



Faculty Senate encourages the administration of Michigan State University to consider:

- 1) Asking applicants to MSU jobs to include a diversity, equity, and inclusion statement as part of their application materials;
- 2) Examining current hiring and retention practices to identify effective and robust strategies that will produce increased numbers of underrepresented faculty and staff employees;
- 3) How language about whether a candidate is the 'right fit' for a given job environment can be exclusionary and avoid such language as appropriate;
- 4) Providing additional funding and resources to colleges and departments to hire diversity coordinators and providing ongoing training and opportunities for education on DEI issues;
- 5) Requiring training on DEI and implicit bias as part of the professional development process and incorporating it in a measurable way as part of the annual goal-setting and evaluation process;
- 6) Creating or strengthening mentoring programs on campus for those from underrepresented groups, as well as offering training for mentors, strengthening networks across departments and campus, appropriately matching people with mentors that represent their personal and professional goals, and incorporating participation in mentoring as a measurable part of the annual goal-setting and evaluation process; and
- 7) Conducting a study of faculty and staff salaries to identify inequities that negatively impact underrepresented groups and develop a process for addressing these inequities.