

GLOBAL DEI CERTIFICATE PROGRAMS

Strategic Plan Theme: DEI

Funding Level: Between \$1-5 million

Facility Needs: No new facilities will be needed

Submitting Unit: International Studies and Programs

Collaborating colleges/departments/units involved with this proposal.

International Studies and Programs, Associate Provost for Undergraduate Education,

What is the proposal's big theme or idea?

MSU is a global community of students, faculty, staff, and partners from all around the world. Our commitment to diversity, equity, and inclusion must ensure that all members of our community feel welcome, safe, and supported. Toward that end, it is important to enhance the collaboration between DEI and internationalization in a way that we describe as Global Diversity Equity and Inclusion. Global DEI is a multifaceted concept that encompasses every aspect of human difference designed to address local, national and international concerns and constituencies. It embodies racial, ethnic, and other types of cultural diversity and identities within and beyond the U.S. addressing the growing interrelatedness of internationalization. Specifically, the notion of Global DEI is a commitment to serving the diverse needs of a global society through multiple dimensions of identity focusing on international status and national/geographic origin. Global DEI includes creating a more diverse, equitable and inclusive environment and integrating international components into teaching, research, curriculum, or service within the global context. Global DEI encompasses cross cultural understanding and cultural differences and works towards global citizenship. Global DEI takes into account the racial, cultural, and ethnic diversity within and between countries and regions integrating international, global, or intercultural content into all aspects of the teaching, research, and services functions of an institution or environment.

The Global DEI certificates that we are proposing will provide participants with a demonstrable foundation in global diversity, equity, and inclusion. Such certificate programs would provide students and professionals with specific skills, exposures and experiences that may not be covered in their chosen majors and/or minors but can enhance individuals' educational and professional development. Generally, the certificates would be framed as programmatic or thematically-linked series of curricular and co-curricular activities across disciplinary boundaries. Taken from the existing APUE Certificate policy document, "the certificate would provide a focused, structured, and interrelated set of experiences in areas of deep disciplinary, interdisciplinary, or thematic, global interest, or which may target a defined, professional development need." This credential will be attractive and relatable to future employers, particularly those working with multiple national and international cultures. Ultimately, the certificates would enable the accumulation of additional credentials to further academic and professional careers or personal interest. Additionally, these certificates may be offered to non-traditional students and lifelong learners who hope to enrich their academic experience or gain a necessary professional credential. The Certificate offerings is multi-faceted and could illicit multiple levels of intervention and participation.

What is the proposal's goal?

The Global DEI Certificate would enrich MSU's educational and outreach mission while providing professional development opportunities and a pathway to deepen knowledge in a credentialed way. The multipronged purpose of the Global DEI certificate (or badging credential) is to: -Enable learning and growth in Diversity, Equity and Inclusion focusing on the global aspect, recognizing global perspectives, cultures and voices

and embraces global differences. -Better prepare students, faculty and staff for going abroad and help them relativize their experiences upon returning home.

- Provide targeted professional development opportunities for Faculty and Staff. -Further internationalize MSU's campus. -Improve the campus environment for the international population on campus. -Strengthen MSU's signal of institutional commitment to Global DEI. -Provide a pathway to meet personal and professional goals, objectives and actions. -Highlight, increase and collate DEI resources that already exist on campus and package them in a comprehensive manner. -Elevate and highlight MSU's Global DEI experts on campus.
- Increase national and international exposure for MSU and enhance MSU's reputation as it relates to DEI and climate.
- Enhance students' marketability and employability in a global society. -Provide MSU with an additional stream of revenue and a platform for national/international leadership in Global DEI. -Contribute to a campus cultural shift and provide offerings to contribute to campus DEI goals in relation to the 2030 Strategic Plan.

Define the significance, or impact of your big idea.

With the creation of a Global DEI certificate program, MSU would provide an opportunity for participants to deepen their learning in this area. The program creates a pathway toward Global Citizenship, provides learning to support a globally inclusive community and culture, and further signals MSU's institutional commitment to DEI and Global Engagement. This initiative would include cross campus collaborations and join together many of the pre-existing DEI efforts. Finally, building this program at this specific time in history could very likely place MSU on the national and international stage as a leader in Global DEI. Further, these Certificates would provide our participants an opportunity to sharpen their skills in this area adding to their toolbox and potentially setting them up for leadership.

While there are some DEI certification offerings poised for corporate settings, there are very few DEI certificate programs offered in national higher education settings, which makes this a valuable and innovative opportunity. Some Big Ten universities, such as the University of Michigan and Minnesota, have established and sustained diversity, equity and inclusion certificate programs for graduate students. However, those offerings are limited in their participant eligibility and are exclusive to graduate students. Although many certificates are offered at Michigan State University, a DEI focused certificate is not one of them. Cornell University has a broad range of DEI certificate offerings that are available to undergraduate and graduate students, as well as faculty, staff and the public. Of note, Cornell often enrolls members from the MSU community and can be leveraged as a model. Temple University and Rowan University also provide DEI certificate programs that MSU can benchmark.

Who will be impacted?

Recognizing that the content would vary depending on different audiences, the various certificate programs could be open to the following groups:

MSU undergraduate and graduate students; MSU faculty and staff; Non-degree seeking visiting scholars or the public at large whereas skills will be sharpened and employability can be enhanced.

MSU, as a whole, could be impacted in three clear ways: Revenue: The program would create an additional revenue stream (for Type 3.) Reputation: The initiative could gain national attention and consequently provide an opportunity for national recognition, furthering MSU's national and international reputations for inclusivity and credential offerings.

Climate and Culture: DEI Certificate offerings could significantly impact and improve the campus culture and climate at all levels as individuals participate and implement the strategies and approaches learned from the curriculum.

What does sustainability for your proposal look like?

We acknowledge the team of individuals, led by Brendan Gunther, Jim Lucas and other APUE colleagues, who have been consistently strategizing a pathway and process for offering undergraduate certificate programs

at MSU. In alignment with the framework and guidelines that the existing team has created, we are proposing a “Type 3, Type 4, or Type 5” Certificate as detailed in the newly created APUE chart on certificate models.

The certificate credentials can be offered in an à la carte form where participants choose their path through the program. Sustainability is increased in likelihood because there are multiple entry points.

Following the successful 2021 launch of the MSU DEI Graduate Certificate pilot (<https://socialscienc.e.msu.edu/news-events/news/2022-01-12.html>), there is a framework in place that can be leveraged and expanded upon. The first cohort of participants will complete the program at the end of spring 2022 with 29 master’s and PhD students across five MSU colleges. Rather than starting from scratch, the pilot developers (College of Social Science doctoral students Melissa Yzaguirre and Gia Casaburo) reached out to many within MSU’s community of DEI leaders to identify interdisciplinary work and align with the strategic plan. This pilot program is an important and useful opportunity to gather qualitative and quantitative data to support the need for this type of certificate.