

Diversity, Equity
& Inclusion
STRATEGIC PLAN



College of Social Science
MICHIGAN STATE UNIVERSITY

Vision

Our science transforms the human experience and inspires leaders.

Mission

We will be global leaders in top-tier research while advancing engaged learning and societal well-being.

Values

QUALITY

We hold ourselves to the highest standards to achieve lasting influence.

INCLUSIVENESS

We foster a culture in which all individuals are valued, respected and engaged so that diverse voices can enrich our work.

CONNECTIVITY

We link with campus and external communities to leverage our strengths and collectively realize our shared goals.

INTEGRITY

We are honest, transparent and courageous in our discovery and dissemination of knowledge.

CREATIVITY

We imagine innovative approaches to understand and improve the world.

EMPOWERMENT

We equip individuals and communities to make informed and just decisions.

DIVERSITY

To ensure our varied collective and individual identities and differences are represented, affirmed, and valued.

EQUITY

To ensure access to resources that promote success and address past and present educational and professional disparities.

INCLUSION

To intentionally include and welcome people who have historically been excluded. Inclusion is demonstrated by an intentional commitment to ensure access for diverse identities, perspectives, and voices.





Increase Diversity

People
Curriculum
Research

Our College actively and intentionally embraces a diversity of people and ideas through ongoing intellectual and social engagement across individual and collective identities and communities.

OBJECTIVES

Increase the proportion of underrepresented faculty and staff utilizing proactive recruitment, hiring, and retention strategies.

Increase the proportion of faculty engaged in impactful community-based research with underrepresented communities.

Increase the proportion of underrepresented students enrolled in our undergraduate and graduate programs.

Increase fiscal and other tangible supports for DEI-related research and applied DEI-related projects within the College.

Increase substantive DEI content in curriculum.

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Photo: Political Scientist Raul Rodriguez, member of Dean's Research Associates Program (Postdoc) Cohort 3. Photo credit: Jackie Belden Hawthorne

Ensure Equity

Participation

Accessibility

Retention

Protection

Promotion

Recognition

Our College proactively identifies and eliminates structural barriers and ensures equitable opportunities to foster individual potential and cultivate a community in which all members can learn, grow, and advance

OBJECTIVES

Reduce disparities in persistence and graduation rates among underrepresented minority, Pell-Eligible, and first-generation students.

Increase the proportion of underrepresented faculty in the rank of Professor.

Bolster supports for the success of underrepresented and first-generation graduate students.

Improve the accessibility of our physical and digital spaces.

Formalize pathways for career advancement among academic and support staff.

Support opportunities and create pathways for leadership development for underrepresented faculty.



►
*Photo: HDFS Doctoral graduate
Ronald Asimwe with graduate
students Prince Gyebi and
Ibrahim Luberenga in Spring
of 2023. Photo credit: Jackie
Belden Hawthorne*



Promote Inclusion & Belonging

Climate Survey

Physical Environment

Education

Communications

Accessibility/Safety

Our College community intentionally embraces the authentic expression of our plurality of identities and lived experiences and strives to eliminate harms that occur as we collaborate across difference.

OBJECTIVES

Cocreate a culture of trust that addresses exclusionary behaviors (microaggressions, incivility) and encourages inclusive behaviors.

Provide onboarding and continued DEI professional development opportunities to College and unit leadership.

Support ongoing opportunities to develop and sustain meaningful and collaborative relationships and a sense of community across affinity groups & DEI goal areas.

(Re)design physical and digital spaces to reflect our diversity and foster connection.

Offer flexible methods of engagement in DEI professional development.

Increase College community participation in regular climate assessments.

Enhance DEI communications to internal and external audiences.



College of Social Science student Carly Kalkauski participates in a group discussion at a Women's Leadership Institute event in Fall of 2023. Photo credit: Jackie Belden Hawthorne

Enhance Outreach & Engagement

MI Community

Alumni Relations

Donor Development

Vendors/Suppliers

Our College proactively partners with underserved communities and engages stakeholders from underrepresented backgrounds to reduce inequities and advance shared goals.

OBJECTIVES

Increase fiscal and other tangible supports for faculty engaged in research with underrepresented communities.

Increase community-engaged learning experiences.

Increase student engagement with alumni from underrepresented backgrounds.

In line with university guidelines, integrate DEI into consideration of vendors and suppliers.

Increase donor engagement in the DEI space.

Increase the training of underrepresented faculty in donor development.

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*Photo: Chiquita Whittington,
Director of the Fostering Academics,
Mentoring Excellence (FAME)
community program speaks to
donors and alumni. Photo credit:
Jackie Belden Hawthorne*





OUR SCIENCE **TRANSFORMS THE HUMAN EXPERIENCE**
AND INSPIRES LEADERS



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