

**ASSOCIATED STUDENTS OF
MICHIGAN STATE UNIVERSITY
GENERAL ASSEMBLY
SIXTY-FIRST SESSION**



BILL NO. 61-45

INTRODUCED BY: A. Pham (APASO) SECONDED BY: Allmand (Broad)

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A RESOLUTION TO: Advocate Further for MSU to Collect and Publish Disaggregated Data on the Student Body, as well as Faculty and Staff, with Respect to Race, Ethnicity, and Gender Identities

THE ASSOCIATED STUDENTS OF MICHIGAN STATE UNIVERSITY ENACT:

WHEREAS, In the 57th Session, the General Assembly passed Bill 57-66 to collect and publish disaggregated data on the student body;¹ and,

WHEREAS, MSU's current system is still aggregated and does not adequately represent the race and ethnicity classifications; and,

WHEREAS, Our community's gender diversity is also not adequately represented, in which the current binary system excludes transgender, nonbinary, gender non-conforming, and genderqueer people; and,

WHEREAS, More work needs to be done to properly recognize and support MSU's faculty, staff, and students' individual needs and self-identifications; and,

WHEREAS, Michigan State University currently only breaks down racial and ethnic data collected on faculty and students into eight (8) broad categories²; and,

WHEREAS, There is no data disaggregation of Asian, Hawaiian/Pacific Islander, Hispanic/Latino/a, African American/Black, and American Indian/Alaska Native into specific categories respective to their own multicultural identities; and,

¹ [Bill 57-66_Data Disaggregation_Hu_Saleh](#)

² [MSU Diversity, Equity, and Inclusion Report - Academic Year 2023-24](#)

WHEREAS, The APIDA community is composed of more than 50 different ethnic groups that speak hundreds of different languages, and Asians represented 8.5% of the student body in Fall 2023; and,

WHEREAS, Instead of reporting “Asian,” MSU may break down the data further by specific ethnicities, such as Japanese, Burmese, Vietnamese, Korean, Pashtun, Afghan, Dravidian, and more; and,

WHEREAS, The Hawaiian/Pacific Islander students represented 0.1% of the total student enrollment at MSU in Fall 2023, and MSU may break down the category further by specific ethnicities, such as Maorian, Papuan, Hawaiian, Samoan, Fijian, Tongan, Tokelauan, Polynesian, and more; and,

WHEREAS, The Hispanic/Latino/a students represented 6.9% of the total student enrollment at MSU in Fall 2023; and,

WHEREAS, The “Hispanic/Latino/a” category’s identity groups may include Caribbean, Central American, South American, Spanish, and North American (Mexico). Instead of reporting “Hispanic/Latino/a,” MSU may break down the data further by specific ethnicities, such as Mexican, Puerto Rican, Cuban, Dominican, Salvadoran, Ecuadorian, Peruvian, Venezuelan, Nicaraguan, and more; and,

WHEREAS, The “Hispanic/Latino/a” category may also be further broken down into a Afro-Latino subcategory. The different types of Afro-Latinos include, but is not limited to, Afro-Brazillians, Afro-Cubans, Afro-Dominicans, Afro-Hondurans, Afro-Panamanians, Afro-Puerto Ricans, Afro-Colombians, Afro-Mexicans, and more; and,

WHEREAS, Black/African American students make up approximately 8% of the undergraduate student body at Michigan State University, yet their unique experiences and needs are masked by MSU’s broad racial categories, which fail to distinguish between students of different African and Caribbean ethnic backgrounds, each of whom may face distinct challenges that require targeted support; and,

WHEREAS, Aggregated retention rate data for Black/African American students does not reflect the varied outcomes among different Black ethnic groups. For example, disaggregated data from similar institutions have revealed disparities where African immigrant students may have higher retention rates than African American students due to different socioeconomic or cultural support needs. Without disaggregated data at MSU, we cannot address these nuances effectively; and,

WHEREAS, Graduation rates within six years for Black/African American students at MSU currently lag behind those of White students by approximately 21%. Disaggregating this data could reveal variations in graduation outcomes among students of African, Caribbean, and African American descent, enabling MSU to create more tailored academic and financial support initiatives; and,

WHEREAS, The lack of data disaggregation contributes to broad, generalized support programs that do not account for the diversity within the Black/African American student community. This oversight fails to recognize the distinct cultural, socioeconomic, and academic needs of students from African American, Caribbean, and African immigrant backgrounds, further limiting the effectiveness of MSU's diversity and inclusion efforts; and,

WHEREAS, The American Indian/Alaska Native community encompasses 574 federally recognized tribes and over 100 state-recognized tribes within the United States, more than 630 First Nations communities in Canada, and 862 Indigenous communities across Latin America and the Caribbean. At Michigan State University, Native students represented 0.3% of total student enrollment in Fall 2023; and,

WHEREAS, By disaggregating data on American Indian/Alaska Native communities, this method of reporting can help ensure that local resources are used to meet the needs of Native communities, as well as identify and remove barriers for students, such as by informing policies to increase college access; and,

WHEREAS, White and Middle Eastern/North African (MENA) students are also not disaggregated into separate categories³; and,

WHEREAS, Michigan has the second largest MENA population in the U.S., with an estimated population of 310,087, accounting for 3.1% of the population. Michigan is also home to the largest Arab population at 211,405, which accounts for 2.1% of the population⁴; and,

WHEREAS, The "MENA" category should be broken down into specific ethnicities such as Arab, Egyptian, Iranian, Iraqi, Moroccan, Saudi, Assyrian, and more; and,

³ [Diversity at MSU 2018-19 Student & Workforce Data Report](#)

⁴ [Lebanese, Iranian and Egyptian Populations Represented Nearly Half of the MENA Population in 2020 Census](#)

WHEREAS, A MENA category was originally planned for the 2020 census but was canceled, likely due to impediments from COVID-19⁵ and extensive research shows that many MENA Americans do not identify as White and most choose the MENA category when it is offered. Furthermore, most non-MENA White Americans do not perceive MENA individuals as White based on ancestry, appearance, and cultural cues. The U.S. government has proposed adding a MENA category to the new race and ethnic question on the 2030 census form⁶; and,

WHEREAS, By grouping MENA students with the non-Hispanic White category, it makes it difficult to recognize key demographic differences between the MENA community and non-Hispanic Whites of European descent, and also makes it difficult to determine the number of MENA students enrolled and faculty and staff employed at MSU⁷; and,

WHEREAS, The MENA community being grouped with the non-Hispanic White category is particularly problematic because non-Hispanic Whites are a default reference group that all other groups are compared to⁸, and consequently, this hides and obscures disparities, inequalities, and challenges faced by MSU's MENA community; and,

WHEREAS, It would also be beneficial to disaggregate data in regard to mixed-race identities, as it can help fight against generalizations about entire racial groups. By disaggregating the data in terms of two or more races, we would be able to highlight the diversity within each category. The total student enrollment of those who identify as "two or more races" represented 4.4% of MSU's population in Fall 2023; and,

WHEREAS, Issues of diversity and equity can be hidden with aggregated data, and underrepresented groups are unable to receive the appropriate resources and attention from Michigan State University due to a lack of distinct statistics. For example, the academic successes of students of color are being hindered by the lack of resources being provided by institutions that do not reinforce data disaggregation. More specifically, retention and graduation rates are negatively affected by the lack of resources; and,

⁵ [To Uncover Disparities. Collect and Disaggregate Self-Identification Data for Middle Eastern and North African Americans | AJPH | Vol. 114 Issue 11](#)

⁶ [Counting MENA In: A research project to explore MSU's Middle Eastern and North African American communities.](#)

⁷ [Challenges and Prospects for Disaggregating Health Data among Non-Hispanic Whites](#)

⁸ [Challenges and Prospects for Disaggregating Health Data among Non-Hispanic Whites](#)

WHEREAS, The data that is gathered on minoritized groups regarding retention rates, graduation rates, and enrollment numbers show disparities of significantly lower percentages among the three categories, compared to data collected on the White student population, which show consistently high percentages; and,

WHEREAS, Aggregated data can also increase the risk of stereotypes because of the lack of representation and consideration. For example, by collapsing all Asian ethnicities into one category, it reinforces the model minority myth, as thoroughly discussed in Bill 57-66; and,

WHEREAS, It would also be beneficial to disaggregate data on gender identities, as it can help account for the experiences of people who identify as transgender, nonbinary, gender non-conforming, or genderqueer, as well as help identify and address gender-based issues. MSU's policy states that better gender and sexual identity markers will be made available to students, with rollout starting in January 2026⁹. With this new system of capturing data, it would be in the best interest to report the data in MSU's annual enrollment reports; and,

WHEREAS, As reported by State News, "When prompted, 'If I were to experience sexual misconduct, MSU would treat me with dignity and respect,' transgender/nonbinary students, faculty, and staff indicated significantly lower perceptions than cisgender men and women across all groups"¹⁰; and,

WHEREAS, Sex and gender disaggregation has historically represented cisgender females and cisgender males in a binary manner, which further perpetuates marginalization and discrimination against people who identify as transgender, nonbinary, gender non-conforming, or genderqueer¹¹; and,

WHEREAS, Recognizing that increasing diversity in the reporting of our demographic data will ultimately help the MSU community at large to recognize the differences between various racial, ethnic, socioeconomic, and gender identity groups of faculty, staff, and students on campus; and,

WHEREAS, By recognizing and reporting these differences in statistics, Michigan State University will be better able to target resources toward faculty, staff, and students who need more focused support; therefore be it,

⁹ [Michigan State University's Name, Gender, Sexual Identity and Pronoun Data Policy](#)

¹⁰ [MSU extends support for LGBTQIA+ students, employees after data reveals higher victimization rates](#)

¹¹ [A Global Call to Action for Gender-Inclusive Data Collection and Use](#)

RESOLVED, That the Associated Students of Michigan State University shall advocate for the implementation of the collection and publication of disaggregated data on the diversity of the student body, as well as faculty and staff, at Michigan State University within the bounds of individual privacy; and let it be further,

RESOLVED, That the Associated Students of Michigan State University shall, more specifically, continue to advocate for the Asian category to be disaggregated into specific ethnic subcategories, consisting of 50 or so groups; and let it be further,

RESOLVED, That the Associated Students of Michigan State University shall, more specifically, continue to advocate for the Hawaiian/Pacific Islander category to be disaggregated into specific ethnic subcategories; and let it be further,

RESOLVED, That the Associated Students of Michigan State University shall, more specifically, continue to advocate for the Hispanic/Latino/a category to be disaggregated into specific ethnic subcategories and take into account the Afro-Latino/a subcategory; and let it be further,

RESOLVED, That the Associated Students of Michigan State University shall, more specifically, continue to advocate for the African American/Black category to be disaggregated into specific ethnic subcategories; and let it be further,

RESOLVED, That the Associated Students of Michigan State University shall, more specifically, continue to advocate for the American Indian/Alaska Native category to be disaggregated into specific tribal nations and communities; and let it be further,

RESOLVED, That the Associated Students of Michigan State University shall, more specifically, continue to advocate for the White category to be disaggregated into two (2) subcategories—that of White and Middle Eastern/North African; and let it be further,

RESOLVED, That the Associated Students of Michigan State University shall, more specifically, continue to advocate for the “two races or more” category to be disaggregated into specific ethnic subcategories; and let it be further,

RESOLVED, That the Associated Students of Michigan State University shall advocate for the disaggregation of gender identities to better represent people who identify as transgender, nonbinary, gender non-conforming, and genderqueer; and let it be further,

RESOLVED, That the Associated Students of Michigan State University shall work with the IRB office to create a university-wide survey to gather the necessary information to move further with data disaggregation; and so let it be,

RESOLVED, That the Associated Students of Michigan State University shall work with the Office of the Associate Provost of Undergraduate Education, the Office for Institutional Diversity and Inclusion, and the Enterprise Project Management Office in the Office of the Executive Vice President for Administration to implement many more specific Ethnic Group Codes and Gender Group Codes into the new Student Information System (SIS) that will be fully available to students in the Fall of 2025.

INTRODUCED ON 12.05.2025

REFERRED TO Academic COMMITTEE ON 11.21.2024

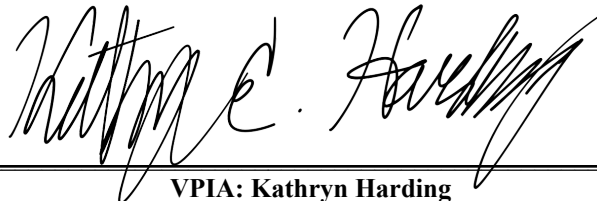
SPECIAL ACTION TAKEN Added to GA Agenda DATE 11.21.2024

COMMITTEE ACTION	<u>Quorum Not Reached</u>	<u>11.21.2024</u>
PASSED	FAILED	VOTE
		DATE

FINAL ACTION TAKEN	<u>X</u>	<u>Voice Majority</u>	<u>12.05.2024</u>
PASSED	FAILED	VOTE	DATE



PRESIDENT: Connor Le



VPIA: Kathryn Harding