



MICHIGAN STATE
UNIVERSITY

College of Agriculture
and Natural Resources

Connections

Fall 2019

OFFICE OF DIVERSITY, EQUITY AND INCLUSION



NOTES FROM THE OFFICE



Quentin R. Tyler, PhD
Associate Dean and Director for
Diversity, Equity and Inclusion

The year has opened with a trend of leaders across the country and across disciplines voicing their commitment to diversity, equity and inclusion and the importance of an equitable, diverse and inclusive environment. At MSU, DEI conversations, buzz words and phrases have become as popular and as common as “Go Green, Go White.” However, despite the constant reiteration that diversity, equity and inclusion are cornerstones of all our actions in shaping a more productive college, state and nation, we are all experiencing or witnessing things that cause us to question the authenticity of such language and efforts. In particular, we are seeing incidents of inequitable and exclusive behavior and continual reminders of non-

diverse spaces that make many truly question if they belong here. Further, some who are eager to be agents of change are experiencing cultural taxation and fatigue— as they juggle the work of everyday responsibilities and strive to consistently integrate diversity, equity and inclusion into their work. Still others struggle to engage in simple and respectful conversations and cordial behavior with colleagues and acknowledge the multiple identities that make up who we are as Spartans.

It is easy to give up, and even easier not even to begin. But I want to take this opportunity to address those who may be in doubt, fatigued, or experiencing frustration over the lack of perceived progress. I am pleading

to those who are frustrated not to get so caught up in the pursuit of perfection that we as individuals and as a college ignore the progress we are making.

In particular, I urge you to reflect back on the colleague that spoke up on your behalf in that meeting, that salary that was adjusted for equity (even if it was not as high as you would have liked), that person who asked about your multiple identities, used gender-inclusive language, started a meeting off by introducing themselves with their name and pronouns, who acknowledged their own privilege of gender, rank, race, ability or sexual orientation. And most importantly, the person who would walk right past you daily in the hallway and finally decided to acknowledge you by saying, "Hello" or "Good morning" or pronouncing your name the exact way it was intended to be when you were named by your parent or parents, guardian, home country or community.

I've been fortunate in my year and a half at the CANR to interact with some of the best teachers, researchers, administrators, extension educators, fundraisers and people in all roles -- all true experts in what they do. But I am also here to provide insight that being a true change agent and creating a diverse, equitable and inclusive CANR takes practice, meaningful experiences and constant engagement with those who are different. We need to view the world through an untraditional lens.

In the CANR Office of Diversity, Equity and Inclusion, we will continue to strive to bring experiences that will challenge, expand and enlighten. We view challenges as welcomed opportunities to grow and bring us as a college closer together.

I came to Michigan State University and the College of Agriculture and Natural Resources because I understood the meaning of the premier land-grant institution. I understand the importance of cutting-edge research, outstanding teaching and service/outreach that truly improves communities. As we strive to be the best in our land-grant mission areas, we will also strive in my year 2 to stand out and be the premier college in the areas of diversity, equity and inclusion.

As I truly believe in everything we do, we will not just conform, check boxes, do the basics as we continue on this journey in diversity, equity and inclusion. We will continue as we did with our initial charge as the premier land-grant institution, and that is to be the best -- not just to fit in but to truly stand out.

– Quentin R. Tyler, PhD
Associate Dean/Director for Diversity, Equity and Inclusion





THIS YEAR IN THE OFFICE OF DIVERSITY, EQUITY AND INCLUSION

WHERE WE'RE COMING FROM AND WHERE WE'RE GOING

In 2018-2019, the Office of Diversity, Equity and Inclusion focused on creating new opportunities and connections for all the members of the CANR community. We celebrated the seating of the first **permanent DEI committee of the College Advisory Council**. The committee is made up of elected and appointed faculty and staff members and students who are focused on improving diversity, equity and inclusion in every aspect of the college. The committee's first order of business was to memorialize our commitment in a **DEI statement for the College of Agriculture and Natural Resources**. The statement, which you can find on page __, serves as guidance and a reminder about the purpose and importance of our work. The committee then turned its attention to a **strategic plan**, thinking broadly about the goals of a diverse, equitable and inclusive college, and how we can all be a part of that process.

Through the year, the ODEI staff was busy having internal and external **conversations and workshops** about how to incorporate DEI into our work and our lives. From classrooms to faculty and staff meetings and workshops with industry partners, professional organizations and government agencies, our office was building relationships that will allow us to build equity into our disciplines.

In partnership with the Office for Inclusion and Intercultural Initiatives, we hosted the inaugural Intercultural CANR event. These annual events will focus on engaging our college community with aspects of diversity that are vital to our identities but not talked about often enough. This year, **Intercultural CANR: Exploring our Spirit** took a nominated group of faculty and staff members from all of our departments on a bus tour to local faith and community centers to get a sense of the religious and spiritual diversity of the community in which we live. On the second day, a panel of experts from a variety of spiritual backgrounds led a public conversation about religious and spiritual identities, how they affect our roles as

teachers, students and colleagues, and how to support a multicultural community.

We hosted another full year of **First Tuesday speakers**, with engaging presentations by visiting scholars, DEI professionals and others, who shared their work and their stories with CANR graduate students. These dinners give us the chance to build connections, share a meal and connect with one another.

The CANR was well represented this year at regional and national professional conferences. We are continually making networking connections with the goal of building diverse excellence in our students and our faculty and staff members. We had a recruiting and networking presence this year at SACNAS (Society for the Advancement of Chicanos/Hispanics and Native Americans in Science), MANRRS (Minorities in Agriculture, Natural Resources and Related Sciences), NCORE (the National Conference on Race and Ethnicity), SREB Institute (Southern Regional Education Board Institute on Teaching and Mentoring) and Cultivating Change (LGBT agriculturists). The office supported faculty and staff members and students in their professional development at these and other conferences around the country.

2019-2020 in the Office of Diversity Equity and Inclusion

In the coming year, everyone connected to the CANR will have a number of opportunities to participate in projects to create and sustain an inclusive and welcoming place to work and learn.

Keep an eye out for our **First Tuesday events**. These monthly discussions are open to all and are geared toward graduate student concerns. Diverse scholars and professionals from the agriculture and natural resources (ANR) industry, government and higher education disciplines speak over dinner about their careers and life paths as well as their research, work or opportunities in a variety of fields. Most events are



the first Tuesday of the month, schedules permitting.

We are also maintaining a strong presence in a number of professional societies, both disciplinary and diversity-focused. We invite faculty and staff members and graduate students to join us on these **outreach, recruitment and professional development events**. See the office website (www.canr.msu.edu/diversity) or contact us for more information about these opportunities.

The Office of Diversity, Equity and Inclusion staff members are available to provide **professional development workshops** for your teams or classrooms on a variety of topics. Contact the office if you're interested in training around topics such as intercultural development,

unconscious bias and responding to micro-aggressions, creating inclusive environments for LGBTQ students and employees, valuing perspectives and working in effective teams. We'd welcome the opportunity to create training that speaks directly to the needs of your discipline or team.

Look out for **Intercultural CANR** in the spring for an event that will focus on the aspects of our identities that tend not to receive frequent attention in the regular DEI conversation.

If you want to work with us on creating a diverse and equitable culture in the college – if you have an idea, are interested in this conversation -- please reach out. We want to hear all the voices and perspectives that can contribute to the future of the CANR. Have a great year!

For more information or to get involved in any of our upcoming projects, contact us at 517-432-1349 or ANR.DEI@msu.edu

YOUR DIVERSITY, EQUITY AND INCLUSION COMMITTEE

The Diversity, Equity and Inclusion (DEI) Committee is charged with recommending, reviewing and evaluating policies, programs and culture that affect the diversity and inclusivity of the faculty and staff members and students of the college. The DEI Committee also advises and consults with the staff of the Office of Diversity, Equity and Inclusion, the deans, unit leadership and offices on efforts to foster an equitable and inclusive environment within the college.

Your DEI Committee members are committed to making the college a great place for everyone to work and study and are interested in your perspective. To meet the members of the DEI Committee and find out how to contact them, visit <https://www.canr.msu.edu/diversity/about/dei>



DEI STATEMENT

Short Statement

Diversity, Equity and Inclusion are important, interdependent components of everyday life in the College of Agriculture and Natural Resources (CANR) and are critical to our pursuit of academic excellence. Our aim is to foster a culture where every member of CANR feels valued, supported and inspired to achieve individual and common goals with an uncommon will. This includes providing opportunity and access for all people across differences of race, age, color, ethnicity, gender, sexual orientation, gender identity, gender expression, religion, national origin, migratory status, disability / abilities, political affiliation, veteran status and socioeconomic background.

Full Statement

Diversity, Equity and Inclusion are important, interdependent components of everyday life in the College of Agriculture and Natural Resources (CANR) and are critical to our pursuit of academic excellence. For the College of Agriculture and Natural Resources, Diversity includes characteristics of race, age, color, ethnicity, gender, sexual orientation, gender identity, gender expression, religion, national origin, migratory status, disability / abilities, political affiliation, veteran status and socioeconomic background. It also includes differences in backgrounds, ideas, thought, values and beliefs. Embracing differences make us better learners, teachers, leaders, scholars, researchers, extension educators, employees, and students. This is operationalized by embedding equity in all of our structures and practices. Equity requires providing justice, fairness, and access to opportunities and resources for all members of the campus community. In creating and sustaining a climate where equity and mutual respect are intrinsic, we are nurturing a success-oriented, cooperative and caring college where we attract and retain people and partners who feel comfortable contributing their unique wisdom, perspectives and experiences. To be an inclusive college is to respect everyone, value differences, acknowledge the impact of differences and to capitalize on those differences by drawing on the intellectual strength that produces innovative solutions from the synergy of our people. Our aim is to foster

a culture where every member of CANR feels valued, supported and inspired to achieve individual and common goals with an uncommon will.

Foundational Principles

In keeping with the responsible pursuit of our land grant mission, we acknowledge that the work of CANR takes place on Indigenous lands, and in Indigenous spaces. Within the Great Lakes region, CANR resides on the ancestral, traditional, and contemporary Lands of the Anishinaabeg—Three Fires Confederacy of Ojibwe, Odawa and Potawatomi people. CANR is committed to affirming Indigenous sovereignty, histories, perspectives, experiences and knowledges.

Our disciplines have not been historically and are not currently representative of the diversity of perspectives and backgrounds that make up Michigan, our nation and our world.

The future of our agriculture and natural resources disciplines depends on our ability to incorporate emerging, as well as historically marginalized people and perspectives into our science, our teaching, and all of our work to meet current and future challenges.

As individuals, we all carry our identities into our personal and professional interactions. We encourage our community members to seek out opportunities to learn from those with perspectives different from their own.

All of our work relies on our individual and institutional ability to build authentic and trusting relationships and partnerships across all aspects of human differences.

The capacity to create inclusive environments is a professional leadership skill and we strive to provide opportunities for our professionals to develop those skills.

The processes CANR utilizes to admit, grade, recruit, hire, retain, evaluate and grant continuing status and/or tenure to our faculty staff and students are opportunities to embed principles of equity in our structures.

The skills required to create and sustain inclusive environments and to work in diverse environments are vital to the success of our graduates in the future of ANR disciplines and professions.



OFFICE RESOURCES

Library

The Office of Diversity, Equity and Inclusion (ODEI) maintains a library of print, video, audio and online resources available to the community. Feel free to browse online at <http://www.canr.msu.edu/diversity/> or in person in Room 102 Justin S. Morrill Hall of Agriculture.

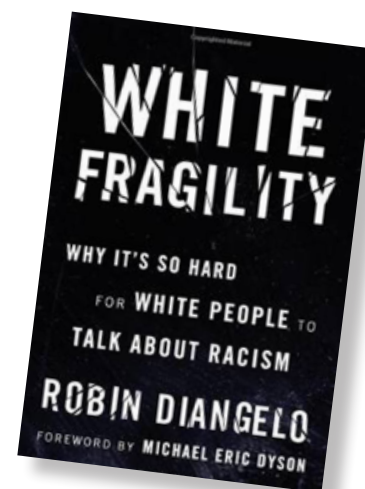
Lending Library Spotlight:

White Fragility: Why It's So Hard for White People to Talk about Racism

White Fragility: Why It's So Hard for White People to Talk about Racism is unapologetically rooted in identity politics. The author defines white fragility as “a state in which even a minimum amount of racial stress becomes intolerable triggering a range of defensive moves. These moves include the outward display of emotions such as anger, fear, and guilt, and behaviors such as argumentation, silence, and leaving the stress-inducing situation. These behaviors, in turn, function to reinstate white racial equilibrium.”

This text outlines a concept that we are starting to understand and talk about more and more in equity-focused spaces. Why are these conversations so difficult? How do folks understand and process their own defensiveness and resistance? To create spaces for solutions to inequity, we need to understand the roots of these responses.

The CANR Office of Diversity, Equity and Inclusion chose *White Fragility* to highlight because we are discussing it and these concepts with CANR faculty and staff members at our Leadership and Inclusion Summit and throughout the year. Our desired outcomes include formulating a common language to use across our CANR roles to talk about our DEI goals and strategies. Our leadership will be exploring this topic and the difficult conversations that go with it throughout the year. If you'd like to read it, feel free to stop by or reach out to the office, and we'd be happy to lend you a copy.



Professional Development 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

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 used as a professional development tool that has 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.

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 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 pool of qualified 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.

Opening Doors

- Opening Doors is a professional development opportunity offered each year at no cost to CANR faculty and staff members. The workshop is presented as a collaboration between MSU Extension and the ODEI. It is a three-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 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/>

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 offers trainings on unconscious bias for any audience. Training focuses 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.



You belong here

“I LONG, AS
DOES EVERY
HUMAN BEING,
TO BE AT HOME
WHEREVER I
FIND MYSELF.”

– Maya Angelou

A new campaign “You Belong Here” presented by the CANR, Office of Diversity, Equity and Inclusion launches on September 3rd, to support our CANR DEI initiatives and values to foster a culture where every member of CANR feels valued, supported and inspired to achieve individual and common goals with an uncommon will.

WE WANT TO HEAR FROM YOU.

The first 100 people to follow these simple steps will receive “You Belong Here” swag.

1. Visit Justin S. Morrill Hall (Ag Hall), Suite 102, “You Belong Here” green door.
2. Take a selfie or usie in front of the “You Belong Here” green door.
3. Post the selfie or usie to your personal social media pages and tell us who or what reminds you that you belong here.
4. Use #CANRDiversity.
5. Walk through the “You Belong Here” green door and show the ODEI team the post to receive your swag.
6. Remember to take an affirmation note

COLLEGE AND 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, the office is highly involved with organizing and coordinating precollege opportunities. If you would like to learn more about the office, help out with recruitment and precollege activities, or just simply have a conversation, please feel free to stop by and visit. The office is located in Morrill Hall of Agriculture, Room 121. Contact Phillip Seaborn (seaborn@msu.edu) or Stephanie Chau (chaus@msu.edu).

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 the three fields of learning. Membership is available to students, faculty members and professionals in all programs. To find out about upcoming events, contact chapter president Labrawn Wade at manrrsmsu@gmail.com. Follow the local chapter on Twitter (@MANRRS_MSU) and Instagram (@manrrsmsu), or visit the national organization at <http://manrrs.org/>.

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 the 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 members can help you file a report, investigate your report and connect you with resources.

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 Hispanics/Chicanos 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/>.

Inclusion and Intercultural Initiatives

The MSU 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 universitywide initiatives on inclusive excellence, the office works with campus and community partners to:

- Design and deliver education and training for students and faculty and staff members.
- 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/>

WorkLife

Founded in 2016, the MSU WorkLife Office provides a one-stop destination for your lifespan, 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 its 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, and 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 the MSU community.

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

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. 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/>

Lesbian, Bisexual, Gay and Transgender Resource Center

The Lesbian, Bisexual, Gay and Transgender Resource Center is dedicated to leading and collaborating on universitywide 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/>

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 members, 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/>



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:

Dean Ron Hendrick
 Associate Dean for Diversity, Equity and Inclusion, Quentin Tyler
 Associate Dean for Academic and Student Affairs, Kelly Millenbah
 Academic Advancement Network
 Center for Gender in Global Context
 Graduate Wellness
 International Studies and Programs
 Kellogg Biological Station
 LBGT Resource Center
 MSU Inclusion Office
 MSU MANRRS Chapter
 MSU Police
 MSU WorkLife Office
 Office of Cultural and Academic Transitions
 Office of Diversity, Equity and Inclusion at CANR
 Resource Center for Persons with Disabilities
 Student Body President
 Veterans Center

@Ron_Hendrick
 @QuentinRomar
 @KellyMillenbah
 @MSUAAN
 @MSU_Gencen
 @MSUGradWellness
 @MSUIntl
 @KelloggBioStn
 @LGBTRC
 @MSUInclusion
 @MANRRS_MSU
 @msupolice
 @MSUWLO
 @OCATmsu
 @CANRDiversity
 @MSU_RCPD
 @ASMSU_Pres
 @MSUSVRC

THE OFFICE OF DIVERSITY, EQUITY AND INCLUSION “Creating and sustaining an accessible, inclusive

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 would like to be added to this email list, please email galitzin@ANR.DEI@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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 East Lansing, MI 48824
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@CANRDiversity

