

MICHIGAN STATE UNIVERSITY

September 9, 2016

TO: Dean, Directors, Chairs, and Executive Managers

FROM: Paulette Granberry Russell
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Office for Inclusion & Intercultural Initiatives

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Associate Provost for Undergraduate Education
Dean of Undergraduate Studies

Subject: Advancing a Culture of Inclusion at MSU

MSU's core value of inclusiveness requires the effort of the entire campus community to create and support a welcoming environment for all who live, learn, and work at Michigan State. A diverse campus community provides tremendous opportunities to engage with individuals across differences and perspectives; however, this diversity can create challenges and, from time to time, tensions and conflict as we work to understand and bridge our differences.

In an effort to support our students, and increase their understanding of the vast diversity represented at MSU, this semester the Office for Inclusion & Intercultural Initiatives (I3) working with various student organizations, and campus units launched the "Diversity and Inclusion @ MSU" eLearning for all first-time incoming students and transfer students. Campus administrators, faculty, and staff are able to view the eLearning video from I3's new website (www.inclusion.msu.edu). We are asking that you share this information with faculty and staff so they are also aware of the eLearning and its contents.



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In collaboration with the Offices of Student Affairs and Services, and Residential Education and Housing Services, I3 and the Office of the Associate Provost for Undergraduate Education have created a PowerPoint presentation which describes steps faculty, units, and colleges can take to make their classrooms and activities more inclusive – including examples that can be followed. This document can be found at <https://db.tt/fDXhgTQI>.

Finally, this last year has seen significant national and global tragedies that impact individuals personally and professionally. Attached is a flyer that we ask you share broadly with faculty and staff on the program: *Reflect & Connect: Navigating life and work effectively in challenging times*, that will take place [on September 16, 2016](#). This event is an opportunity for MSU faculty and staff to come together to examine how we've been affected by recent tragedies and to explore best self-care and work-effectiveness strategies, particularly for communities based on race, sexual orientation, gender identity and religion. We plan to have additional events and connection spaces of this kind throughout the year. This work is supported by the Office of the Physician-Employee Assistance Program, WorkLife Office, and the Office for Inclusion & Intercultural Initiatives.

Your continued support for advancing a culture of inclusion at MSU is appreciated.