the programs offered by MSU's [Academic Advancement Network](#) and [Teaching Essentials](#) for MSU STEM Faculty, the office offers the Opening Doors workshop, in conjunction with MSU Extension at no charge to all CANR employees:

Opening Doors is a 3 day immersive workshop offered each year in the late spring / early summer. The objective of the program is for participants to:

- 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 ODEI to ensure you receive an invitation when registration opens for the next workshop.

Questions?

Justin S. Morrill Hall of Agriculture Rm 102

517 884 7317

<http://canr.msu.edu/diversity>

galitzin@msu.edu



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Outside Resources available to MSU Faculty and Staff

MSU maintains an institutional membership to the [National Center for Faculty Development and Diversity](#) which all faculty and staff can access if they register with their msu.edu email address. This membership entitles you to access to professional development resources including

- Webinars
- Online courses
- Discussion forum
- Career coaching

If you have any questions about this membership, or have trouble with the registration process, please feel free to contact the office.

Sponsorship for additional opportunities

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
- FALCON (Native American focused Conference)
- Black Farmers and Urban Gardeners
- Cultivating Change (LGBTQ+ focused agriculture professional organization)
- Minority Access, Incorporated
- National Land Grant Diversity Conference
- Southern Regional Educational Board Doctoral Scholars Conference (SREB)
- National MANRRS Conference
- National MANRRS Regional Fall Clusters
- National Organization of Gay and Lesbian Scientists and Technical Professionals
- Society for Advancement of Chicanos/Hispanics and Native Americans in Science

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Individual Support and Mentoring

Students, staff at all levels, faculty, and administrators should feel free to come to the ODEI office to express issues and concerns. You will receive a supportive, listening, confidential environment as well as assistance, advocacy, referrals, and other support to address and assist in helping resolve your concerns.

Syllabus / policy discussion and review

ODEI is available to work with new or returning faculty and staff to review syllabi and classroom materials, as well as departmental web presence and communications for inclusive language, diverse perspectives, compliance with MSU holiday and anti-discrimination policies etc. Please contact the office to take advantage of this service.

In addition, see the ODEI website for links to resources to help you create inclusive classrooms and offices including:

- Academic Advancement network page of resources for Difficult Dialogues in the Classroom that includes internal and external information.
- Inclusive teaching resources from MSU Libraries
- MSU Holiday policy.
- Diversity Style Guide for articles, communications, etc.
- Glossary of terms used by LGBTQ Communities and their Allies.

Lending Library

ODEI maintains a lending library of books and DVDs related to our mission that are available for checkout. Materials focus on issues of race and ethnicity in higher education, sexuality and gender, diversity trainings, civil rights history, and other topics of general and academic interest. You can browse the collection at our web page. Our library is located in our office at 102 Agriculture Hall. Please stop by or send an email to galitzin@anr.msu.edu to borrow our materials.

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For departments:

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; support everyone in professional development as it relates to inclusion; and to represent and advocate for diverse representation in academic and professional fields in agriculture and natural resources.

ODEI also works as a clearing house, connecting departments to internal (MSU) and external resources for training and support.

Training Requests

Intercultural Development Inventory

This workshop introduces basic concepts of diversity, equity and inclusion while also introducing the Intercultural Development Inventory (IDI), which assesses intercultural competence – the capability to shift cultural perspective and appropriately adapt behavior to cultural differences and commonalities. The IDI is a 50-item questionnaire that educational institutions and organizations have led to demonstrated results. Using the IDI has led to substantial improvement in learning, growth and individual development. As a result of this workshop, attendees will learn where they stand on the intercultural development continuum and receive an individual development plan based on their level of intercultural competence that provides a way for continued growth in intercultural competency.

Contact the CANR ODEI to register in either of the scheduled fall or spring IDI workshops or to have your department or unit participate in the IDI.

Unconscious Bias Training

Unconscious bias refers to the automatic stereotypes or attitudes we hold about groups or people. These biases can be held for or against those most like us and most different from us.

The CANR ODEI will offer two unconscious bias trainings. Both focus on working to incorporate the understanding of unconscious bias to foster an environment where each one of us feels a sense of belonging and empowerment as we ready ourselves for the global community of tomorrow. One training will have a student focus, and one will have a focus on faculty and academic staff.

ODEI is happy to coordinate a training with College or University experts on the following topics. There is training available for individuals or groups of all sizes. Please feel free to call or email the office to determine which training would best address your needs.

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- Queer Inclusive Learning and Leading (QUILL)
- Cultural Intelligence (CQ) Training
- Implicit bias
- Microaggressions
- Cross-cultural engagement
- Diversity, inclusion, and social justice
- Creating an inclusive classroom
- Best practices in recruitment and hiring
- MSU's anti-discrimination policies

For Search Committees

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

- 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
- Supplying training and resources on how to avoid implicit bias in search processes
- Supplying 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 Office for Inclusion and Intercultural Initiatives also maintains a [database of recruitment resources](#) for diverse populations for public use.

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