

FALL 2020

Lifelong Network News

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Diversity, Equity, & Inclusion News



School of Human Resources
and Labor Relations
MICHIGAN STATE UNIVERSITY

#LIFELONGNETWORK



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COVER PHOTO

Multiracial Hands Making a Circle
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*Every effort has been made to avoid errors,
misspellings, and omissions. If an error comes to
your attention, please accept our apologies and
notify us.*

Red Cedar River, October 28, 2020
Photo credit: Derek Moy

Dr. Peter Berg



The School of HRLR is committed to creating a culture that values diversity, equity, and inclusion. These values are pillars within our academic and executive programs as we educate outstanding HR and labor relations talent to become leaders within their workplaces. We recognize that one of the greatest strengths of our School is the diversity within our lifelong networked community.

The Executive Order issued on September 22 by the White House as well as the recent interpretations of that order seek to ban workplace trainings on racial sensitivity and places certain topics off limits, such as acknowledging that there are structural inequities in our society and workplaces based on race, ethnicity, and gender.

Our School strongly condemns this order and believes it is inconsistent with organizational best practice. As a School focused on workers and their organizations, we cannot ignore the structural oppression in our society and how this affects people's working conditions.

We therefore reassert our commitment to teach our students to build workplaces and communities in which values of diversity, equity, and inclusion are central, allowing people to feel valued and to thrive.

We have recently formed a Diversity, Equity, and Inclusion committee consisting of faculty, staff, and students to implement ways to integrate DEI throughout the activities of the School. In this newsletter, we will share more about the DEI committee, faculty research and outreach, and alumni efforts to ensure our School demonstrates a dedication to diversity, equity, and inclusion.

Sincerely,

Peter Berg

As a School
we are
committed
to teaching
our students
the values
of diversity,
equity, and
inclusion.

DEI Committee

As a community, the School of HRLR is strongly committed to the values of Diversity, Equity, and Inclusion (DEI) through our teaching, research, and outreach. While DEI efforts have been part of our School, we see an opportunity to do even better. Toward that goal, we have formed a DEI committee, consisting of faculty, staff, and students. We want to take a deep dive into our School, assess our current DEI efforts, and identify areas for improvement. As with all important SHRLR endeavors, we welcome alumni ideas and feedback. If you are interested in hearing more, would like to contribute, or have ideas and suggestions, please contact **Maite Tapia** at tapiam@msu.edu.

ALUMNI SPOTLIGHT

Darryl Robinson

As a 1981 graduate, **Darryl Robinson** knows how transformational the Master of HRLR (LIR) program was for him, crediting influences like Professors Terry Curry, Richard Block, Jack Stieber, Michael Moore and Daniel Kruger for helping change the trajectory of his life. Now the SEVP and Chief Human Resources Officer for CommonSpirit Health, Robinson believes in the power of gratitude and paying it forward to help give others like him the chance to change the circumstances of their lives.

“We should all appreciate and reflect that each of us didn’t do this all on our own and giving back recognizes that” says Robinson. He shares the importance of caring and giving to initiatives that are greater than yourself. Mr. Robinson believes that dreams and aspirations to be exceptional, should not be incumbered by financial challenges. “If you can be kind and also provide support - do that, too” he adds.

The School would like to thank Darryl Robinson for his kindness and support in providing two in-state student scholarships in 2021, with the goal to help increase diversity within the MHRLR program.



Faculty Research and Outreach



Associate Professor **Angela T. Hall** and her collaborators in the MSU Department of Electrical and Computer Engineering and Department of Communications are investigating how technology can be used to create more inclusive meetings.

Associate Professor **Angela T. Hall** is also collaborating with the NAACP on a project involving the differential work experiences of African American workers and job seekers.

Associate Professor **John Beck**'s "Our Daily Work/Our Daily Lives" is a joint project of SHRLR's Labor Education Program and the MSU Museum. This series explores working class culture, labor history, and the lived experience of work and the workplace including all aspects of intersection of work, organization, race, ethnicity, gender, and class.



Associate Professor **Mevan Jayasinghe** and co-authors published the article "Perceived Workplace Racial Discrimination and its Correlates: A Meta-Analysis" in the *Journal of Organizational Behavior*. This study analyzes the consequences of employees' experiences of racial discrimination in the workplace and finds that these consequences were more severe after the passing of the Civil Rights Act of 1991 which reflected increased societal concern for equality.

Associate Professor **Mevan Jayasinghe** and co-authors published the article "Perceived Workplace Gender Discrimination and Employee Consequences: A Meta-Analysis and Complimentary Studies Considering Country Context" in the *Journal of Management*. This international award-winning article finds that the consequences from experiencing workplace gender discrimination were more severe in countries with more rigorously enforced laws on gender equality and more gender egalitarian cultures because of heightened societal awareness and expectations of gender equality.

Associate Professor **Julie L. Brockman** is currently managing a five-year, multimillion-dollar U.S. Department of Labor contract for North America's Building and Construction Trades Unions. The contract calls for award recipients to increase and diversify construction registered apprenticeship programs throughout the U.S.



Faculty Research and Outreach



Associate Professor **Stacy Hickox** and co-author published “Risking Stigmatization to Gain Accommodation” in the *University of Pennsylvania Journal of Business Law*. This article looks at the requirements for people with disabilities to disclose their disability to obtain accommodations in the workplace.

Associate Professor **Maite Tapia**’s research focuses on the importance of social identity (race, ethnicity, gender, migration status), critical race theory, and the strategies of labor unions and social movements towards underrepresented groups. Recent projects include: 1. Following the actions of the Women’s March and analyzing how the Women’s March organized women across different identities, and 2. Creating a website that lays out workers’ rights in the restaurant industry and guides them toward the right State and Federal resources, focusing not just on pay and benefits, but on issues around tipping and sexual harassment, as well.



Associate Professor **Michelle Kaminski** and SHRLR’s Labor Education Program (LEP) recently offered the five-part series Diversity and Inclusion in the Labor Movement. In partnership with the Michigan AFL-CIO, LEP invited experts and guest speakers representing diverse backgrounds to discuss their history and experiences within the labor movement.

SHRLR’s Professional Development team, led by Associate Director Dr. **Tina M. Riley**, is currently offering a Certificate in Inclusion and Diversity that focuses on developing an inclusive workplace where employees are able to thrive. The program includes research-based data and insights as well as specific steps employers can take to recruit, retain and, most importantly, engage a diverse workforce.

SHRLR’s Professional Development unit also provides customized programs for individual organizations as they seek to enhance their diversity, equity, and inclusion efforts. These programs include opportunities to practice speaking up and serving as an ally to those who experience marginalization and lack of equitable access to organizational resources.



Help with Research

People with a criminal record face challenges in finding and retaining employment, in large part because of the gap between their perceived qualifications and employer preferences. An SHRLR Human Capital & Society student has received a dean's assistantship to study the barriers to employment faced by people with a criminal record, and she seeks input from employers to understand more about second chance hiring.

Survey responses will only be used for research, and the name of your organization would remain confidential. Please take 10-15 minutes to complete [this survey](https://forms.office.com/Pages/ResponsePage.aspx?id=MHEXli9k2UGSEXQjetVofeN9fQs8EkkKsEuO-EVLzIBURTQ1Sk1WNDdBQIVaRVhVTIAyVFdVMktISC4u) in the next two weeks.

Or copy and paste this URL into your favorite browser:

<https://forms.office.com/Pages/ResponsePage.aspx?id=MHEXli9k2UGSEXQjetVofeN9fQs8EkkKsEuO-EVLzIBURTQ1Sk1WNDdBQIVaRVhVTIAyVFdVMktISC4u>

If you have any questions or concerns, please feel free to contact Alia Sloan at sloanal2@msu.edu.



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



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