



School of Planning, Design and Construction DEI Committee Annual Report

The intention of this report is to highlight efforts to advance the School of Planning, Design and Construction (SPDC) DEI Strategic Plan during the 2022-23 academic year. The SPDC DEI Strategic Plan [can be located here](#). In this report, progress toward goals is listed below the individual strategies.

It is important to acknowledge that work to advance this plan was impacted by the mass shooting tragedy on MSU's campus on February 13, 2023, in the spring semester.

General

In addition to work towards goals outlined below, there was administrative work that the committee also performed.

- Filled three vacancies: Tess Chargo (URP) LaQuan Mack (CM), Holly Madill (SPDC/NCI) and elected new co-chairs (Deya Nevarez Martinez, Holly Madill)
- Finalized a [SPDC DEI statement](#).
- Created a [SPDC DEI website](#) with statement, DEI Strategic Plan, cultural celebrations and traditions, committee membership, and helpful links.
- Provided input on the professional formatting of the SPDC DEI Strategic Plan.
- Created and organized a repository of DEI materials for SPDC in Teams for faculty & staff.
- Starting January 23, 2023, created a student newsletter with DEI and other relevant information.

Goal 1: Inclusive Culture and Climate

1. Display a list of cultural and religious observances on the SPDC website (Timeline: short)

Each month a new graphic showing a diverse group of observances is provided on social media and our website: https://www.canr.msu.edu/spdc/about_us/diversity-equity-inclusion/

See Appendix A for monthly graphics.

2. Identify virtual and physical spaces that are inaccessible/exclusive (Timeline: ongoing)

During the 100th Anniversary of Human Ecology Building's celebration on October 20, 2022, students were asked to brainstorm issues with accessibility/exclusivity associated with SPDC's physical and virtual spaces, as well as potential solutions. They came up with the following list.

- Transportation
 - Student free parking (9)
 - More buses in severe weather
- Building Services
 - More vending machines and also diabetic option (6)
 - Family bathroom (2)

- Higher quality water (2)
- Community usage
 - Computer labs available all day / study areas (6)
 - Community space for events
 - More accessible printers
 - Material access such as drafting equipment
 - More Studio space for Wheelchair accessibility
 - More labs
- Other
 - Allow elevator to reach 4th floor (3)
 - Social media promotion (2)
 - More options for classes and structure
 - ADOBE!!!
 - Relabel floors 1-4 instead of using “G”

These ideas will inform administrative tasks, particularly requests for Alterations and Improvements (AI) and Teaching Learning Environments (TLE).

3. Facilitate school-wide and cross-program, non-DEI social events (Timeline: short)

SPDC hosted the following events during the 2022-23 academic year to create opportunities for social interaction between faculty, staff and students.

- 100th Anniversary of Human Ecology Building – October 20, 2022
- Fall Comfort Food Cook-Off – November 8, 2022
- Potluck – March 3, 2023
- SPDC Awards Ceremony – April 20, 2023
- Student snacks for success – May 1-5, 2023

4. Facilitate school-wide and cross-program, non-DEI professional events (Timeline: ongoing)

The DEI committee coordinates with the SPDC Lecture Series committee. The following events were hosted during 2022-23.

ID Lecture



Topic: Science in Design: The Convergence of Science and Design Through Neuroaesthetics

Speaker: Mike Peterson, President, Visionary Design Marketing

Date: March 28, 2023 4:30PM-5:50PM

CM Lecture



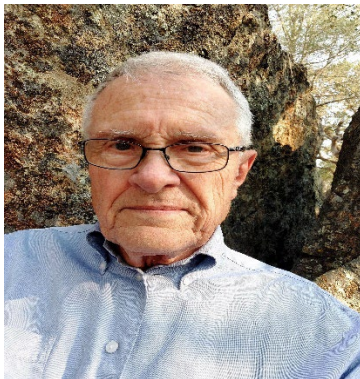
Topic: Industry Experience and Personal Reflection

Speaker: Mike VanGessel, Founder & CEO, Rockford Construction

Date: March 22, 2023 5:00PM-6:30PM

Photo Gallery: [An Evening with Mike VanGessel](#)

LA Lecture

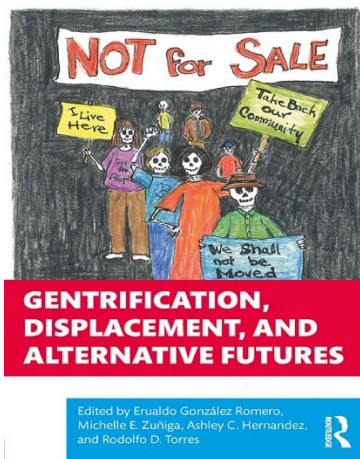


Topic: Olmsted's 1865 Yosemite Report and a Personal Reflection

Speaker: Don Fox, 2023 Landscape Architecture Distinguished Alumni Award Winner

Date: February 2, 2023 1:30PM-3:00PM

URP Lecture



Topic: Centering Critical Discourses in Gentrification, Displacement and Alternative Futures

Speakers: Ashley Hernandez, Jeffrey S. Lowe, Deyanira Nevárez Martínez, Erualdo Gonzáles Romero & Michelle E. Zuñiga

Date: December 1, 2022 5:00PM-6:15PM

5. Showcase and/or celebrate our diversity (Timeline: ongoing)

The committee supported a student-led Chinese New Year celebration on January 22, 2023. Graduate student representative, Jing Zhou, led the effort to organize and execute the event, with help from other students and DEI committee members.



We also showcase achievements of our students, faculty and staff, particularly related to accomplishments in the DEI realm, including awards. See examples below from SPDC social media platforms.

SPDC School of Planning, Design and Construction at Michigan State University May 9, 2023

Posted on Wall of School of Planning, Design and Construction at Michigan State University

Congratulations to Jakobi Johnson, Landscape Architecture undergraduate, on receiving the Landscape Forms Diversity, Equity, and Inclusion Scholarship from the Landscape Architecture Foundation!




AO by Andrew O.

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SPDC School of Planning, Design and Construction at Michigan State University Dec 17, 2022

Posted on Wall of School of Planning, Design and Construction at Michigan State University

Landscape Architecture student Naomi Bailey received a \$5,000 Landscape Architecture ASLA Council of Fellows Scholarship from the Landscape Architecture Foundation (LAF). Read more about Naomi's achievements: <https://bit.ly/3G60xMI>

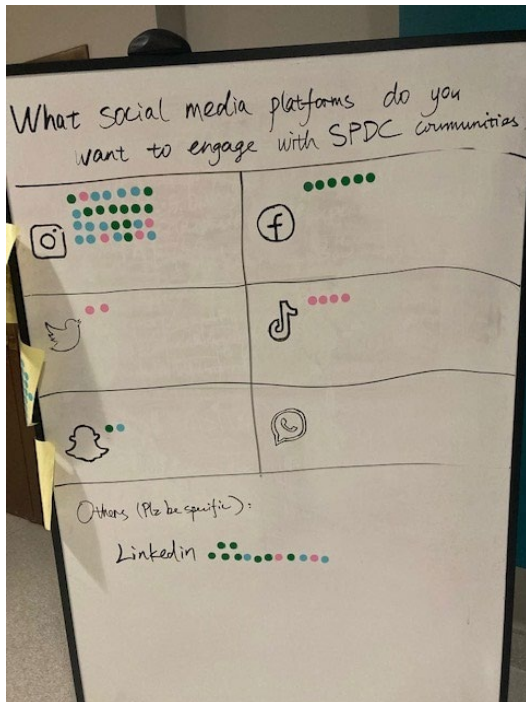


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6. Develop methods for engaging students (Timeline: short)

During the 100th Anniversary of Human Ecology Building and the Chinese New Year celebrations, the DEI committee created simple engagements to provide opportunities for students to share their perspectives and experiences. One example is shown below.



They also provided some ideas (and volunteers) for future celebrations:

- Dia de los Muertos – 2 votes (Angel)
- Ramadan (Selena)
- Oktoberfest (Tess)
- Mid-Autumn Fest
- Diwali
- Black History Month
- Easter – 2 votes
- Lunar Festival
- Nowruz - Day of the Iranian New Year

7. Host workshops and training on DEI topics (Timeline: ongoing)

See Goal 2 below.

8. Allocate or acquire funding to support DEI initiatives (Timeline: ongoing)

The SPDC DEI committee was successful in securing a Creating Inclusive Excellence Grant (CIEG) award from the MSU Office of Institutional Diversity and Inclusion for 2022-23.

This initiative, *Developing Expertise to Impact Diversity, Equity, and Inclusion (DEI-DEI)*, proposed to provide professional development to MSU's School of Planning, Design and Construction (SPDC) faculty, staff and students. The SPDC DEI committee, in partnership with the National Charrette Institute, MSU Diversity Research Network, and MSU Extension, helped the School to 1) provide a diversity of perspectives and learning modalities in the classroom that support the retention and well-being of

members of underrepresented groups, 2) deliver learning opportunities for students in leadership and research related to issues of DEI in their respective disciplines, and 3) bolster effective outreach and engagement with alumni, industry partners, and communities throughout Michigan and beyond.

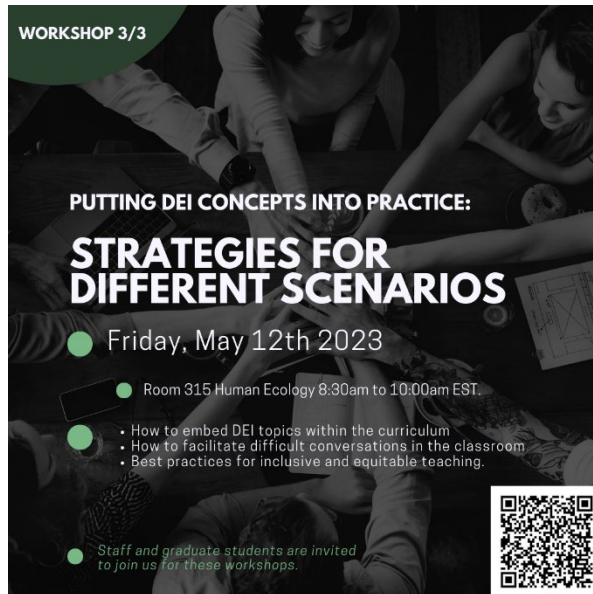
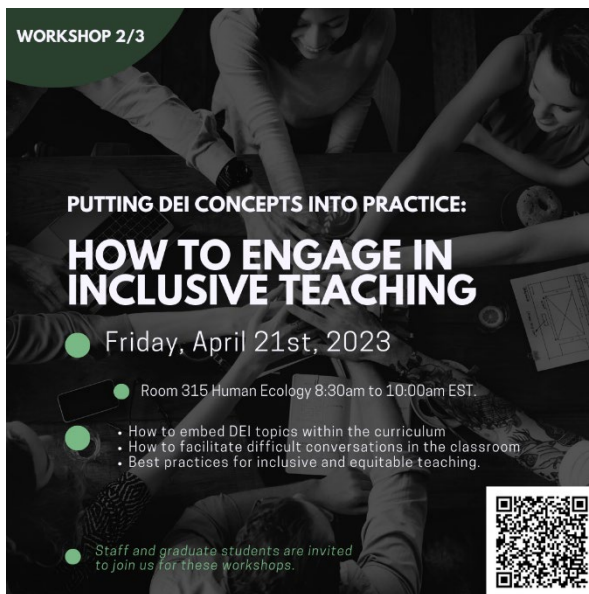
SPDC allocated \$5,000 of school funds to DEI this year. At the October 21, 2022, faculty & staff meeting, faculty and staff were encouraged to use these funds through an opportunity to apply for cross-program STEM funding (\$500K-\$1M) in two NSF programs that deal with gender or racial equity, respectively, in STEM:

- <https://beta.nsf.gov/funding/opportunities/advance-organizational-change-gender-equity-stem-academic-professions-advance>
- <https://beta.nsf.gov/funding/opportunities/racial-equity-stem-education-ehr-racial-equity>

Goal 2: Curriculum and Instruction

Arrange and host regular workshops, as needed, to train faculty in how to embed DEI topics within the curriculum, how to facilitate difficult conversations in the classroom, or best practices for inclusive and equitable teaching (Timeline: short)

1. URP hosted a workshop by Ashley Hooper to incorporate DEI into their curriculum on Sept 30, 2023. Working with her, Deya and George developed two workshops for SPDC faculty:
 - Putting DEI Concepts into Practice: How to engage in inclusive teaching (April 21)
 - Putting DEI Concepts into Practice: Strategies for Different Scenarios (May 12)



Some goals of the training were to help faculty:

- Review each other's syllabi to identify any content that could be exclusive or inequitable, or any ways to improve for diverse student groups.

- Collect list of accessibility/RCPD resources for faculty to refer to when creating accessible content.

2. In addition, the committee worked with DEI specialists to develop, promote, and deliver DEI trainings (see flyers below):

- DEI in Outreach (May 4)
- DEI in Research (May 15)

DEI IN OUTREACH

This workshop, Developing Expertise to Impact Diversity, Equity, and Inclusion (DEI-DEI), provides professional development to faculty, staff and students, helping them to bolster effective outreach and engagement with alumni, industry partners, and communities throughout Michigan and beyond.

GUEST SPEAKER: DIONARDO PIZANA, DIVERSITY, EQUITY, AND INCLUSION SPECIALIST FOR MSU EXTENSION

DATE: MAY 4, 2023

TIME: 8:00AM BREAKFAST, 9AM-12PM WORKSHOP, 12-1PM LUNCH

LOCATION: ROOM 315 HUMAN ECOLOGY BUILDING

DEI in Research Efforts

Events:

- 8:30am: Breakfast
- 9:00am: Partnering with Diverse Faculty on Grants – Deborah Johnson, MSU Diversity Research Network
- 9:30am: How to Apply for DEI-related Grant Opportunities – Lauren Aerni-Flessner & Sara Steenrod, MSU Office of Research Innovation
- 10:00am: Inclusivity in Research – Francisco Villarruel, MSU Julian Samora Research Institute
- 10:30am: Break
- 10:45am: How to Mentor Minority Faculty & Grad Student – Dean Pero Dagbovie, MSU Graduate School
- 11:15am: Q&A Panel with Previous Speakers
- 12:00pm: Lunch

When: Monday, May 15th 2023

Where: Room 315 Human Ecology Building

SPDC

Speakers and titles:

- Deborah Johnson, Director of the MSU Diversity Research Network
- Sara Steenrod, Grant Consultant
- Dr. Pero Dagbovie, Associate Provost for Graduate and Postdoctoral Studies and Dean of the Graduate School
- Lauren Aerni-Flessner, Research Administrator in the MSU Office of Research Innovation
- Francisco Villarruel, Interim Director

Goal 3: Communication, Outreach, and External Engagement

1. Connect with and encourage participation in existing regular workshops to support incorporating DEI into community-engaged learning activities (Timeline: short)

We continue to let faculty, staff and students know about DEI workshops and training related to communication, outreach and external engagement, particularly from MSU Extension and University Outreach and Engagement, via social media, email, and a student newsletter.

Goal 4: Student Recruitment, Admission, Retention, and Completion

1. Connect to and publicize existing university resources and opportunities to support student success, especially students from historically underrepresented backgrounds (Timeline: ongoing)

The committee considered developing a “resource fair” for graduate students that includes MSU services, career services, and connecting with professional organizations. While fall seems the best time for this, it was tabled until next year when SSC and others have pulled that together.

Goal 5: Faculty and Staff Recruitment, Retention, Promotion, and Advancement

1. Create and adopt faculty and staff diversity hiring toolkits and ensure that search committees actively engage with best practices (Timeline: short).

The colleges have hiring toolkits for faculty position and conduct charge meetings with search committees. Mary Beth will continue to work with search committees to refine and improve the process (e.g., specific questions for DEI statements, diversity venues) and ensure that these things are carried over to support staff searches.

2. Explore cluster hires, DEI-centered positions, strong succession plans and pathway programs. Create professorships that focus on DEI (Timeline: ongoing).

SPDC is currently conducting a search for the 1855 faculty position that will have a focus on DEI. The School of Planning, Design and Construction (SPDC) is collaborating with the Center for Global Change & Earth Observations (CGCEO) and Environmental Science and Policy Program (ESPP) to secure a tenure-stream faculty position. Given our priority to scholars in social justice and environmental justice, we anticipate that the candidates would have landscape architecture, urban planning or both backgrounds combined as the primary discipline. Other associated backgrounds may include architecture, engineering, geography, public affairs, political science, sociology or real estate. The appointment will be either 75% SSC/25% CANR or 75% CANR/25% SSC, depending on the candidate's primary strength.

3. Regularly collect and analyze data on retention, promotion, and advancement of historically underrepresented faculty and staff (Timeline: ongoing)

A system for collecting and analyzing data on retention, promotion and advancement of historically underrepresented faculty and staff is currently being developed.

4. Address inequities in the teaching evaluation process (SIRS). (Timeline: ongoing)

This task is on hold until the University Committee on Undergraduate (UCU) proposes its revisions to the SIRS system.

Goal 6: Research

1. Develop a mechanism for tracking DEI-relevant proposals, community-engaged scholarship, and research led by historically underrepresented scholars or including underrepresented students and recommend this step to colleges and the university (Timeline: short).

SPDC's director incorporated a 1-page reflection on DEI in their role for faculty and staff Annual Review and RPT. This was instituted as a value-added component and won't detract from review. Based on what is received and what the colleges are instituting, the committee will work to develop an evaluation rubric in 2024.

2. Showcase research by faculty and students that focuses on DEI in the built environment in marketing, social media, and other outreach materials (Timeline: short).

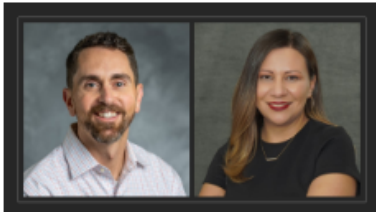
We continue to share DEI-related work/achievements of faculty, staff and students in our communications. Examples are included below.



DOJ GRANT AWARDED TO BUILD PUBLIC TRUST & REDUCE VIOLENT CRIME

PUBLISHED ON JUNE 16, 2023

Michigan State University is awarded a grant along with the City of Detroit Police Department to Enhance Community Safety and Reduce Crime.



URP FACULTY RECEIVE NSF GRANT TO STUDY INFORMAL HOUSING

PUBLISHED ON FEBRUARY 7, 2023

Noah Durst and Deyanira Nevárez Martínez will conduct research on: "Informality and Inequality in the Global North: Regulation, Non-Compliance, and Enforcement in U.S. Land Use and Housing Law."

DAY 1	DAY 2	DAY 3	DAY 4	DAY 5	DAY 6	DAY 7
Builds on an	Team meeting	Team meeting	Team meeting	Team meeting	Team meeting	Team meeting
Team	All team	All team	All team	All team	All team	All team
Primary	Observation	All team	Observation	Plan	Production	Production
Production	Production	Production	Production	Production	Production	Production
Production	Production	Production	Production	Production	Production	Production

RECOGNIZING HIGH AND LOW CONTEXT CULTURES

PUBLISHED ON AUGUST 16, 2022

NCI's director Holly Madill shares her thoughts on the differences between low and high context cultures with Diane Doberneck

3. Host regular lectures and panels by guests, faculty and students focused on issues of DEI in the built environment, at least once per semester (Timeline: ongoing).

As noted above, SPDC continues to work with the lecture series committee to bring in DEI-focused speakers/panels. Examples include a webinar panel, hosted by Deya Nevarez Martinez, on Gentrification, Displacement and Alternative Futures in Fall 2022. A part of the CIEG grant, the DEI committee hosted a series of four workshops on incorporating DEI into teaching, research and outreach during Spring 2023.

Goal 7: Leadership and School Structure

The DEI committee recognizes that leadership and school structure are not 100% within the purview of the committee. That said, our goal is to identify areas where structure and leadership overlap with and challenge issues of diversity, equity and inclusion, and to seek to address them along with other relevant parties.

1. Identify areas of conflict regarding School and Program decision-making processes and/or authority (Timeline: short).

We will continue to work with SAC and the bylaws committee to identify areas of conflict regarding school and program decision-making and/or authority.

2. Develop written policy, including additions to the School bylaws, where possible to address these conflicts (Timeline: ongoing).







Mary Beth is compiling current written policies (along with those being developed/revised by the bylaws committee) so that we can better evaluate them. Noah indicated that: 1) some policies aren't written down, 2) some policies are written down but not followed, and 3) some policies are inequitable.

3. Increase awareness of who, where, and how students, staff, and faculty should report incidents, including those involving discrimination and harassment, and what the procedures are for addressing such incidents (Timeline: short).

Information pieces were developed and circulated via the website, social media, hallway monitors/poster to increase awareness of how to report incidents and what those procedures entail.

Appendix A. Monthly Cultural and Religious Observances

Month Long Observances:
Black History Month

<p>National Freedom Day</p>  <p>2/01</p>	<p>Valentine's Day</p>  <p>2/14</p>	<p>Parinirvana Day</p>  <p>2/15</p>
<p>World Day of Social Justice</p>  <p>2/21</p>	<p>Mardi Gras</p>  <p>2/21</p>	<p>Ash Wednesday</p>  <p>2/22</p>

February 2023
Diversity, Equity, and Inclusion Calendar

Month-Long Observances

National Women's History Month
Ethnic Equality Month
Gender Equality Month

<p>Employee Appreciation Day</p> <p>3/3</p>	<p>Purim Begins</p> <p>3/6</p>	<p>Holi & International Women's Day</p> <p>3/8</p>	<p>Equal Pay Day (US)</p> <p>3/15</p>
<p>St. Patrick's Day</p> <p>3/17</p>	<p>International Day for the Elimination of Racial Discrimination</p> <p>3/21</p>	<p>Ramadan Begins</p> <p>3/21</p>	<p>International Day of Remembrance of the Victims of Slavery and the Transatlantic Slave Trade</p> <p>3/25</p>

March 2023
Diversity, Equity, and Inclusion Calendar

Month Long Observances:
 Celebrate Diversity Month
 Autism Awareness Month
 National Volunteer Month
 National Arab American Heritage Month

World Autism Awareness Day 4/2

Passover Begins 4/5

World Health Day 4/7

Easter 4/9

Passover Ends 4/13

National Day of Silence 4/14

National Volunteer Week Begins 4/16

Eid- al-Fitr Begins & Ramadan Ends 4/21

Eid- al-Fitr Ends & Earth Day 4/22

April 2023
 Diversity, Equity, and Inclusion Calendar

Month Long Observances:
 Asian & Pacific Islander American Heritage Month
 Jewish American Heritage Month
 Mental Health Awareness Month
 Older Americans Month

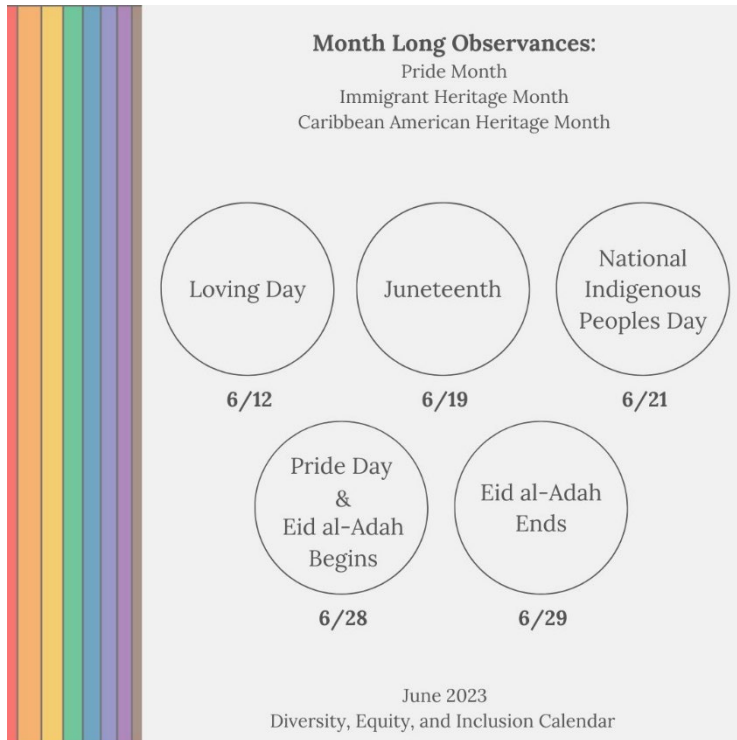
Cinco De Mayo 5/5

International Day Against Homophobia, Transphobia, and Biphobia 5/17

World Day for Cultural Diversity for Dialogue and Development 5/21

Memorial Day 5/29

May 2023
 Diversity, Equity, and Inclusion Calendar



Additional monthly graphics have been created and shared on our website and social media for the 2023-24 academic year.