



Office for Institutional
Diversity and Inclusion
MICHIGAN STATE UNIVERSITY

Advancing Diversity, Equity and Inclusion

Jabbar R. Bennett, PhD
Vice President and Chief Diversity Officer

University Council Meeting
Tuesday, October 29, 2024



INSTITUTIONAL DIVERSITY, EQUITY AND INCLUSION STRATEGIC PRIORITIES

INSTITUTIONAL DIVERSITY, EQUITY AND INCLUSION STRATEGIC PRIORITIES

Phase One – Plan Development
(2020 – 2021)



Phase Two – Implementation
Planning and Execution
(2021 – Present)

Promoting Transparency: DEI Scorecard



The DEI Scorecard assesses the progress of the four MSU DEI Report and Plan strategic goals cross-listed with the five MSU 2030 DEI pillar strategic objectives

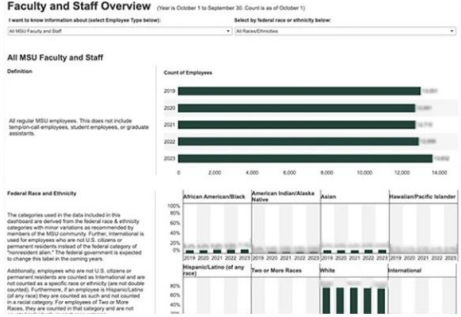
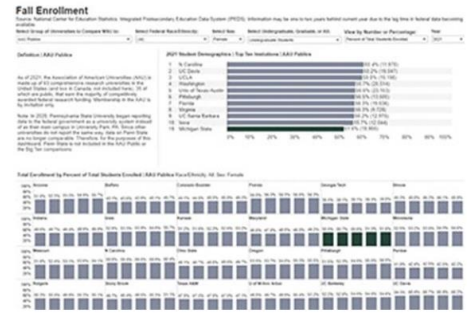
The DEI Scorecard tracks 270 action items being advanced by 12 executive sponsored teams.

- 192 or 71% are implemented or in progress
- The number of implemented action items increased 171%

DEI Dashboards

Institutional Research

Institutional Research > Resources > DEI Dashboards



Promoting Transparency: DEI Dashboards

Institutional Comparisons

Explore

Employee Overview

Explore

Student Enrollment Overview

Coming soon

Undergraduate Student

DEI PLAN: 2023-24

inclusion.msu.edu





MyIdentity Portal Implementation

INSTITUTIONAL COMMITMENT

GOAL

To promote a more inclusive and respectful environment for all students faculty, and staff by recognizing and using individuals' chosen names and pronouns.

SCOPE

MSU recognizes that students, faculty, and staff should be able to self-identify and use their chosen names and pronouns, except when an individual's legal name or pronoun associated with the individual's legal sex is required by law, policy, or business needs.

EXECUTIVE SPONSORS

Jabbar R. Bennett, Ph.D., Vice President and Chief Diversity Officer

Thomas Glasmacher, Ph.D., Interim Executive Vice President for Administration

Thomas D. Jeitschko, Ph.D., Interim Provost, Executive Vice President for Academic Affairs



MYIDENTITY PORTAL

- MSU Information Technology is designing a **new portal** called MyIdentity
- **Integrates with core systems:** Student Information System, Human Resources SAP and People Search (name only)
- Other MSU systems that are dependent on data from these core systems **will be refreshed** based on business processes
- Participation in the MyIdentity system is **voluntary**
- MSU strives to follow best practices regarding **data privacy** and the protection of the personal information of our community members
- MSU **will not disclose** identity information contained in MyIdentity *except* when legally mandated or out of legitimate institutional necessity



MYIDENTITY PORTAL (cont'd)

- Students, staff and faculty can **update** their chosen name and pronoun **anytime** using MyIdentity
- Changes will **automatically update** in MSU core systems
- A **draft policy** is currently **under review** by the Office of the President in support of the implementation of MyIdentity
- Set to **launch** on **January 27**



LEGAL/DISCLAIMER

- **Legal Requirements:** Legal names will be used in certain areas like payroll, financial aid records, transcripts and communication with external authorities, as required by law.
- **FERPA Compliance:** Students can opt out of having their information included in public directories or choose how their legal or chosen names appear.



DEFINITIONS

- **Chosen Name:** is the name that a student, faculty, or staff member wishes to be known by that may be different from the student, faculty, and staff's legal name.
- **Legal Name:** is the name that appears on student, faculty, or staff's legal documents (e.g., passport, birth certificate).
- **Legal Sex:** is the gender marker on a person's government-issued identification (e.g., passport, birth certificate).
- **Pronoun:** is how a student, faculty, or staff member wishes to be referred to when not using their name.



SUPPORT AND TRAINING

- For **technical issues** with MyIdentity, contact the [MSU IT Help Desk](#)
- For questions related to **support**, contact The Gender and Sexuality Campus Center at [gssc.msu.edu](#)
- Comprehensive **training** will be provided to help familiarize users with MyIdentity features and functions
- For **other questions**, reach out to the Office for Institutional Diversity and Inclusion at [inclusion.msu.edu](#)





THANK YOU