



School of Planning, Design and Construction 2020-21 DEI Efforts Report

The intention of this report is to highlight all efforts regarding DEI across each department, school and unit in various outlets. Please provide any efforts that you have completed or supported over the last year and a half.

Report:

1) Supporting a Departmental DEI Committee:

- The School of Planning, Design and Construction (SPDC) instituted an ad-hoc Diversity, Equity and Inclusion (DEI) Committee in October 2019. During Fall 2020, the School voted to adopt a standing DEI Committee and added corresponding language to the School Bylaws.
- During 2020-21, DEI Committee chair was Rene Rosenbaum, and the co-chairs were Noah Durst and Mary Beth Graebert. Other members included George Berghorn, Barb Andersen, Teresa Qu, Trish Machemer, Laura Winter, Hannah Brodhead, Jing Zhou (graduate student representative) and Wisdom Henry (undergraduate student representative).
- The DEI Committee also established a Student Diversity, Equity and Inclusion Council (SDEIC); its members were self-nominated and represent both undergraduate and graduate students, domestic and international students, and each of the School's programs. The SDEIC provided input on and reviewed DEI self-assessment questions.
- At the school retreat in August 2020, DEI members led discussions of challenges and best practices about DEI.
- The DEI Committee met once or twice per month during the academic year.
- The director has set aside \$10,000 in funding to support the efforts recommended by the DEI committee.

2) Messages from the Director and School Wide Sessions

- [In Support of Our Communities - March 19, 2021](#): to support APIDA/AFSA on campus.
- In Support of Our Communities – April 21, 2021: about impacts from the verdict in the murder trial of Derek Chauvin and a reminder of the Statement from May 25, 2020 about George Floyd's murder.
- Open Conversation during SPDC school meeting on March 26 to respond to the safety concerns of Asians and Asian Americans after the murders in Atlanta.
- Linda Nubani presented "A Mile in My Shoes" during the School meeting on March 26th.
- During the School meeting in April, The Provost's "University Philosophy and Guiding Policies on Faculty Tenure and Promotion" was highlighted. Particularly, Guiding Principle #7 about DEI for RPT was emphasized.

3) New Faculty Hires

- Three new faculty members were hired to join SPDC in 2020-21. These three hires will help enhance the diversity of intellectuality and background. In particular, Deyanira Nevárez Martínez is a Hispanic female faculty, and Fatemeh Saeidi-Rizi is a female faculty originally from Iran.



4) Attended DEI Training Seminars (Webinars, Workshops):

- Dr. Quentin Tyler and Ayodele Dare led a training on “Diversity, Equity and Inclusion (Implicit Bias, Racism, Anti-Racism, Microaggressions)” for the SPDC faculty and staff at their annual retreat on August 27, 2020.
- Selected members of the DEI committee participated in the following activities:
 - Certificate in Organizational Diversity and Inclusion, a one-day training provided by the MSU School of HR and Labor Relations. (Mary Beth Graebert)
 - When Black Girl Magic Isn’t Enough: Supporting Black Women College Students through Advising and Coaching (NACADA webinar) (Hannah Brodhead)
 - Anti-Racist Path Series (12-week series from the Office for Inclusion and Intercultural Initiatives) (Hannah Brodhead)
 - Advising Black Male Students in 2020 and Beyond (NACADA webinar and MSU advising community discussion) (Hannah Brodhead)
- SPDC Director Ming-Han Li was invited and served as a panelist for CANR ODEI’s Diversity in Action event on April 16.

5) Attended any DEI Awareness Events:

- Selected members of the DEI committee participated in the following activities:
 - Webinar on “Socioeconomic Equity in Higher Education During the Time of COVID-19: A Conversation with Dr. Anthony Jack,” co-hosted by the Graduate and Undergraduate Entomology Student Society (GUESS) in collaboration with the [CANR Office of Diversity, Equity, and Inclusion](#) (ODEI). (Mary Beth Graebert)
 - Townhall and Vigil organized by APIDA/AFSA, APASO, and OCAT, which was a safe place for MSU community members to share their experiences and concerns about anti-Asian violence. (Ming-Han Li, Rene Rosenbaum and Mary Beth Graebert)
 - When They See Us Summit: Experiences of MSU Black Male Students (3-part summit event from the Office of Cultural and Academic Transitions) (Hannah Brodhead)
 - How to Talk to Children About Race (webinar from the Work Life Office) (Hannah Brodhead)
 - Intersectionality as Lived Experience: Radical Theory and Social Justice Activism w/ Dr. NiCole Buchanan (part of Women’s Advisory Committee for Support Staff’s Anti-Racism Insight Series) (Hannah Brodhead)
 - Coffee & Conversation: Good Trouble: Reclaiming our Democracy, Demanding Social Justice (hosted by Institutional Diversity Excellence in Action Coordinators’ Committee and sponsored by the Office for Inclusion and Intercultural Initiatives) (Hannah Brodhead)
 - Supporting Marginalized Student Communities: How Advisors Can Respond with Empathy and Awareness When a Student is Not Responding (MSU student panel hosted by the advising community) (Hannah Brodhead)
 - Student-led workshop in James Madison College called “Ask Big Questions.” The conversation centered on the topic: “How do we listen?” (Mary Beth Graebert)

6) Development of Community Norms:

- SPDC voted to adopt the College of Social Science Community Code of Conduct at the February 2020 Faculty & Staff meeting.



7) Participation in CANR Pre-College Programs

- SPDC's Urban & Regional Planning, Construction Management, and Interior Design programs participated in the CANR Pathfinders program during Summer 2021.
- SPDC leaders met with Phillip Seaborn from the CANR Recruitment Office to discuss ways to enhance our recruitment of minority students through pre-college programs.

8) Participation in the Academic Achievement Graduate Assistantship Program

- SPDC's Urban & Regional Planning program applied for and was granted two graduate assistantships. Although the two applicants chose not to enroll in the program, the unit will continue to leverage existing funds to recruit students from underrepresented groups.

9) Hosting DEI Seminars and/or Events:

- DEI was the major theme for [SPDC's 2020-21 Lectures Series](#). DEI-related lectures included 1) Social Equity in a Post-COVID-19 World: A Designer's Perspective, 2) Why Latino Vendor Markets Matter: Selected Case Studies of California and Texas, 3) Embracing Spaces / Changing Place, 4) Challenges and Opportunities in Post-Pandemic Public Space Design and Planning, and 5) Racial Disparities, Urban Form and Transportation Expenditures.
- The SPDC DEI Committee co-hosted a webinar with the Professional Women Builders student group on "DEI: Building Strong at the Speed of Change," a panel discussion with construction management industry leaders about why we need a culture change in the built environment industry, and how individuals can be part of that change.
- The application named "[Walk a Mile in My Shoes](#)" developed by Linda Nubani and Quentin Tyler, CANR Associate Dean, was officially launched with a [press release](#) by the College of Agriculture and Natural Resources. The application creates an immersive 3D experience and is intended to better understand the lives and experiences of people different from ourselves.

10) Next Steps:

Based on the efforts of the DEI Committee during 2020-21, the following action steps were identified for moving forward:

1. Host the Transformational Theatre Ensemble at SPDC's annual faculty & staff retreat, initiating conversation about implicit bias, discrimination, creating an inclusive workforce, etc. on August 26, 2021.
2. Establish a rubric for evaluating faculty and staff performance in DEI areas during annual review processes.
3. Host a panel on, "Impacts of the Built Environment on Criminal Justice," with speakers from SPDC, MSU Criminal Justice, Social Work, History and others.
4. Analyze quantitative data on the diversity of SPDC faculty, staff and students.
5. Conduct assessments to determine SPDC faculty, staff and student perspectives of current levels of diversity, equity and inclusion. This activity will help establish a baseline and set goals for future DEI.
6. Submit a proposal to the 2021-2022 Creating Inclusive Excellence Grant for the purpose of hosting focus groups, facilitated strategic planning workshops and DEI training for SPDC students, staff and faculty.