

MICHIGAN STATE UNIVERSITY

December 10, 2019

Women's Advisory Committee for Support Staff
Lisa Deprez, Chair, WACSS and
Susan Lecureux, WACSS Diversity, Pluralism and Inclusion Subcommittee Chair
Office of the Executive Vice President for Administration
426 Auditorium Road, Room 412
Michigan State University
East Lansing, MI 48824

Dear Women's Advisory Committee for Support Staff:

Lisa Deprez and Susan Lecureux nominated your organization for an *Excellence in Diversity Award* (EIDA) in the category, "Organization – Excellent Progress toward Advancing Diversity within Community" and you received support by Sharon Butler, Leisa Williams Swedberg and Christine Leese. We are pleased to announce and congratulate you as one of the 2020 EIDA Plaque award winners.

EIDA is an award program that recognizes outstanding efforts of faculty, students and staff at MSU that are committed to the principles of diversity and inclusion and who actively engage in activities that demonstrate a sustained commitment to these principles.

You will receive your award at the ceremony on Tuesday, February 11, 2020. The program will consist of a video of you and the other 2020 award recipients. Please be available when the MSU video team in University Communications contacts you to arrange a time for your interview segment.

The award ceremony will be held at The Kellogg Hotel and Conference Center, Big Ten A and will begin at 4:00 p.m. Please plan to arrive at 3:30 p.m. and check in with Audrey Bentley, program coordinator, for seating arrangements.

We encourage you to invite as many people as you wish to the event. A reception will immediately follow the program. The attire is business casual. More details are forthcoming on the website when all winners are personally notified: <http://www.inclusion.msu.edu/awards-programs/awards/index.html>

If you have any questions about the program, please contact Audrey Bentley, bentley@msu.edu or 517-353-4563.

Sincerely,



Paulette Granberry Russell, J.D.

Senior Advisor to the President for Diversity
Director, Office for Inclusion and Intercultural Initiatives

Cc: Sharon Butler, Leisa Williams Swedberg and Christine Leese; Mr. Kevin Epling



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MICHIGAN STATE UNIVERSITY

October 25, 2019

Excellence in Diversity Committee
Office for Inclusion and Intercultural Initiatives
Michigan State University
426 Auditorium Road, Room 444
East Lansing, MI 48824

Dear Nomination Committee,

It is with great pride that I voice my support and recommend the Women's Advisory Committee for Support Staff (WACSS) for consideration for the 30th annual Excellence in Diversity Award for 'Excellent Progress Toward Diversity Collaboration.' I have had the privilege of advising this incredible group of women for the past six years and am thrilled to see the impact of their presence on campus. WACSS is comprised of a diverse group of women representing many different backgrounds here at Michigan State University. Each year they acquire a new subset of committee members with varying perspectives, giving each an opportunity to network and collaborate with one another.

The committee has been a constant support of efforts that promote and create diversity and inclusion at Michigan State University at all levels. I wish to highlight a few initiatives:

- Development of the MSU employment brochure, partnering with area organizations in an effort to increase diversity and women applicants
- Sponsors and supports the Women in Skilled Trades (WIST) program, which encourages and trains women to pursue skilled trade opportunities.
- Involved in the development of the work climate survey for all support staff
- Development of the participatory management initiative
- Participate and collaborate with MLK day celebrations
- Supported and encouraged the establishment of private nursing space for mothers

Each year the committee hosts an annual Spring Forum, attended by over 400 support staff, where speakers engage attendees in continued education and support surrounding a specific theme. This year's spring forum is focusing on Diversity, Equity, and Inclusion (DEI). The efforts will focus on DEI and its affect in the workplace. They plan to have MSU Dialogues and/or the Transformative Theater Ensemble further elaborate on concepts shared and discuss how perspective and intentional work can impact the work climate positively. The WACSS Diversity, Pluralism, and Inclusion Subcommittee is also working on efforts to incorporate guidelines that would create a more inclusive and diverse interview selection process.



**OFFICE OF THE
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The committee itself is a great representation of diversity collaboration. Most individuals would never have this type of engagement with others under normal circumstances and the committee strives to have diverse representation. According to the bylaws, each member may serve up to two two-year terms and positions are filled in a way that represent the support staff composition with six members of APA, four of CTU, three of APSA, three labor, and one other (nurse, police, or non-union). Outreach is made to ensure widespread knowledge of vacancies and WACSS often receives many more applications than what they have available. They work to ensure that selected members are diverse and different from those that are currently serving and they often have a representative from off-campus including Flint, Grand Rapids, and/or Detroit.

The committee works collaboratively with many groups and departments on campus including Health 4 U, MSU WorkLife Office, and the Office of Inclusion and Intercultural Initiatives to ensure that they meet the needs of MSU constituents and are armed with resources and information to share accordingly.

WACSS is committed to the continued progression and evolution of Michigan State University. They are continuously evolving and thinking outside the box to work on initiatives and projects that are impactful and worthwhile. With their efforts, we are seeing real results and a future for this campus and community that will be beneficial to not only faculty and staff but also our students.

I am honored to work with such incredible women across campus who accomplish great things. This committee provides such value to campus beyond its borders of East Lansing, Michigan. I have witnessed great growth and development in each one of them in the commitment to the betterment of Michigan State University. It is without hesitation that I support the nomination of this committee to receive this great award!

Sincerely,



Christine Leese

Chief of Staff, Office of the Executive Vice President for Administration and
Advisor to the Women's Advisory Committee for Support Staff

October 17, 2019

Excellence in Diversity Award Committee
Office for Inclusion and Intercultural Initiatives
Michigan State University
426 Auditorium Rd, Room 444
East Lansing, MI 48824

Dear Excellence in Diversity Award Selection Committee,

Women in Skilled Trades (WIST) was established in 2016. Our mission is "Promoting better lives for women through skilled trades" and our core function is to provide, at no cost, a certified apprenticeship readiness program (ARP) to women in the greater Lansing, Michigan area.

Shortly after WIST was established the MSU Women's Advisory Committee for Support Staff (WACSS) became familiar with our non-profit and expressed an interest in knowing more about our mission and understanding how WACSS could help contribute to the success of WIST.

WACSS invited two WIST advisory board members who are employed by MSU Infrastructure Planning and Facilities (IPF), Carol Cool and me, to attend their committee meeting and provide an overview of the non-profit and the accomplishments to date.

Following the presentation WACSS embraced WIST and offered to assist in promoting our mission. Members of WACSS have since volunteered their time to WIST in a variety of ways – volunteering their personal time to teach diversity awareness training and first aid/CPR/AED training, organized a tool drive to help put tools in the hands of our cohort members, volunteered time to organize graduation events for the first WIST cohort, and they continue to promote our non-profit through WACSS social media and on their website. The diversity of WACSS membership, their positions and experiences provided a much richer learning environment for our cohort.

We are proud to say that WIST is currently in the process of instructing our 3rd cohort of 12 women, all of whom bring with them an overwhelming amount of diversity, ethnicity and strength, which has contributed to this cohort's unlimited possibilities.

WIST recognizes the efforts and diverse backgrounds of the WACSS committee members and thanks them for taking an interest in the ongoing success of WIST.

Regards,

Leisa Williams Swedberg
WIST Advisory Board member and Co-Chair



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WORKING WITH:



The Women's Center of Greater Lansing is an independent 501c3 non-profit organization. Your donation is tax deductible as allowable by law.

November 11, 2019

Excellence in Diversity Award Committee
Office for Inclusion and Intercultural Initiatives
Michigan State University
426 Auditorium Rd, Room 444
East Lansing, MI 48824

Dear Nomination Committee,

This letter is to support the nomination of the Women's Advisory Committee for Support Staff (WACSS) for the Excellent Progress Toward Diversity Collaboration Award. While the primary focus of WACSS is to advance and empower women, everyone in the university community benefits from its effort to increase inclusion and diversity. WACSS continually demonstrates how to create a more engaging workplace through its outreach opportunities and programs.

WACSS members reach out to MSU HR on issues that may affect employees, especially women support staff, and have worked with MSU HR on several initiatives. The redesigned WACSS recruitment brochure and a review of the current Educational Assistance Program are examples of the partnership with MSU HR. In addition, MSU HR supports WACSS by providing research, appropriate employee data, and staff to work with WACSS on partnership initiatives.

WACSS leaders and other representatives demonstrate extraordinary skills in planning and organizing, but collaboration is their strong suit. The group works with units across the campus by providing a voice for support staff. In particular, the Spring Forum is an excellent example of how WACSS works with constituents across the university community to help increase and sustain the focus on becoming a vibrant, diverse, and empowering place to work.

In my opinion, WACSS is a great example of how grassroots efforts can change workplace culture. The women of WACSS are every day, hard-working employees of the university. They have proven that positive change is a worthy goal. Each member demonstrates the values of the group. They advocate for women, they continuously seek opportunities for inclusion, they engage the university community with their practical solutions to problems, and they identify development opportunities that can create the leaders the university will need now and in the future. WACSS is worthy of the Excellent Progress Toward Diversity Collaboration Award.

Sincerely,

Sharon E. Butler
Associate Vice President
Human Resources
Michigan State University

MICHIGAN STATE UNIVERSITY

November 8, 2019

Excellence in Diversity Committee
Office for Inclusion and Intercultural Initiatives Michigan State University
426 Auditorium Road, Room 444
East Lansing, MI 48824

Re: Nomination for Excellence in Diversity Award

Dear Nominating Committee,

I'd like to express my support for the Women's Advisory Committee for Support Staff (WACSS) in their application for the Excellence in Diversity Award for a unit/organization. I have been an Ex-Officio member of this group for the last four years and have been continually impressed with the initiatives taken to be more than an advisory group to the Executive Vice President for Administration.

This group reaches deep into the university community to find and support representatives from wide-ranging groups of women employees. Their focused, engaged and productive committees provide community education and support for women support staff in a variety of areas of work to be active change agents. The Spring Forum has always been particularly impressive to me, because of the large numbers of attendees from every walk of university life. The Forum is intentional and effective in addressing needs that many kinds of women face, answering questions from every corner and honoring and upholding the dignity of all women in our workplace.

WACSS makes a consistent effort to hear the voices of women and their concerns, to raise those concerns directly or via a committee or consultation with senior leadership. They ensure that women's issues in the workplace are heard and addressed, and they do not drop the ball. The diversity both within the membership, and in the outlook, values, approaches and activities of the group is commendable and effective in reaching our diverse community. I support their nomination and hope their work can be made more visible and thereby inspirational to the entire MSU community.

With appreciation of your consideration,

BRoberts

Barbara L. Roberts, Ph.D.
Ex Officio Member, WACSS
Executive Director and Sr. Advisor to the Provost
WorkLife Office



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