



Faculty Senate encourages the faculty of Michigan State University to:

- 1) Incorporate diversity, equity, and inclusion into their teaching practices by doing things like diversifying readings, case studies, and examples to amplify the voices of women, Black, Indigenous, Latinx, Asian American and other racialized people, LGBTQIA+ individuals, and persons with disabilities, reducing the cost of textbooks and other required class material as much as possible, and removing other barriers to the classroom, including accessibility; and
- 2) Commit to personal development on DEI issues by doing things like reading materials from underrepresented authors, participating in trainings on DEI and implicit bias, listening to recommendations from marginalized and underrepresented people, and examining how their own actions and beliefs counteract our shared goals for DEI.



Faculty Senate encourages colleges and departments at Michigan State University to consider:

- 1) Including at least one person from outside the college/ department on search committees to avoid conflicts of interest;
- 2) Clearly identifying, stating, and publicizing their efforts around DEI initiatives and regularly have those initiatives reviewed by third parties such as the Office for Inclusion and Intercultural Initiatives;
- 3) Stopping use of the GRE as a requirement for admission to graduate programs and stop using standardized testing for admission to undergraduate programs, instead prioritizing a more holistic admission process;
- 4) Conducting exit interviews when faculty, staff, and graduate students leave the college or department to ensure that employees are leaving for better opportunities rather than as a result of a culture that is hostile to their individual identities; and
- 5) How language about whether a candidate is the “right fit” for a college or department environment can be exclusionary and avoid such language as appropriate.



Faculty Senate encourages the administration of Michigan State University to consider:

- 1) Asking applicants to MSU jobs to include a diversity, equity, and inclusion statement as part of their application materials;
- 2) Examining current hiring and retention practices to identify effective and robust strategies that will produce increased numbers of underrepresented faculty and staff employees;
- 3) How language about whether a candidate is the “right fit” for a given job environment can be exclusionary and avoid such language as appropriate;
- 4) Providing additional funding and resources to colleges and departments to hire diversity coordinators and provide ongoing training and opportunities for education on DEI issues;
- 5) Requiring training on DEI and implicit bias as part of the professional development process and incorporate it in a measurable way as part of the annual goal-setting and evaluation process;
- 6) Creating or strengthening mentoring programs on campus for those from underrepresented groups, as well as offering training for mentors, strengthening networks across departments and campus, appropriately matching people with mentors that represent their personal and professional goals, and incorporating participation in mentoring as a measurable part of the annual goal-setting and evaluation process; and
- 7) Conducting a study of faculty and staff salaries to identify inequities that negatively impact underrepresented groups and develop a process for addressing these inequities.