

Diversity, Equity, and Inclusion

Guidance for Continuing Education Objectives

Michigan State University has the following working definitions for DEI:

DIVERSITY represents our varied collective and individual identities and differences. We recognize that diversity is a central component of inclusive excellence in research, teaching, service, and outreach and engagement. We are committed to engage, understand, promote, and foster a variety of perspectives. We affirm our similarities and value our differences. We uphold that to truly be excellent, a university must support diversity.

EQUITY goes beyond fair treatment, opportunity, and access to information and resources for all, although these are crucial to the success the university. Rather, equity can only be achieved in an environment built on respect and dignity in an environment that acknowledges historic and contemporary injustices. We are committed to intentionally and actively redressing barriers, challenging discrimination and bias, and institutionalizing access and resources that address historical and contemporary social inequalities.

INCLUSION actively invites all to contribute and participate. In the face of exclusive differential power, we strive to create balance. Every person's voice is valuable, and no one person is expected to represent an entire community. We are committed to an open environment and campus where students, alumni, staff, faculty, and community voices are equally respected and contribute to the overall institutional mission.

The following examples are course objectives that include outcomes addressing Diversity, Equity, and Inclusion

As a result of this course, you will be able to:

- Express your understanding of conscious and unconscious bias.
- Develop tools to identify how bias may be impacting your social work practice.
- Identify and develop solutions that address the root causes of health inequity problems.
- Identify principles and values in the social work code of ethics that apply to anti-racist social work practices.
- Identify core concepts necessary for equitable social work practice e.g. equity, oppression, systemic racism.
- Create tangible actions that support the alignment of social work practice and anti-racist values.
- Identify strategies that center equity and help to advocate for improved outcomes.