



DIVERSITY EQUITY & INCLUSION

Committee Report

SEPTEMBER, 2021



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INTRODUCTION



The School of Human Resources & Labor Relations is strongly committed to the values of Diversity, Equity, and Inclusion through our teaching, research, and outreach.

As a School, we decided to form a DEI committee in the Fall of 2020 to take a deep dive to assess our DEI efforts past and present, and identify areas for improvement for the future.

The committee was formed by open invitation and consists of School of HRLR faculty, staff, alumni, and 16 students from our Human Capital and Society, Master of Human Resources and Labor Relations, and Ph.D. programs.

We are committed to building a diverse community that respects and values a broad range of backgrounds, viewpoints, and experiences, and embraces individual differences.



GOALS & ACTION ITEMS

During our first year as a group, we identified **5 goals** with specific action items. We have made progress on each goal, described below.



GOAL 1: CREATE A DIVERSITY, EQUITY, AND INCLUSION SCHOOL STATEMENT

Read our full statement [HERE](#).



GOAL 2: DEVELOP ROUND-TABLE DISCUSSION GROUPS

These student-led groups were patterned after MSU's MRULE-ICA - Multi-racial Unity Living Experience & Intercultural Aide program, creating a safe space to discuss diversity-related issues in the workplace.



GOAL 3: HOST DEI PANELS IN SPRING, 2021

We hosted two "DEI at Work" panels that featured diverse panelists who shared their unique experiences and ideas for improving DEI efforts in the workplace. Panelists included alumni, current students, and MSU faculty. Read more [HERE](#).



GOAL 4: GATHER DEI DATA TO INFORM STUDENT RECRUITMENT PROCESSES

The committee collected DEI climate information from students to share with faculty and staff to implement actions to improve the School's climate related to DEI. See survey results below.



GOAL 5: COMPILE DEI RESOURCES

Compile decentralized resources from multiple organizations and programs on campus to create a resource list for students. We will share this resource list with students beginning orientation Fall 2021.

STUDENT SURVEY RESULTS



During the Spring of 2021, we sent out a virtual DEI survey to our full student body (undergraduate, graduate, and Ph.D. students). In total, 176 students participated in the survey which is equal to about a 48% response rate.

KEY FINDINGS

Fair Treatment: About 95% of the students strongly or somewhat agreed that they feel treated fairly at the School of HRLR regardless of race, gender, age, ethnic background, sexual orientation, or other differences.

DEI & Academics: Roughly 41% of the students sometimes, often, or always felt that they have faced barriers because of their identity during their academic career here at MSU (e.g., in classes, admissions, etc.)

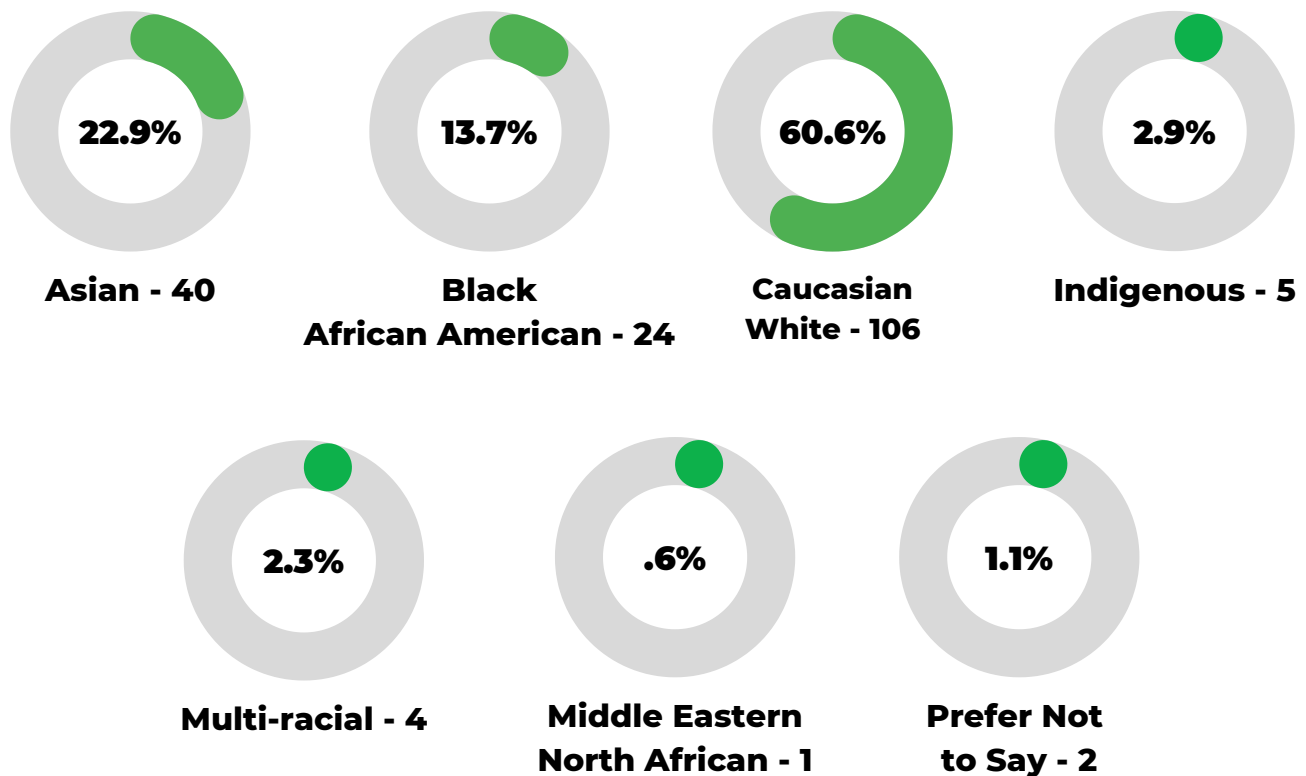
DEI & Employer Recruitment: About 31% percent of the students felt that they have faced barriers because of their identity during employer recruitment at MSU.

Importance of DEI: Roughly 68% of the students think often/always about DEI issues; 28% of students think about DEI issues sometimes.

Student Racial/Ethnic Background & Perception of Fair Treatment

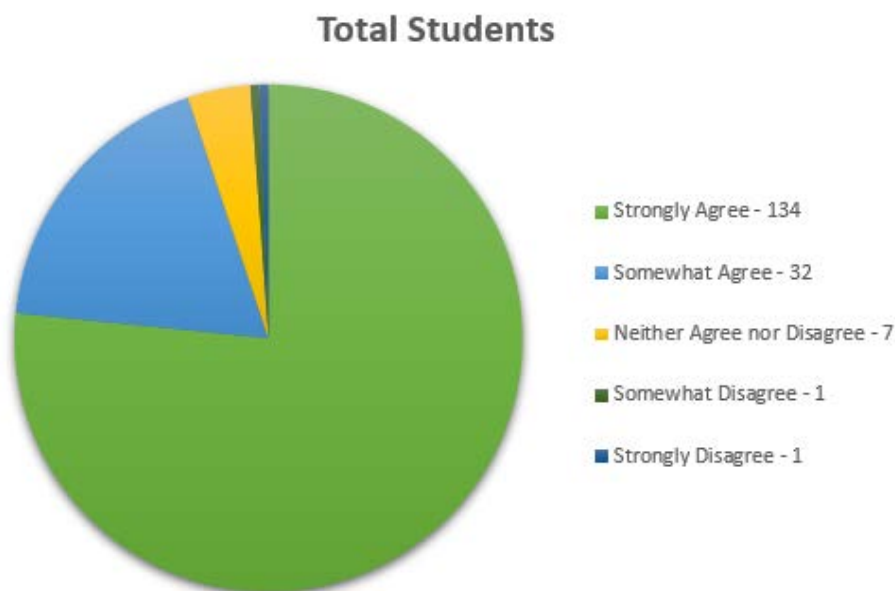
Survey Question

How would you identify your racial/ethnic background? Please check all that apply (175 responses).



Survey Question

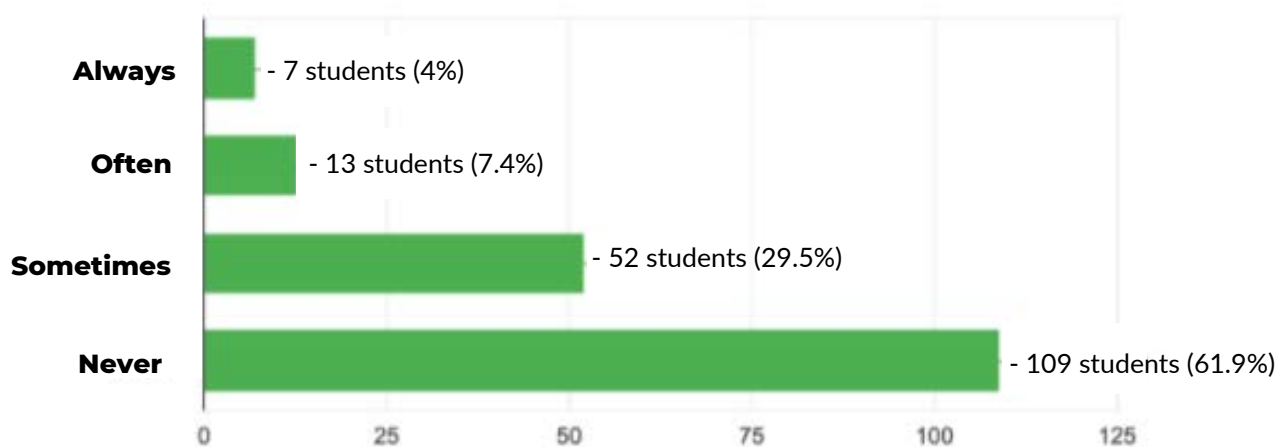
Do you agree with the following statement: At the School of HRLR, I feel treated fairly regardless of race, gender, age, ethnic background, sexual orientation, or other differences?



Barriers & Employer Recruitment Experience

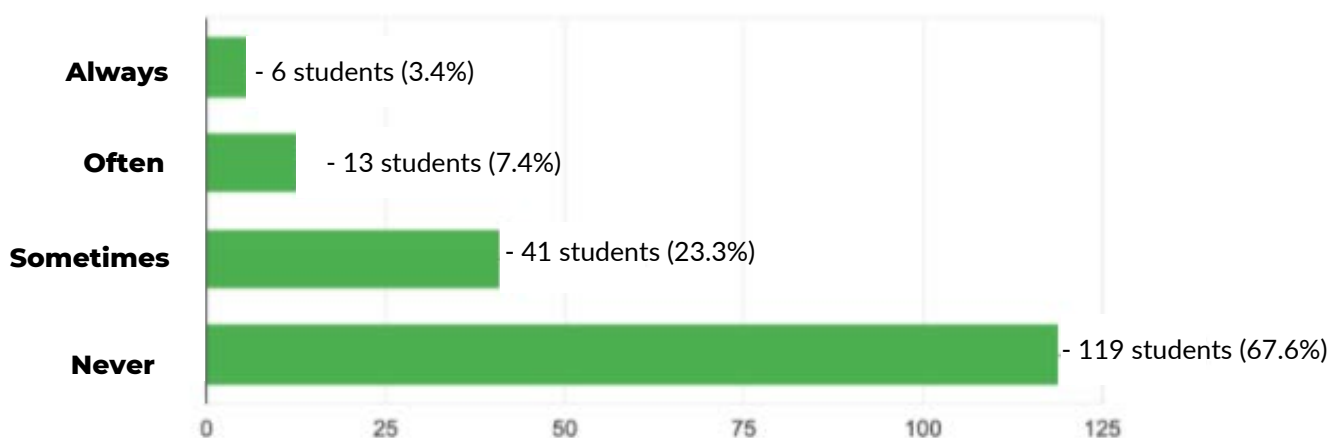
Survey Question

Have you faced barriers because of your identity (e.g., race, gender, sexuality, ethnicity, disability, etc.) during your academic career here at MSU?



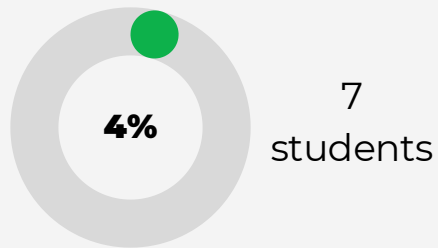
Survey Question

Have you faced barriers because of your identity (eg., race, gender, sexuality, ethnicity, disability, etc.) during Employer recruitment here at MSU (e.g., recruiting for part time, internships or full-time positions)?

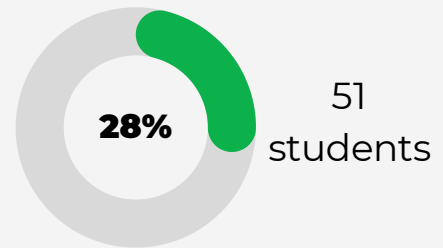


How Important is DEI to You?

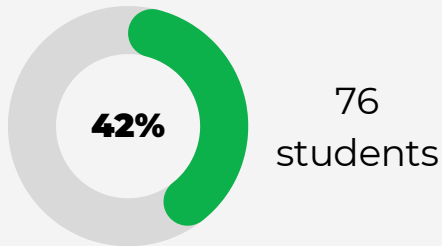
NEVER THINK OF DEI



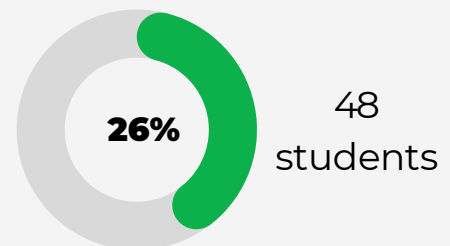
SOMETIMES THINK OF DEI



OFTEN THINK OF DEI



ALWAYS THINK OF DEI



RECOMMENDATIONS

Based on the results of our survey and anonymous student comments and feedback, we recommend the following steps for the School of HRLR:



ONE

Invite HRLR alumni to talk about how organizations invest in DEI – what can students learn from people that are doing DEI work at their organizations.



TWO

Invite alumni to talk about their experiences during the interview process more specifically.



THREE

Engage in small-group mock interviews and reflect afterward on the stories that were told. (For example, what was a story that you thought was very good).



FOUR

Engage our undergraduate Scholars as mentors for HCS freshmen.



FIVE

More diversity in recruitment (eg., more than 60% HRLR students identify as female – whereas the majority of executives that come to campus identify as white, male).



SIX

Mentor zoom sessions – alumni would give students advice around DEI at work; the barriers of recruitment, etc.



SEVEN

For employers: increasing the diversity of our student body through sponsored programs such as Summer Research Opportunities Program (SROP).



EIGHT

For faculty: engage with DEI topics throughout the content of the class. Support diverse faculty and diverse student body.

MSU HRLR DEI COMMITTEE

CONCLUSION



As a School of HRLR, we are strongly committed to the values of diversity, equity, and inclusion throughout our research, teaching, and outreach. We aim to create a culture within our workplaces, our classes, and with our stakeholders that respects and embraces different viewpoints, lived experiences, and backgrounds.

Going forward, we will build on our efforts and further develop our DEI action plan. We will continue to find ways to include alumni in our DEI efforts. We will work together with the undergraduate, graduate, and PhD directors to ensure the recruitment and support of minoritized students, faculty, and staff.



Finally, we want to keep working with our students directly so we can learn from each other how to build a more inclusive work and learning environment.

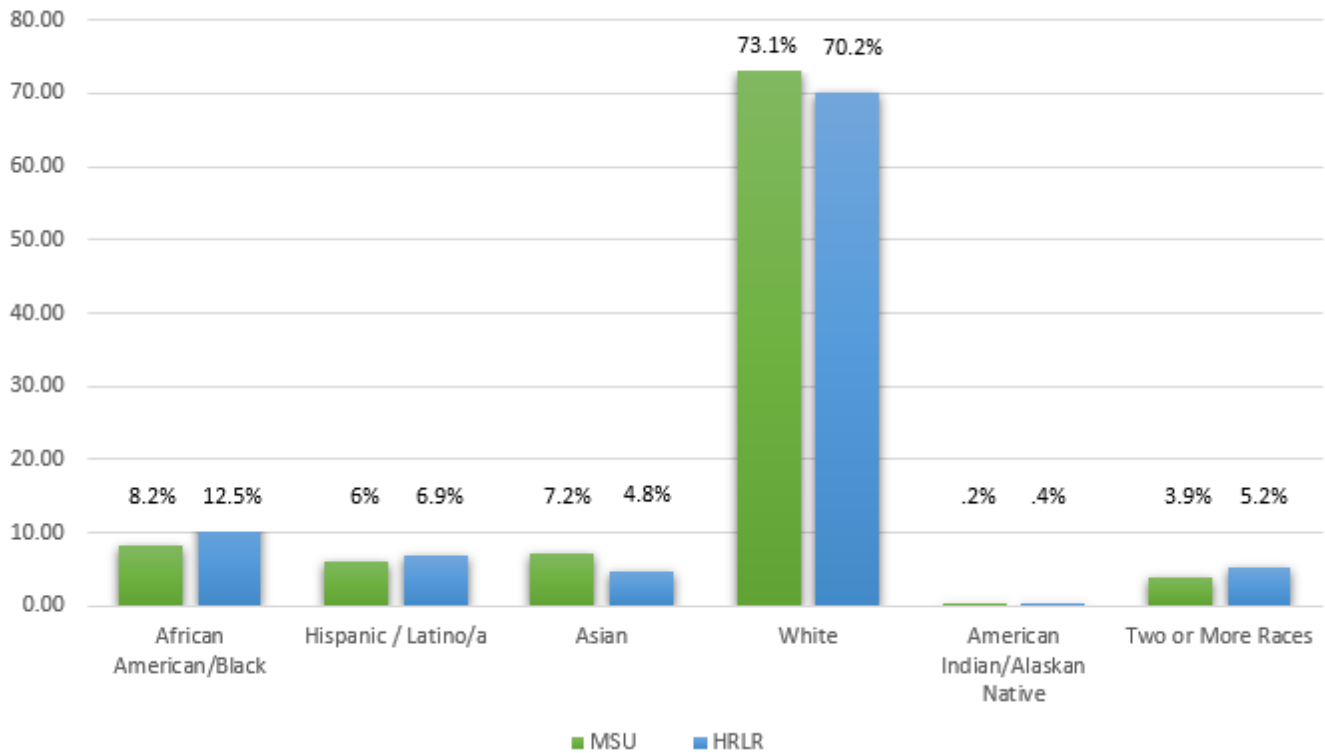


Special thanks to DEI committee members: Peter Berg, Thuy-Tram Butler, Jeff Ericksen, Stacy Hickox, Michelle Kaminski, Maite Tapia (chair), Melanie Zarembo, Brooke Allgeier, Claire Anderson, Ana Bajc-Dimitrov, Elizabeth Chiaravalli, Kerrington Curl, Isabel Delgado Millington, Sydney Hauck, Julia King, Joy Milner, Smriti Patil, Ariana Roberts, Joann Rodriguez, Mariah Smith, Olivia Turfe, Carla Lima, Salil Sapre, Carolyn Lapham.

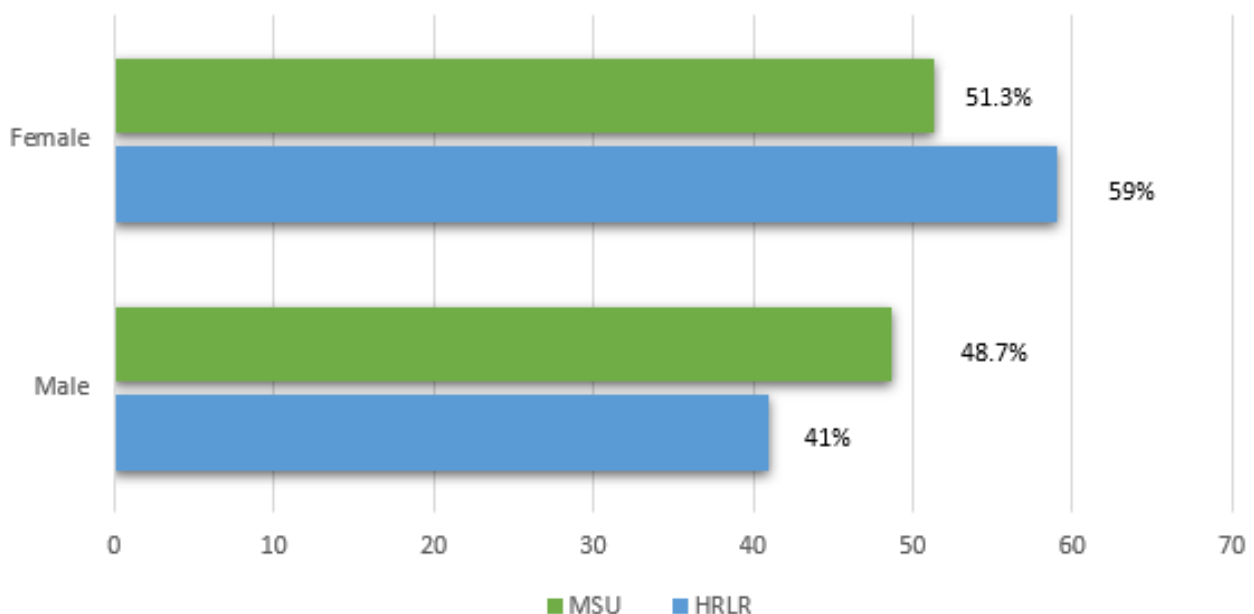
APPENDIX: STUDENT DEMOGRAPHICS

UNDERGRADUATE PROGRAM

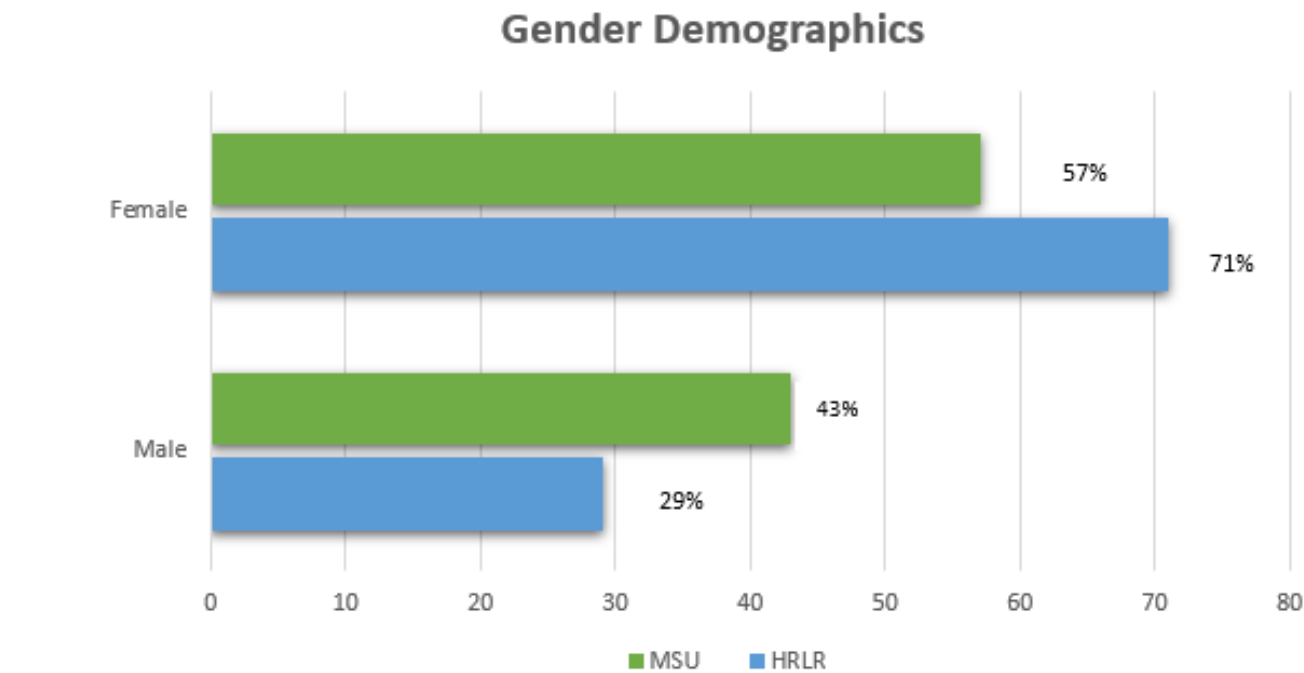
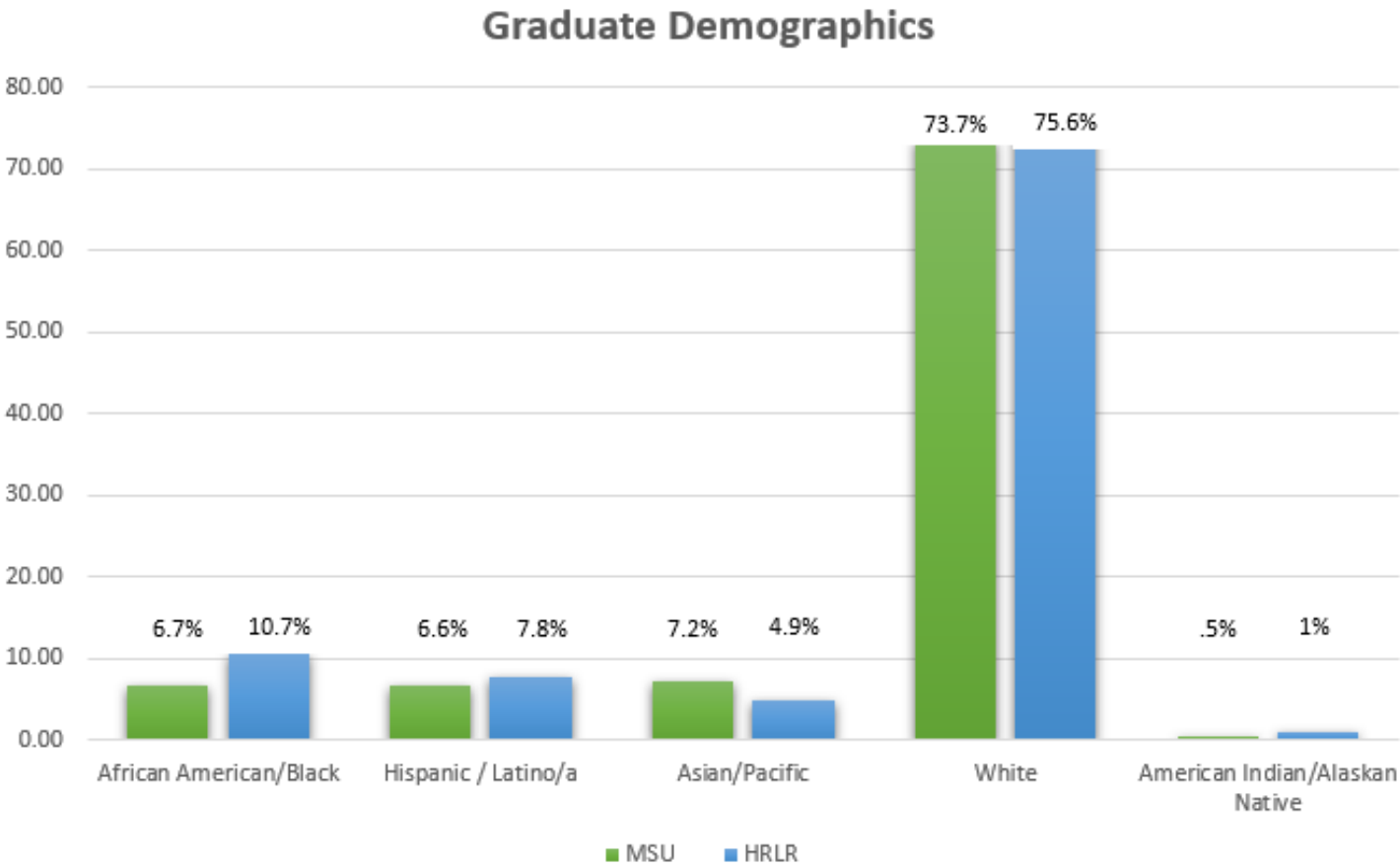
Undergraduate Demographics



Gender Demographics

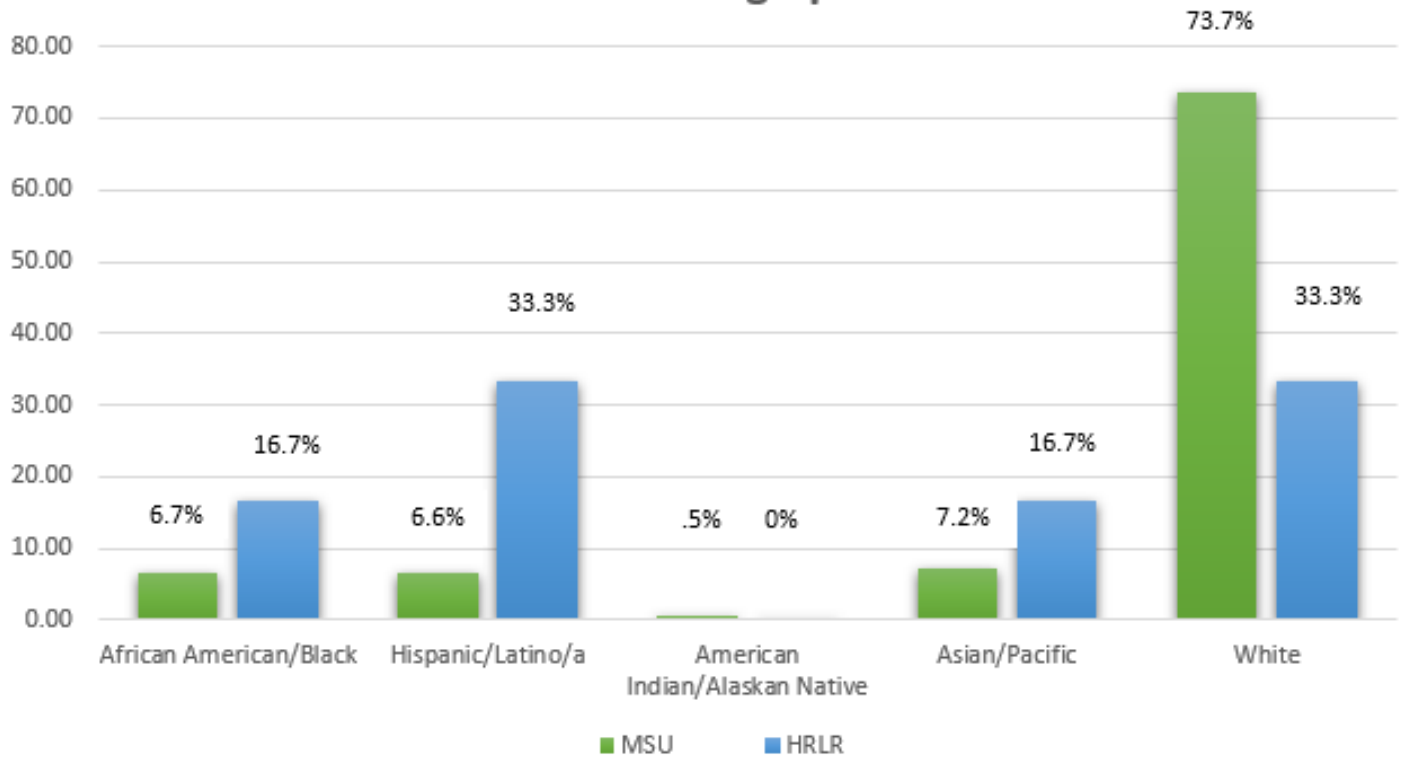


GRADUATE PROGRAM

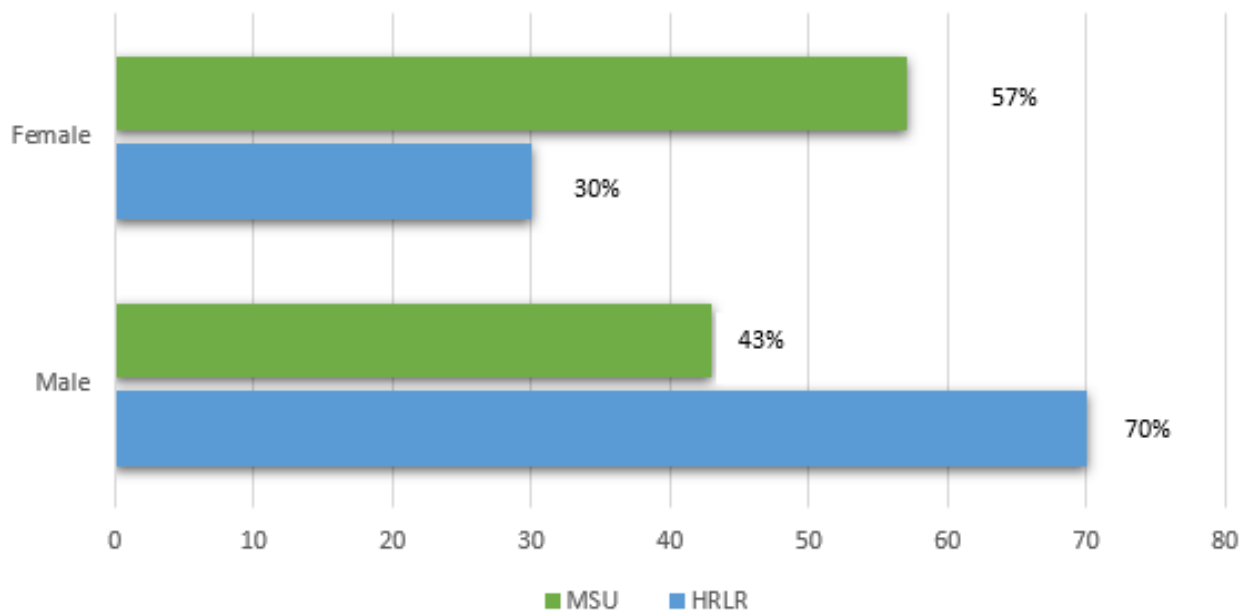


Ph.D. PROGRAM

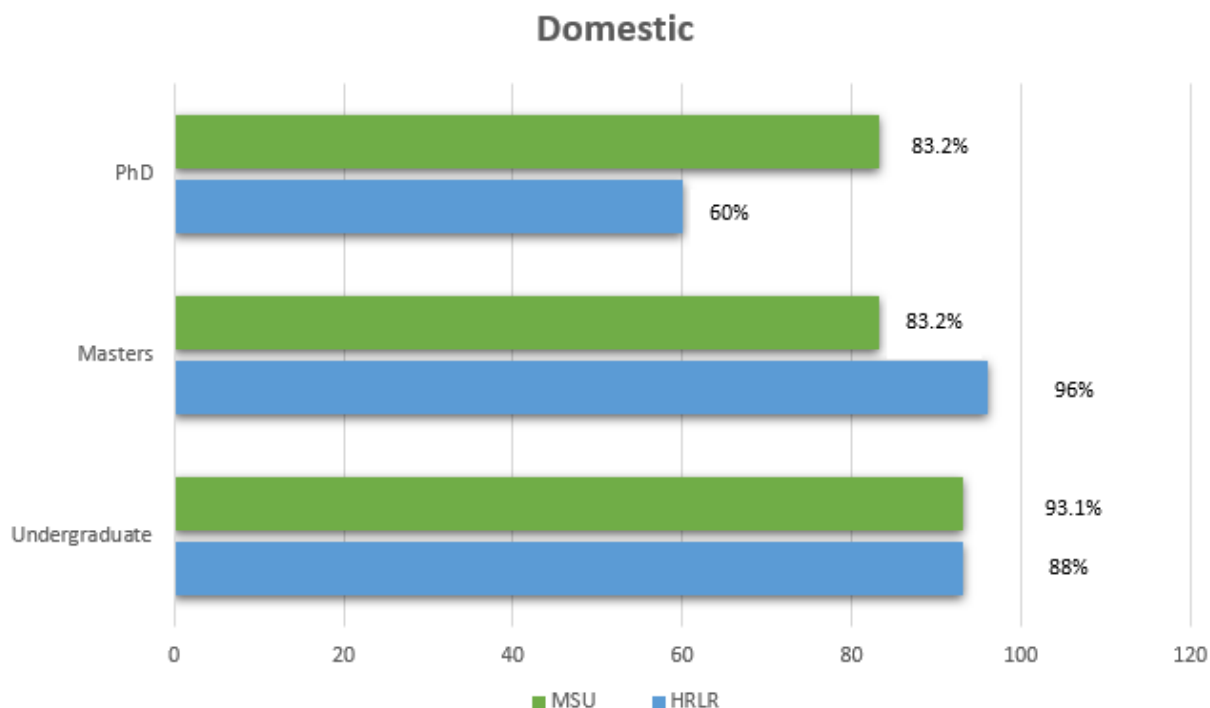
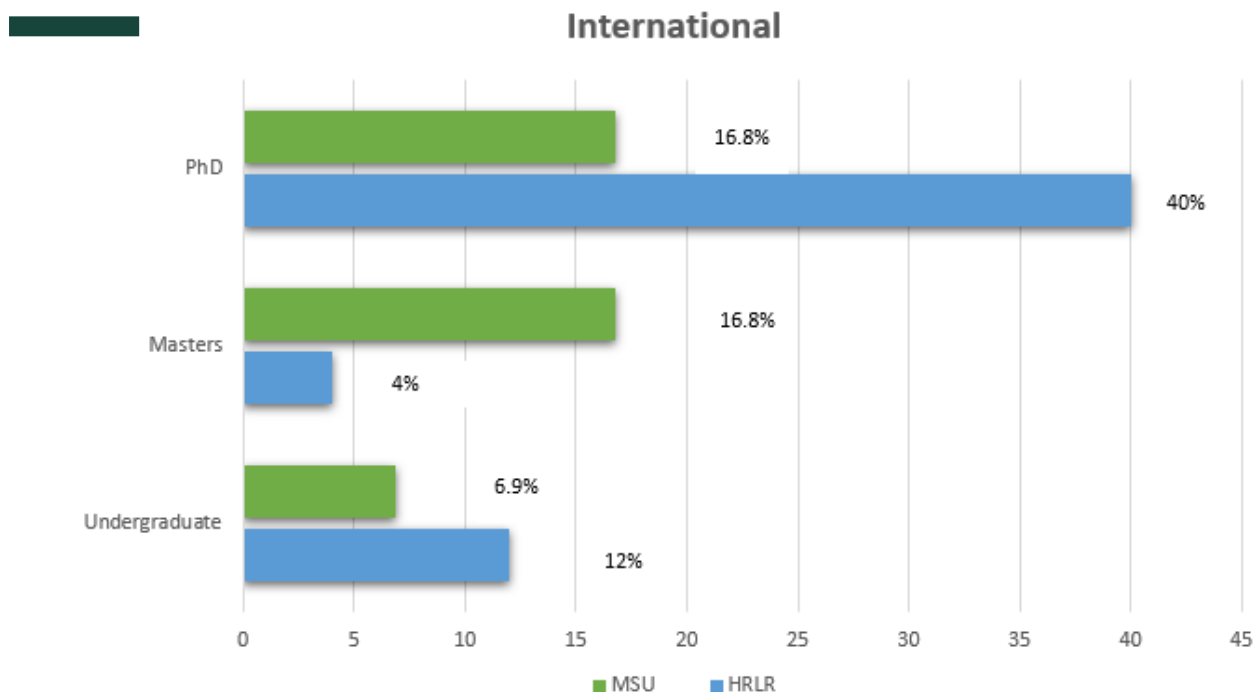
Ph.D. Demographics



Gender Demographics



INTERNATIONAL & DOMESTIC COMPARISON



* **Gender:** Please note that the binary way that gender is captured does not adequately represent the gender diversity of our community and does not include some transgender, nonbinary, or genderqueer individuals. This results in a limitation of our data.. **Race/ethnicity:** The percent for race/ethnicity categories is of domestic students only. Percent for residency and gender categories is of all students. **MSU data:** These numbers are from the Fall 2020. They are available in the [MSU Diversity Report](#). **HRLR Data:** The Master and PHD student demographic data is from the Fall 2021. The Undergraduate demographic data is from the Spring 2021.