

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



BILL NO. 61-75

INTRODUCED BY: Harding (VPIA)

SECONDED BY: Jones (VPFO)

**CONTRIBUTORS: Guo (CDEIO), Mirza (ADEIO), Brown (C/CC), Lee (HR),
Peckham (Advisor), Barker (Grad. Advisor)**

**A BILL TO: Amend the ASMSU Code of Operations to Include Precautionary DEI
Changes in the Event of DEI Being Banned at Both the Federal Government and at
Michigan State University**

THE ASSOCIATED STUDENTS OF MICHIGAN STATE UNIVERSITY ENACT:

WHEREAS, The Preamble of the ASMSU Constitution pledges that ASMSU will “establish a collective student voice” and “ensure the protection and defense of the rights of students” as the undergraduate student government body; and,

WHEREAS, The newly sworn in Presidential Administration has repeatedly threatened to dismantle Diversity, Equity, and Inclusion (DEI) programs at the federal government level¹; and,

WHEREAS, An overarching ban of change of Diversity, Equity, and Inclusion Offices at the Federal Government would include the United States Department of Education, which Michigan State University falls under the jurisdiction of; and,

WHEREAS, There was an executive order issued on January 20th, 2025 titled “Initial Rescissions Of Harmful Executive Orders And Actions²,” which revoked 78 executive orders and memoranda issued by the Biden Administration, many related to diversity, equity, and inclusion (DEI) initiatives within the Federal Government; and,

WHEREAS, Federal DEI programs were further dismantled in an executive order titled “Ending Radical And Wasteful Government DEI Programs And Preferencing.³”, which calls

¹ [Trump set to dismantle DEI within federal government in first day executive action - ABC News](#)

² [Initial Rescissions Of Harmful Executive Orders And Actions](#)

³ [Ending Radical And Wasteful Government DEI Programs And Preferencing – The White House](#)

for the termination of all DEI, accessibility, and environmental justice offices and positions across the Federal Government; and,

WHEREAS, The ASMSU Code has 23 mentions of Diversity, Equity, and Inclusion, the ASMSU DEI Department, and the CDEIO position⁴, highlighting the importance of these values to our organization; and,

WHEREAS, The DEI Department and the positions within the Office are crucial to the function of both ASMSU and Michigan State University in advocating, supporting, and uplifting our marginalized and minoritized student population; and,

WHEREAS, Under possible and potential future violation of federal law, federal statutes, federal policy, and/or presidential executive orders, and to prevent ASMSU from being placed in legal jeopardy, ASMSU should and must include a plan of action to ensure compliance with federal requirements while prioritizing the maintenance of smooth and uninterrupted DEI operations by aligning organizational practices with evolving legal standards, safeguarding the organization's commitment to fostering diversity, equity, and inclusion while minimizing potential risks; therefore be it,

RESOLVED, That Associated Students of Michigan State University shall amend its governing documents to remove any mention of Diversity, Equity, and Inclusion, the ASMSU DEI Department, and related positions within and replace the terminology as follows:

(FROM)

“ASMSU Diversity Department” or “Diversity, Equity, and Inclusion Department”

(TO)

“ASMSU Outreach and Community Department”

(FROM)

“Chief Diversity, Equity, and Inclusion Officer”

(TO)

“Chief Outreach and Community Officer”

; and let it be further,

⁴  ASMSU Manual Rev. 10.24

RESOLVED, That Associated Students of Michigan State University shall amend its Personnel Code as follows:

(FROM)

TITLE ONE: Introduction

Section 1. ASMSU has a responsibility to make every effort to recruit, hire, and promote a staff that is representative of the diversity of Michigan State University's undergraduate student population. This Personnel Code – consistent with accepted personnel policies – shall govern and provide a basis for the personnel operation of this organization. It shall be the responsibility of the ASMSU Director of Human Resources for the implementation and enforcement of this Personnel Code.

(TO)

TITLE ONE: Introduction

Section 1. ASMSU has a responsibility to make every effort to recruit, hire, and promote a staff that is representative of **Michigan State University's large undergraduate student population**. This Personnel Code – consistent with accepted personnel policies – shall govern and provide a basis for the personnel operation of this organization. It shall be the responsibility of the ASMSU Director of Human Resources for the implementation and enforcement of this Personnel Code.

(FROM)

TITLE THREE: Anti-Discrimination

Section 1. The efforts of the Associated Students of Michigan State University shall be consistent with university policies and governing law, promotes institutional diversity and pluralism through an overarching strategy promoting equal access and opportunity.

Section 2. ASMSU's commitment to non-discrimination is the foundation for such efforts. ASMSU shall at no time engage in any unlawful discriminatory act or practice against persons on the basis of age, color, race, ethnicity, citizenship status, creed, parental status, pregnancy, marital status, national origin, physical characteristics, disability status, political persuasion, religion, sexual orientation, gender identity, perceived gender, gender expression, sex, and veteran status. If

any compensated employee, elected representative, or volunteer engages in any such behavior, they will be subject to appropriate disciplinary action.

Section 3. The ASMSU Diversity Department shall be responsible for holding diversity, equity, and inclusion training sessions for those that abide by the ASMSU Personnel Code.

- A. It is the responsibility of the Vice President of Internal Administration and the Diversity Department to ensure all those abiding by the ASMSU Personnel Code attend at least one training session per academic year.

(TO)

TITLE THREE: Anti-Discrimination

Section 1. The efforts of the Associated Students of Michigan State University shall be consistent with university policies and governing law **to promote success, engagement, and opportunity for all students.**

Section 2. ASMSU's commitment to non-discrimination is the foundation for such efforts.

ASMSU shall at no time engage in any unlawful discriminatory act or practice against persons on the basis of age, color, race, ethnicity, citizenship status, creed, parental status, pregnancy, marital status, national origin, physical characteristics, disability status, political persuasion, religion, sexual orientation, gender identity, perceived gender, gender expression, sex, and veteran status. If any compensated employee, elected representative, or volunteer engages in any such behavior, they will be subject to appropriate disciplinary action.

Section 3. The **ASMSU Outreach and Community Department** shall be responsible for holding training sessions for those that abide by the ASMSU Personnel Code.

- B. It is the responsibility of the Vice President of Internal Administration and the **Outreach and Community Department** to ensure all those abiding by the ASMSU Personnel Code attend at least one training session per academic year.

(FROM)

TITLE NINE: Selection Process

Section 2. All attempts should be made by the Director of Human Resources to ensure diversity in the interview committee.

(TO)

TITLE NINE: Selection Process

Section 2. All attempts should be made by the Director of Human Resources to ensure **fairness and impartiality** in the interview committee.

; and let it be further,

RESOLVED, That this bill shall be revisited and revised on a semester basis until 2029, with the discretion of the ASMSU President, Chief DEI Officer, and Vice President for Internal Administration; and let it be further,

RESOLVED, That the previously mentioned changes will absolutely only go into effect if under a government law or order mandates that ASMSU DEI Offices and practices must be shutdown or renamed; and let it be further,

RESOLVED, That ASMSU shall remain committed to ensuring that Michigan State University is a place that welcomes Spartans from all walks of life, regardless of what language we must use to do so.

INTRODUCED ON 02.20.2025

REFERRED TO Policy COMMITTEE ON 02.06.2025

SPECIAL ACTION TAKEN _____ DATE _____

COMMITTEE ACTION	<u>X</u>		<u>13-0-0</u>	<u>02.06.2025</u>
	PASSED	FAILED	VOTE	DATE

FINAL ACTION TAKEN	<u>X</u>		<u>31-0-0</u>	<u>02.20.2025</u>
	PASSED	FAILED	VOTE	DATE

	
PRESIDENT: Connor Le	VPIA: Kathryn Harding