Focus Areas and Working Definitions for an MSU
Framework for Addressing Diversity, Equity and Inclusion

Based on years of experience, expertise, multi-institutional research, and best practices, the MSU Office for Inclusion and Intercultural Initiatives has identified six institutional focus areas for advancing diversity, equity and inclusion (DEI) at Michigan State University and from which unit efforts can emanate and be expanded upon.

Working definitions for the focus areas are noted below.

1. **Leadership:** Establishing and maintaining a priority for setting the tone for communicating the institutional commitment to inclusiveness, building organizational capacity, attracting, and/or committing the resources to create and sustain change. Holding the MSU community accountable for adoption of initiatives that allow MSU to anticipate and address the challenges of inclusiveness in the 21st century and beyond.

2. **Access, Retention, Advancement:** Establishing and sustaining initiatives to enhance success among the entire campus community (i.e., students, staff, administrators and faculty). Strengthening and increasing connections with individuals and organizations beyond the campus community to intentionally impact on the compositional number and success levels of students, staff, administrators, faculty, and alumni, and align institutional efforts that further access to and accomplishment in post-secondary education.

3. **Research:** Establishing and maintaining coordinated intentionality around research foci and corresponding support for the varied research programs of faculty, students and staff. Establishing a sustainable and embedded institutional structure that facilitates an environment that acknowledges the efforts of anyone engaged in research who contributes creative and innovative knowledge that advances diversity, equity, and inclusion in MSU's research enterprise.

4. **Curriculum:** Providing inclusive content in the formal and informal curriculum by focusing on approaches for enhancing the use of inclusive content in the programs, courses, experiential experiences across all academic programs and in the social dimensions of the campus environment.

5. **Campus Climate:** Continually assessing how students, staff, administrators and faculty perceive and experience MSU's environment to facilitate the on-going development of a campus climate that resolves conflict, advances understanding and appreciation of others, and is supportive of all who live, learn and work here.

6. **External Engagement:** Establishing policies, procedures and practices that intentionally focus on inclusivity in MSU's focus on community outreach and engagement, alumni relations, donor development, marketing, and outreach to vendors and suppliers of goods, services, etc. to MSU.

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