



School of Planning, Design and Construction DEI Efforts Report

1) Starting/Supporting any Departmental DEI Committee:

- The School of Planning, Design and Construction (SPDC) instituted an ad-hoc Diversity, Equity and Inclusion (DEI) Committee in August 2019. The committee has been meeting biweekly through the academic year. The committee's charge was to review SPDC's current DEI statement developed in 2013, and past related activities, as well as to propose a long-range plan for assessing and enhancing DEI efforts in the School.
- The DEI Committee co-chairs are Dr. Noah Durst and Mary Beth Graebert. Other members include Dr. Barb Andersen, Dr. George Berghorn, Dr. Rex LaMore, Marcus Metoyer, Dr. Teresa Qu, and Paige O'Keefe (student representative).
- Activities of the DEI Committee included:
 - A report to the SPDC faculty and staff on the committee's review of policies, procedures and best practices within MSU, at peer institutions, at industry partners and within legal parameters.
 - A survey of faculty and staff to determine priorities for next steps to assess and enhance SPDC's DEI efforts.
 - Based on the Committee's information gathering actions and survey results, a final set of recommendations for a long-range plan was submitted to the SPDC Director, Dr. Ming-Han Li.

2) Nominated Faculty and Staff for DEI Awards:

- Dr. Matt Syal was nominated by MSU CANR student/s for the You Belong Here Champion Award.

3) DEI Conversation during School Meeting

- In SPDC's February School meeting, Dr. Ming-Han Li led a conversation about racist behaviors that happened on MSU campus after President Stanley started his presidency. Several DEI ad-hoc committee members spoke up and made suggestions on what actions our School should take.

4) Attended DEI Training Seminars (Webinars, Workshops):

- Dr. George Berghorn attended the AAC&U 2019 Teaching to Increase Diversity and Equity (TIDE) in STEM.
- SPDC Director Ming-Han Li and members of the DEI Committee attended the Spring Webinar Series on "Sharpening our DEI Lens: Learning and Dialogue," with Dr. Quentin Tyler and Dionardo Pizaña.
- SPDC Director Ming-Han Li and Mary Beth Graebert attended ODEI's Spring Webinar Series on "Exploring White Fragility and its Impacts."
- SPDC Director Ming-Han Li attended ODEI's Summer Webinar Series "Virtual Settings: Ripe Environment for Unconscious Bias."



- Diverse Issues in Higher Education Webcast: “Recruit and Retain Diverse Faculty and Staff During COVID-19.”
- Participation in other DEI training and awareness events was planned for Spring 2020, including the Office of Diversity, Equity and Inclusion’s Intercultural CANR: Exploring Global Perspectives, but the COVID-19 pandemic caused these events to be cancelled.

5) Community Norms

- SPDC has been engaging several groups of people (students, staff and faculty) in reviewing the “Community Norms” document developed by the College of Social Science. Our adoption of the document was affected by COVID-19. We plan to adopt the Social Science version in the near future.

6) Social Media and Social Campaign Initiatives:

- After George Floyd’s killing, CANR communications director encouraged all unit leaders to consider issuing a statement, following Dean Hendrick’s and Associate Dean Tyler’s statements. School Director Dr. Ming-Han Li published his statement in the school’s various social media and distributed it to all SPDC faculty, staff and students. His statement says:

“Racism, hate and violence have no place in our community. Let us continue our struggle and take action for meaningful and lasting change to dismantle acts of racism. Our commitment and obligation as Spartans is to make the world a better place. Our presence must be one of hope and love that helps us navigate through these difficult trying times. We want to look back at ourselves with no regrets that we indeed changed the world.”

7) Hosting any Future DEI Seminars and/or Events:

- SPDC will host its annual Faculty & Staff Retreat on August 27, 2020. We intend to include DEI awareness and discussion sessions, particularly in light of recent world events surrounding racism linked to the COVID-19 pandemic and to police brutality.

8) Next Steps:

- Based on the efforts of the DEI Committee during 2019-20, the following action steps were identified for moving forward:
 1. Continue the work of the ad hoc committee in 2020-21. It is suggested to establish a standing committee in the future, as DEI efforts should be continuous and engrained in all aspects of our mission. This may require an update to the SPDC bylaws.
 2. Assess the current levels of DEI in the School. One way we could do this would be to conduct an internal survey of faculty, staff and students to evaluate people’s thoughts about the diversity, equity and inclusion of our employees and students. We can also establish a set of metrics based on the administrative data we collected on DEI and compare to our peers.
 3. Encourage participation of individuals in training. This is low-hanging fruit, as the committee can send notices to the listserv about DEI opportunities. We might also have



guest speakers come to our faculty meetings, or give a workshop, to provide training to all staff at one time.

4. Examine processes and procedures for ways to promote and enhance DEI in student recruitment, admissions, hiring, mentorship, professional development, and advancement.
5. Develop a DEI strategic plan, with an overarching statement – the entire School should have input on this plan. One strategy that the survey results identified as important was the creation of a school-wide commitment to build relationships with minority communities in Michigan. Once strategies are established, we would hold ourselves accountable for following these best practices, monitor progress toward goals each year and generate an annual report on progress.