

# INCLUSIVE CAMPUS INITIATIVE TRAINING & PROGRAMMING

## List of Demands

### **APIDA**

We demand the Office for Inclusion and Intercultural Initiatives have APIDA programming.

### **APIDA**

We demand the university allocate more resources and create inclusive policies for undocumented/DACA students.

### **EPIC**

Provide all individuals who supervise employees, students, or community members, and all individuals involved in hiring processes or committees, LGBTQIA+ training that addresses their additional responsibilities.

### **EPIC**

Ensure that all DEI committees, policies, and practices in individual units across the University include specific acknowledgement of and attention to LGBTQIA+ issues.

### **APIDA**

We demand the University be proactive in acknowledging the marginalization of APIDA students and increase APIDA student success initiatives.

## New Challenges

- Safety Training
- Police training on DEI related issues
- Encourage staff to include land acknowledgement in programs and in email signature

# INCLUSIVE CAMPUS INITIATIVE

## CREATING AN INCLUSIVE PHYSICAL ENVIRONMENT

### List of Demands

#### **MSU 10-Point Plan for DEI**

We demand the addition of reflection rooms in all campus neighborhoods.

#### **MSU 10-Point Plan for DEI**

We demand that Michigan State University increase the number of gender inclusive housing options and restrooms on campus by 75% by the start of the Fall 2020 semester.

### New Challenges

- Availability of Gender Inclusive Housing / old system of asking having to “out” self to look for resources: Don’t “hide” the fact that we have gender inclusive housing options or define it as “search only” material. Include it in programming, all hand-outs, all presentations. Make it known it’s an option and we’re proud to have it.
- Green light phones not working
- Lack of lighting on campus at nighttime
- Fear that when walking out the door that this may be their last day on earth.
- Place DEI related offices in the Multicultural Building along with CORES/COPS rooms to increase support and tear down silos and increase visibility

# INCLUSIVE CAMPUS INITIATIVE

## RESOURCES FOR INCLUSIVE POLICY CHANGING

### List of Demands

#### **APIDA**

We demand the university allocate more resources and create inclusive policies for undocumented/DACA students.

#### **APIDA**

We demand the University actively work to create an environment that allows marginalized students to feel comfortable reporting offenses against the Anti-Discrimination Policy by being more intentional in combating hate incidents.

#### **EPIC**

Create a Bathroom Policy in consultation with trans, nonbinary, and intersex employees and students at MSU that ensures each individual is able to use bathrooms that feel safest and/or that align with one's gender identity. Communicate and post this policy visibly and ensure that all buildings at all MSU sites have sufficient all-gender, accessible restrooms and clear signage.

### New Challenges

- Transparency
  - Create a data tracker website with more information on the demands, specific clarifications on different parts. Info as to where things are in the process (committee vs implementation. Us waiting on board etc. Lastly would also have point of direct contact for group/how to get involved as well as office person to connect with to follow up on progress (for accountability)
- Use of Dead Names: Establish process to allow students to select which names/pronouns appear on what documents
- Policy to not charge for new IDs with name change
- Recognition of Holy Days and policy to allow students to observe their beliefs without consequence (e.g. attendance points lost)
- Hate Speech
- Increasing staffing and funding for OCAT & I3 to support all marginalized students, faculty, staff and office space
- Tone-deaf emails Assess how community wants university departments to respond to world events. Use DEI educators and not communicators to draft emails Be genuine with what you will do (not performative)
- Lack of accommodations for religious holidays
- Victims are asked to move instead of perpetrators after an incident. Both halls and classes
- Change Land Grant Language