

The Politics of Reaching All Audiences in a Cooperative Extension Culture of Inclusion

If Not Now, Then When?



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NCCEA

October 7, 2025

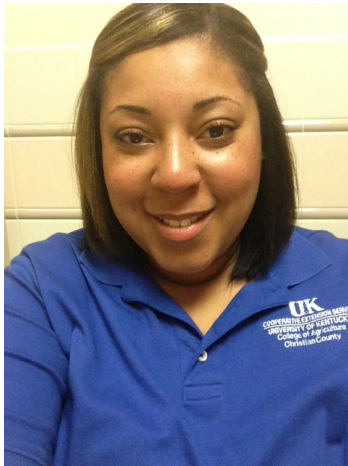


Community Agreements

Sourced from drawingchange.com



My Why?

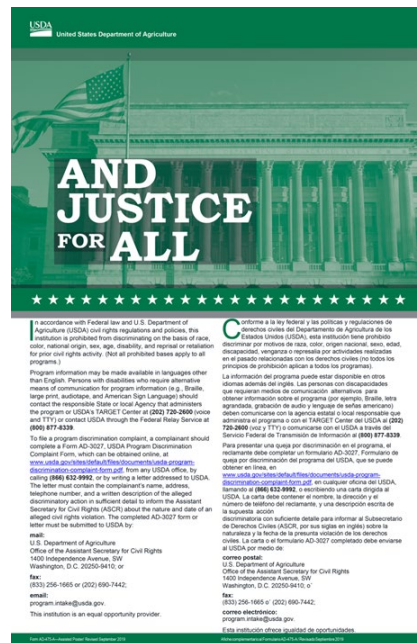


Reaching All Audiences in a Cooperative Extension is a JOURNEY!



Mission of Extension

To provide trusted, research-based education to help (STATE) solve problems, develop skills, and build a better future by strengthening farms, food systems, and natural resources; improving the health and well-being of (STATE); and engaging communities to build vibrant economies.



Open to all



Civil Rights Laws

- **Title VI (6) of the Civil Rights Act of 1964**: Prohibits discrimination based on race, color, and national origin
- **Section 504 of the Rehabilitation Act of 1973**: Prohibits discrimination against individuals with disabilities
- **Age Discrimination Act of 1975**: Prohibits discrimination based on age
- **Americans with Disabilities Act of 1990 (ADA)**: Extends civil rights protections to people with disabilities in various areas, including programs and services
- **Title IX (9) of the Education Amendments of 1972**: Prohibits sex-based discrimination in educational programs receiving federal funding

(NIFA, 2025)



Incident in Higher Education

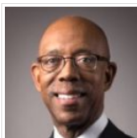


Four HBCUs Targeted by Bomb Threats Receive Funds for Mental Health Services

The funds are part of the Project School Emergency Response to Violence program. Project SERV funds short-term education-related services for local educational agencies and institutions of higher education to help them recover from a violent or traumatic event in which the learning environment has been disrupted.

Jun 09, 2023 | 0 comments

[View Post](#)



Racial Slurs Written on the Home of the President of the University of California

Michael V. Drake was named the 21st president of the University of California in 2020. He is the only African American president in the 155-year history of the university system.

May 31, 2023 | 2 comments

[View Post](#)

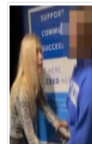


A Black Alumnus Is Suing Utah State University Over Racial Incident

According to the lawsuit, a professor mistakenly displayed a caricature of him on a screen in front of a classroom. The student said the drawing resembled a "coon caricature" reminiscent of the Jim Crow era.

Apr 02, 2023 | 0 comments

[View Post](#)



White Student Yelling Racial Slurs Attacks Black Student Worker at the University of Kentucky

A White student at the University of Kentucky was arrested for yelling racial slurs and attacking a Black student worker. The worker was punched several times, kicked in the stomach, and bit on the arm.

Nov 13, 2022 | 1 comment

[View Post](#)



Incident in Higher Education

Professor Shares Survey With Racist Slurs at Michigan State

October 23, 2019 | :



 Print

by [Sara Weissman](#)

Michigan State University Professor Saleem Alhabash released a survey with racist slurs, causing controversy last week, [The Lansing State Journal](#) reported. The survey was intended to assess how students react to racism online.

The associate professor of public relations and social media asked students to rate statements taken from social media based on how offensive, stereotypical, funny, positive and prejudiced they were. The objective was to “evaluate the level of aggressiveness” of online comments, according to a disclaimer at the bottom.

For example, one statement read: “I have seen a few pretty black girls. But they are rare. If their hair was like white people hair they would be prettier.”

The survey came at a sensitive time on campus. Days earlier a Black student reported finding what appeared to be a toilet paper noose on her dorm door.

Alhabash took down the survey in response to student outrage.





#NOT AGAIN MSU

Moved dorms for student's protection



MSU student calls Black high school student a "gorilla"
MOLLY MUCK
GORILLA INCIDENT

2017

MSU Student posts racist slurs on social media
JILLIAN KIRK

Nothing Happened



Wharton Center gift shop depicts prominent African American figures hanging from trees
WHARTON CENTER

2019

2016

SHOE LACE NOOSE

Black students discover noose made out of shoe lace



Nothing Happened

2018

Offending student's dorm moved for their protection



TOILET PAPER NOOSE

& RACIST SURVEY
Noose written off as "Halloween prank"

&
MSU Professor sends out a racist survey



2020



Nothing Happened

All These Incidents and MSU did NOTHING...

DEI Legislation

We are tracking **136** bills in **30** states and the U.S. Congress. Since 2023,

136

have been
introduced.

29

have final
legislative approval.

29

have become
law.

99

have been tabled,
failed to pass, or been vetoed.

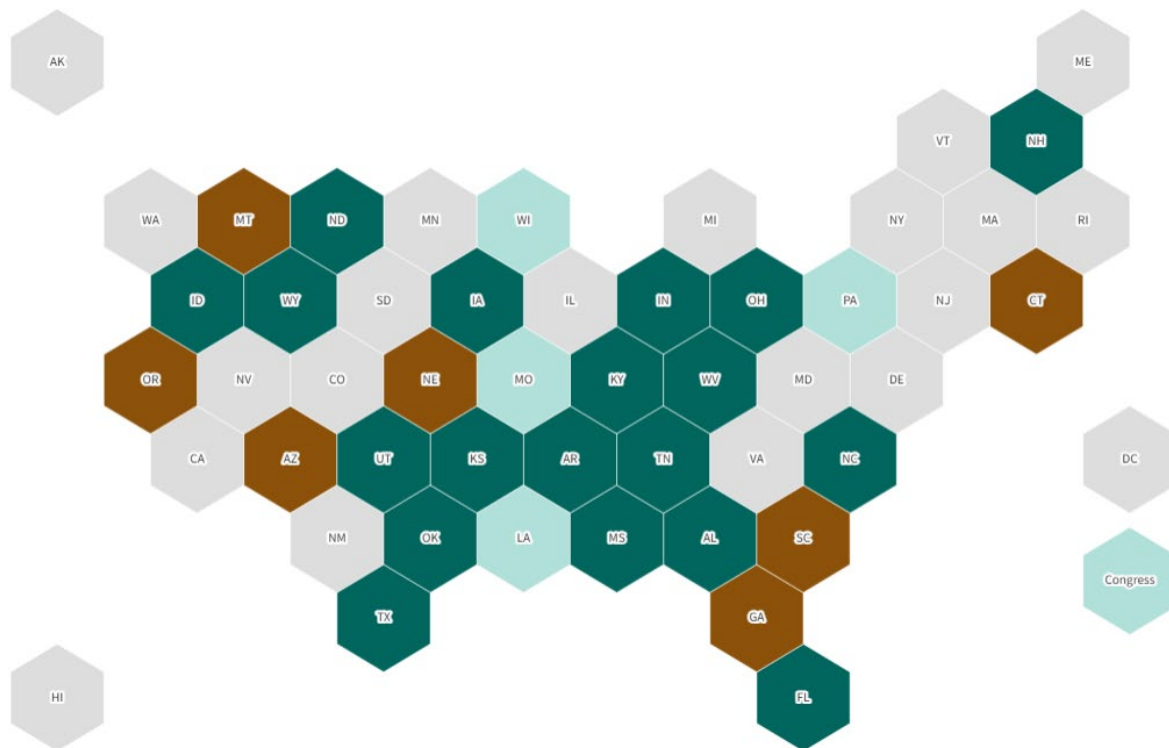
- Diversity, equity, and inclusion offices or staff.
- Mandatory diversity training;
- Prohibit institutions from using diversity statements in hiring and promotion;
- Prohibit colleges from using race, sex, color, ethnicity, or national origin in admissions or employment.

(Chronicle Staff, 2025)



Where Anti-DEI Legislation Has Been Proposed

■ No bill
 ■ Introduced
 ■ Final legislative approval
 ■ Signed into law
 ■ Tabled, failed to pass, or vetoed



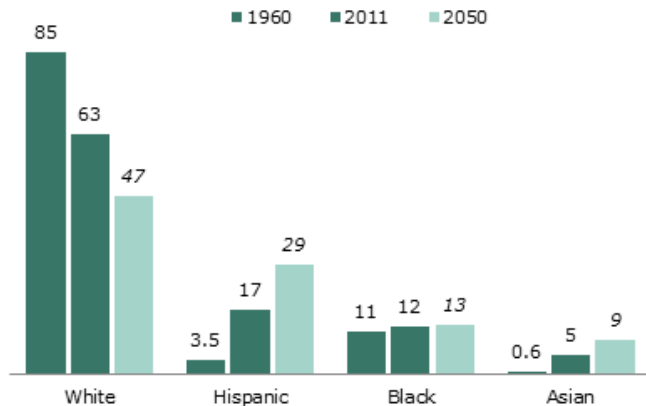
* A Flourish map



Race and Ethnicity National Projections

Population by Race and Ethnicity, Actual and Projected, 1960, 2011 and 2050

% of total



Note: All races are non-Hispanic; American Indian/Alaska Native not shown. Projections for 2050 indicated by light green bars.

Source: Passel, Jeffrey and D'Vera Cohn. 2008. ["U.S. Population Projections: 2005-2050."](#) Washington, D.C.: Pew Hispanic Center, February; Census Bureau 2011 population estimates.

PEW RESEARCH CENTER

- Hispanic could be as high as 29%, up from 17% now
- Black proportion of the population is projected to rise slightly to 13%
- Asian projected to increase to 9% from its current 5%
- Non-Hispanic whites, 63% of the current population, will decrease to half or slightly less than half of the population by 2050

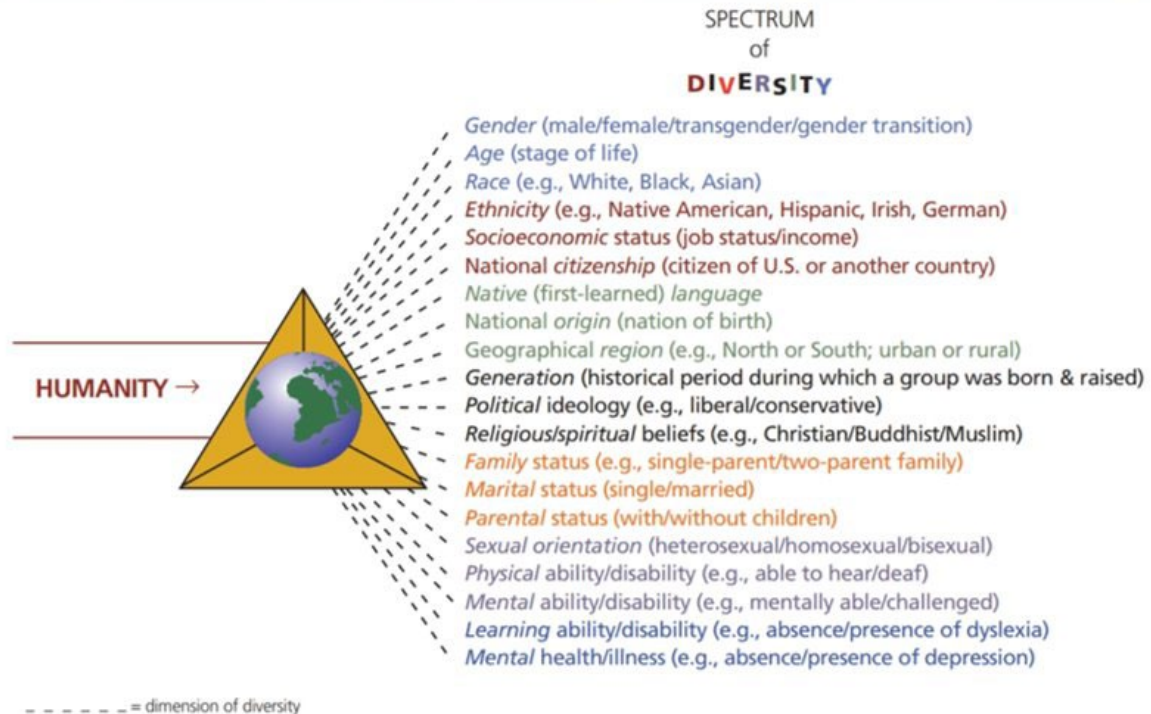


Evolution of Diversity, Equity, and Inclusion at MSU

- Equal Opportunity Programs (1968–1973)
- Human Relations Department (1973–1992)
- Affirmative Action Compliance and Monitoring (1992–2007)
- Office for Inclusion and Intercultural Initiatives (2007–2021)
- Office for Institutional Diversity and Inclusion (2022–2025)
- Office of Inclusive Excellence and Impact (*new name*)

(Mochida, 2022)





*This list represents some of the major dimensions of human diversity; it does not constitute a complete list of all possible forms of human diversity. Also, disagreement exists about certain dimensions of diversity (for example, whether certain groups should be classified as races or ethnic groups).



Protected Identities

Race, Color, National origin, Ethnicity, Religion, Age, Sex, Sexual orientation, Gender identity or expression, Height, Weight, Familial status, Marital status

- (*Note: Disability and Veteran Status are not listed above)
- (*Note: First Generation and Socio-Economic Status are not protected class)

“Open to All”



Ice Breaker

Take a 3 sticky notes

- Write down three personal characteristics that are most important to you. Write one characteristic on each sticky note. You should have three characteristics written down.

Example: Woman, Black, & Educated



Ice Breaker Debrief

- What did it feel like to throw away a part of your identity?
- How might this exercise be used to help build more equitable, inclusive, and affirming environments in your work?



CANR Definitions

- **Culture-** A system of shared beliefs and values established within an organization or a group of people.
- **Access-** Ensuring that all faculty, students, and staff have equal access to opportunities and resources, regardless of their abilities or disabilities; requires removing physical and psychological barriers that prevent people from accessing and participating in society to reach their fullest potential.
- **Belonging-** The feeling of security and support when there is a sense of acceptance, inclusion, and identity for members of different groups. It is when an individual can bring their authentic self to MSU CANR, Ag Bio Research, and MSU Extension.
- **Thriving Culture, Access to resources or opportunities, Where they feel like they Belong**



Ice Breaker

Given the political landscape, how does your organization frame or describe its approach to diversity, equity, and inclusion?



Focal Areas for OCAB

- Climate Survey
- Building Community
- Culture, Access, and Belonging
- Mental Health and Wellbeing
- Learning and Development
- Departmental Charge- EEO
- Digital Accessibility
- Programming & Events
- CANR CAB Committee & Unit CAB Committees
- You Belong Here
- CAB Badge
- Jr. MANRRS Symposium: March 14, 2026 (recruitment & retention)
- Ag is for All- April 10, 2025 (recruitment)



Climate Survey

- 1: What is your current sense of the culture and climate within (org)?
- 2: What does a positive climate and culture look like in (org)?
- 3: In what ways does your attitude and actions reflect the type of climate and culture you want in (org)?
- 4: What positive action steps can we COLLECTIVELY take NOW to move the unit forward? Timeline?



Culture, Access and Belonging statement in hiring process

A description of how you will contribute to CANR's positive **culture**, fair **access** to resources, and creating a sense of **belonging**



Register Today



CANR
OFFICE OF CULTURE, ACCESS AND BELONGING

Lunch will
be provided!

ODEI FIRST TUESDAY SPEAKERS (HYBRID SESSIONS)

September 10



**DR. SHANDREA
STALLWORTH**

Senior Agronomist at Nestle
Purina North America

October 1



**ANDREA
VILLANUEVA**

AmeriCorps State Member for
Mentor Michigan College

November 5



ALEXIS HERMIZ

DEI Manager at Carhartt,
CSUS Alum

December 3



DR. MARCUS COLEMAN

Professor of Practice Strategy
and Leadership Tulane
University, AFRE Alum



Katusha Galitzine
Senior Civil Rights
Investigator
MSU Office of Civil Rights



Civil Rights Enforcement and Free Expression at MSU

26th, September, 2024

12:00pm - 1:30pm

Agriculture Hall Room 75

Virtual Option available

MSU's civil rights policies, particularly our Anti-Discrimination Policy help to provide a backstop of accountability that allows for the free exchange of ideas on our campus and in our programs. During times of increased polarization we need to be clear about how we define harassment, so we know when it's appropriate to respond using our enforcement structures, and when we need to use educational or other responses to reduce harm and promote inclusivity while encouraging the free flow of ideas and expression. Register for the presentation in the QR code.



Mental Health AWARENESS DAY May 11, 2025



**BUILD A FAIRER AND HEALTHIER
MIND FOR YOURSELF**



LEARN HOW YOU CAN BEGIN TO TAKE CARE OF YOURSELF
WHILE AT WORK



Office of Culture, Access and Belonging
College of Agriculture & Natural Resources
MICHIGAN STATE UNIVERSITY

**HISPANIC
HERITAGE
MONTH**

Intercultural Awareness

Building Resilience Together

Location: Multicultural Center
Multipurpose Room A 1050
Registration begins at 8:30am
Welcome Keynotes at 9:15am

Equine Therapy
(with a trip to the
horse farm) with
Dr. Karen Walte

Spartan Resilience
session with Lisa
Laughman, LMSW,
Spartan Resilience
Training Program

Ecotherapy with
Wendi Sterling, LMSW
MSU Center for
Survivors



CANR
OFFICE OF CULTURE, ACCESS AND BELONGING



Registration required

Office of Culture, Access and Belonging
College of Agriculture & Natural Resources
MICHIGAN STATE UNIVERSITY

**HOPE
WALKS
HERE**



#SUICIDEPREVENTION

**SATURDAY
APRIL 26, 2025**

Hubbard/Akers Courtyard- East Campus
East Lansing, MI
CHECK IN TIME: 11:00AM
EVENT START TIME: 12:00PM

Register Here:



Counseling & Psychiatric Services
University Health & Wellbeing



OFFICE OF CULTURE, ACCESS AND BELONGING

FALL WELCOME RECEPTION

EVERYONE IS WELCOME: SEPTEMBER

**18TH
11:30AM -
2:00PM**

- ✓ Lunch will be served
- ✓ Learn about resources
- ✓ Meet new faculty and staff
- ✓ Network with colleagues
- ✓ Door prizes!



REGISTRATION
QR CODE

LOCATION:
MICROBIAL ATRIUM
1066 BOGUE ST
EAST LANSING, MI



College of Agriculture
and Natural Resources
MICHIGAN STATE UNIVERSITY



Creating a Sense of Belonging in the community



A Sense of Belonging

- **“An inclusive place is defined as an environment that makes every person feel valued while also acknowledging their differences and how these differences contribute to the organization’s culture and outcomes.”**

- Chiradeep BasuMallick



How do you create an environment for open conversation?

- Establishing norms that become part of the organization's culture
- Establish rules of engagement for how to communicate
- Mitigate bias and gossip
- Be respectful to one another



Examples of an inclusive/supportive community



Proper communication



People have multiple
ways to provide
constructive feedback



Developing a sense of
trust in the community



Opportunities for
growth



Accountability



Recognition of efforts
being done at work



Feeling a sense of
inclusion in the
community



Group Discussion & Debriefs

- What works for your organization?
- How can you think more creatively about the impact of our work?
- How can you recruit audiences that are lacking in your extension organization at all levels?
- How have you recruited audiences that are lacking in your extension organization at all levels?
- What can you do to enhance the culture of your organization?



Food for Thought...

- Country becoming more diverse
- Climate and Culture
- Story telling
- Empathy will take you a long way



Connect with us

OCAB Webpage



<https://www.canr.msu.edu/ocab/>



@CANROCAB



CANR Office of
Culture, Access
and Belonging



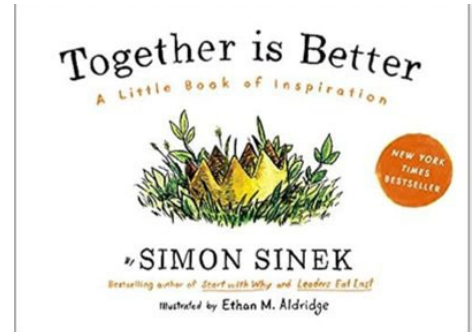
Canr Ocab



Together is Better

It doesn't matter when we start.
It doesn't matter where we start.
All that matters is that we start.

~Simon Sinek



References

- Chronicle Staff. (2025). *Here are the states where lawmakers are seeking to ban colleges' DEI efforts*. *The Chronicle of Higher Education*.
<https://www.chronicle.com/article/here-are-the-states-where-lawmakers-are-seeking-to-ban-colleges-dei-efforts>
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Questions?

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