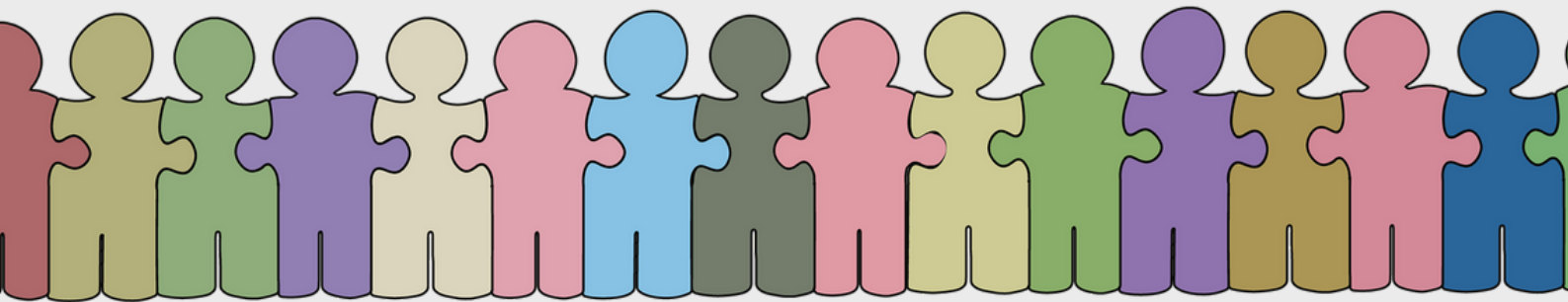

ANTIRACISM AND UNIVERSITY OUTREACH & ENGAGEMENT AT MICHIGAN STATE UNIVERSITY: READ. DISCUSS. ACT.

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To help center the work of Michigan State University (MSU), University Outreach & Engagement (UOE) on Diversity, Equity, and Inclusion (DEI), a DEI Committee was established four years ago. Comprised of faculty and staff members from across UOE's reporting units, the group assisted in the development of a UOE DEI Blueprint. The purpose of this blueprint is to make intentional progress with UOE's efforts toward short-and long-term DEI goals and outcomes. A base definition encompasses the following:

Diversity refers to all aspects of human differences, identity and individual and social group differences. This includes but is not

limited to: race, ethnicity, creed, color, sex, gender, gender identity, sexual identity, socio-economic status, language, culture, national origin, religion/spirituality, age, (dis)ability, and military/veteran status, political perspective and associational preferences. Equity commonly refers to fair and just practices and policies that ensure all campus community members may thrive. Equity is different than equality in that equality implies treating everyone as if their experiences are exactly the same. Equitable, instead, means acknowledging and then addressing structural inequalities – past and present – that gain some an advantage and some a disadvantage. Last but not least, Inclusion refers to a campus

community where all members feel and truly are respected, have a sense of belonging, and are able to participate and meet their potentials.

As a unit of UOE at MSU, the Center for Community Engaged Learning (CCEL) proposed and is now leading a book discussion group focused on the text, "How to be an Antiracist", written by Ibram X. Kendi. CCEL Director Renee Brown and the Center for Community and Economic Development's Assistant Director, Mary ZumBrunnen, co-developed an eight-session Read. Discuss. Act. pilot program designed to create a space for learning, reflection, and action for the UOE team. This opportunity was designed to provide both professional and personal development. Building the capacity of the participants to be advocates of Diversity, Equity, and Inclusion is a primary goal of the program. The ultimate desired outcome is for participants to commit to be antiracists actively working to deconstruct racist systems and processes in the collective work of UOE.

Pilot participants have agreed to strengthen their individual facilitation skills by sharing in the facilitation of the sessions on a rotating basis. Some group members will use this

opportunity to prepare themselves to facilitate DEI conversations on campus and in communities in the future. The funding provided by UOE to support this work makes it possible for the group members to have a personal copy of the text, access to additional facilitation resources, and the opportunity to share a meal with each session. It is hoped that participants will contribute to the further growth of this program as it extends to more members of the UOE team with additional programs being offered following this inaugural effort.



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