

MICHIGAN STATE UNIVERSITY

Residence Education and Housing Services Our Pledge and Our Promise

We, as Department of Residence Education and Housing Services, have reflected upon our fundamental mission to foster a diverse, inclusive and safe environment for all Spartans living in our on-campus communities. We pledge to further support our students and improve campus climate pertaining to sexual violence, racism, ethnocentrism, sexism, homophobia, transphobia, religious oppression and other forms of marginalization through the following actions:

1. We will offer and disseminate training and conversation tools for supervisors around the areas of:
 - a) Trauma-informed responses and resources for victims and survivors of sexual assault
 - b) Racial justice and actions we can take to reduce racial prejudice and racism
 - c) Queer* and Trans* inclusion and LBGTA issues
2. We will offer department initiatives that support and empower women. This includes programming around Sexual Assault Awareness Month and Women's Herstory Month.
3. We will offer department initiatives that support and empower communities of color and LBGTA to heal from and overcome internalized oppression so our community can work towards social justice.
4. We will offer department initiatives that support the learning and development of people with privileged identities to be an ally to people from diverse backgrounds and oppressed groups.
5. We will offer skill-building opportunities for students and staff in effective bystander behaviors, an evidence-based approach that has shown to positively change behaviors.
6. We will offer student staff forums to our student employees to talk about their experiences and share feedback on how we can make the environment more inclusive and equitable.
7. We will continue to sponsor department conversations and programs to advance social justice for all, building on our Residential Learning Model.



Division of
**Residential and
Hospitality
Services**

**Residence Education
and Housing Services**

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8. We will pursue conversations across the academic and student affairs units to enhance efforts and support.

9. We will make prominently available in our communities the following resource information:

MSU Sexual Assault Program: <http://endrape.msu.edu/>

MSU Office for Inclusion & Intercultural Initiatives:

<http://www.inclusion.msu.edu/about/index.html>

MSU Counseling and Psychiatric Services: <https://caps.msu.edu/>

MSU Office of Institutional Equity: <https://oie.msu.edu/>

MSU LGBTQ Resource Center: <http://lbgtrc.msu.edu/>

MSU Office of Cultural & Academic Transitions: <http://ocat.msu.edu/>

MSU Office of International Studies and Programs: <http://oiss.isp.msu.edu/>

MSU Sexual Assault and Relationship Violence Program:

<http://studentlife.msu.edu/sarv>

MSU Our Commitment: <https://msu.edu/ourcommitment/>

MSU Safe Place: <http://safeplace.msu.edu/>

Racial & Ethnic Studies Programs:

- African American & African Studies - <http://aaas.msu.edu/>

- Chicano/Latino Studies - <http://clstudies.msu.edu/>

- Asian Pacific Americans Studies - <http://apastudies.ssc.msu.edu/>

- American Indian & Indigenous Studies - <http://aisp.msu.edu/>

In addition, we welcome your insights and feedback on conversations and areas where we can better and best support you. You can reach out to me, our Associate Director for Diversity and Inclusion, Sharon Chia Claros, or any of your Residence Education community staff members.

Sincerely,

Dr. Ray Gasser
Executive Director