

MICHIGAN STATE UNIVERSITY

November 30, 2020

Dear Spartans,

When I first arrived at Michigan State University in 2017, I saw the ugly form that blatant discrimination and microaggressions could take our campus. Several years down the road, I have watched members of several communities call out for action against perpetrators of discrimination. Students have risen in solidarity during protests, sit-ins, committees and forums.

Last year, I was a General Assembly representative for James Madison College. In this position I had the privilege of writing and passing ASMSU bill 56-31 – a bill to advocate for mandatory annual Diversity, Equity and Inclusion education and development for all faculty, staff and students of MSU.

Today, I write to you with a sense of gratitude as the intent of this bill is coming to fulfillment. Earlier this month, the university began making this mandatory DEI education and development available to students, faculty and staff. It is called DEI Foundations at MSU. Students should have received an email from train@ora.msu.edu with a link to the training. If you have not received an email, visit ora.msu.edu/train and login with your NetID.

I hope that through this education and development we, as Spartans, can provide a campus that is safe, respectful, welcoming and supportive for all. It will allow Spartans to consider how we treat one another, discuss issues confronting our society, and make a statement of MSU's institutional values and workplace expectations surrounding diversity, equity and inclusion.

Multiple campus departments and organizations were consulted while developing this curriculum, including ASMSU. Student body leaders were involved in this process advocating on behalf of all undergraduate students. Student educational modules will focus on understanding the benefits of living in a diverse community and explore their role in creating an inclusive campus community. Modules will also provide an overview of identities and challenge you to reflect on your own identities, as well as provide a basic understanding of the concepts of allyship, power, privilege, respect and inclusion.

We must remember that this work is not a sprint, but a marathon. Change will not happen overnight, but this is a step in the right direction. I look forward to the progress we will make as a campus community following this education and development, and know that our future at MSU is bright and inclusive.

In Green and White,

Abii-Tah Chungong Bih, ASMSU President.



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