

Michigan State University Community Engagement Plan
NASEM Action Collaborative on Sexual Harassment of Women in Higher Education
Working Group 1: Prevention
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1. Development of a university-wide DEI strategic plan
President Samuel Stanley, Jr. joined MSU in August 2019. One of his stated priorities is development of a campus-wide DEI strategic plan during his first year in office. Most colleges have DEI Associate Deans or Directors leading similar efforts at the college level, and these efforts will be aligned with the university DEI strategic plan as it is developed.
2. Deans Initiative on Community and Culture (<https://deans.msu.edu/initiatives/>)
The MSU Deans Council launched the Deans Initiative on Community and Culture in spring of 2019. This initiative articulated several goals, among them 1) to facilitate conversations within units that articulate and demonstrate shared community values and professional norms of behavior that recognize differences in power, privilege, and equity; 2) support and empower chairs and directors to be caring and empathetic leaders; 3) foster cultures of transparency, in which institutional habits of shared governance build credibility and trust, and in which the values and policies that guide decisions are clearly communicated; 4) develop mechanisms of shared accountability that address structural inequities to align programs, policies, and procedures with our values. Deans are leading actions and efforts within their colleges to achieve these goals. In addition, the Office of the Provost is currently working with the deans to develop university-wide policy on professional standards of behavior.
3. Prevention, Outreach and Education (POE)
The Prevention, Outreach and Education (POE) Department is a recently established unit that promotes safety and improves quality of life by educating members of the MSU campus community on sexual assault and relationship violence, eliminating violence on campus, empowering staff, faculty and students to become advocates for a non-violent community and positively affecting social change. Departments can request training for the MSU community.
4. Development of a university-wide preventative program
The goal is education on the systemic challenge as highlighted in the NASEM report, and to widen the opportunity for involvement of the broader community in the initiative. As representatives to the NASEM Action Collaborative, we are meeting and coordinating efforts with a number of MSU offices, including POE, Office of Institutional Equity (OIE)/Title IX, and the University Ombudsman. Together with these units, we are also developing an internal and external communications plan.
5. Diversity Research Network
This network connects faculty of color and scholars interested in diversity research to create scholarly communities, facilitate new interdisciplinary collaborations, and to advance the growth and visibility of research by underrepresented faculty as well as research on diversity across MSU. More details can be found at <http://inclusion.msu.edu/research-grants/drn/index.html>
6. Transforming Theatre Ensemble

Uses theatrical sketches to provide an interactive learning experience that engages faculty, staff, students and community audiences in collaborative problem-solving. <http://www.inclusion.msu.edu/education/transforming-theatre-ensemble/index.html>

7. Campus-wide event

This event will likely be held in Spring 2020 to highlight the NASEM report and publicize MSU's participation in the Action Collaborative. It will include invited speakers and break-out sessions to brainstorm on possible actions/initiatives to address prevention.

8. MSU IDEA

College representatives engaged in DEI work attend regular monthly meetings with Academic Human Resources and the Office of Diversity, Equity, and Inclusion to discuss events, opportunities, lessons, and ways to move forward with DEI opportunities.

9. Our Commitment

To promote transparency and have the resources of University centrally available, the University has launched an *Our Commitment* website. It reflects the commitment to continue building awareness and accountability. It is a central communication tool for News and Updates, Resources, opportunity for input, the Healing Fund and the Relationship Violence Sexual Misconduct Workgroup (<https://msu.edu/ourcommitment>). The Safer Campus documents lists all the changes made to change the culture and improve the safety of students, staff, and faculty at Michigan State University.