

Dear NatSci Community:

In view of the significant number of racially biased incidents that have occurred on campus this academic year, most recently during President Stanley's Q/A session at the ASMSU forum on Feb. 18, where several anonymously posted questions contained racist remarks, the College of Natural Science (NatSci) condemns and denounces any such actions, against any group(s) and member(s) of our community.

We also recognize the harsh environments that faculty members of color, staff of color and students of color endure. We further recognize that, within STEM fields, people of color experience additional challenges including barriers to advancement, access to equitable education, a long history of exclusion based on racism, and violence.

In light of these ongoing incidents and circumstances, NatSci reaffirms its commitment to increasing and sustaining a diverse community, where people's backgrounds and social identities are represented and valued within our faculty, staff, specialists, post docs, students and partners and where everyone feels welcomed, encouraged and empowered to thrive.

The NatSci community understands that it must work purposefully and intentionally to undo the negative impacts on communities of color, while initiating inclusive and equitable strategies to improve representation, advancement and research in science. To this end, we have initiated efforts to address these challenges on multiple fronts, including instituting college-wide cultural awareness training, establishing a standing college diversity, equity and inclusion advisory committee (DEIAC) and creating, by the end of the year, a full-time college level position to focus on current and future DEI initiatives.

Although this constitutes progress, we can and must do more. Each member in our community has the potential for great success and it is the college's duty to ensure that all are welcomed and have equitable access to opportunities and resources. It is essential that we all work together to foster a diverse, unbiased and inclusive community where **ALL** Spartans can study, work and flourish. It is important that we all contribute by being vigilant and active allies in creating and maintaining an inclusive and safe environment.

If you are a member of our community who has been impacted by recent events and would like to discuss it, please reach out to us at <https://diversity.natsci.msu.edu/about/directory1/>.

If you are witness to a bias incident or have/are experiencing harassment, please file a report with the Office of Institutional Equity at <https://msu.publicincidentreporting.com/>.

For a list of additional resources and organizations available to all MSU faculty, staff and students for both support and self-education, please visit <https://diversity.natsci.msu.edu/resources/>.

In trying times such as these, when the coherence of our community is at risk, we all must come together and be diligent in creating an environment where **EVERYONE** feels safe, welcomed, recognized and celebrated.

Best Regards,

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