

MICHIGAN STATE UNIVERSITY

June 4, 2020

Dear MSU Entomology Family,

We are writing to reaffirm our commitment to advancing diversity, equity, and inclusion in our community by creating a safe and supportive environment. Black Lives Matter. The killings of George Floyd, Amhaud Arbery, Breonna Taylor and [so many others](#), the recent protests against police brutality and racial inequity, and the racially-skewed impacts of COVID-19 have made the importance of our mission as clear as it has ever been. The Department of Entomology recognizes that People of Color have faced and continue to face systemic inequities and shocking injustices as a result of racism. These injustices permeate entomology, including our community. To our colleagues who endure these conditions daily, we see you and we hear you.

We know these problems are deep-seated and structural and will not be solved by a single statement of solidarity. Over the coming weeks, months, and years, the MSU Department of Entomology is committed to creating a more diverse, equitable, and inclusive space for all members. With the formation of the Department of Entomology Diversity, Equity, and Inclusion (DEI) Committee last year, our Department has [committed itself to supporting the work of DEI](#).

We encourage members of our community to think of changes that our department can make to support People of Color in our community, and to make our academic community more accessible, welcoming, and empowering for People of Color. Please share your ideas with any member of the DEI Committee directly or via an anonymous form that will be online this summer. Once the DEI Committee has a list ready we will share it with the community to solicit feedback for prioritizing goals and initiatives for advancing diversity, equity, and inclusion.

Achieving academic excellence, advancing entomology, and, most importantly, being decent humans require us to do more to break down inequities, dismantle barriers, build an inclusive community, and become a stronger and more diverse community. It isn't enough for us to do no harm; we must actively make positive changes. As academics, we live lives of constant learning. To that end, we are including resources below that will help you learn more about anti-racist actions you can take to make our community safer and more equitable, just, and inclusive. Thank you for doing your part. We will be in touch with more.

In solidarity,



Bill Ravlin (he/him), Professor & Chairperson

MSU Entomology DEI Committee:

Julianna Wilson (she/her), Chair
Oscar Castaneda (he/him)
Andrea Glassmire (she/her)
Amanda Lorenz-Reaves (she/her)
David Mota-Sanchez (he/him)
Daniel Turner (he/him)
Will Wetzel (he/him)
Peter White (he/him)



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Resources:

- [Memoirs of Black Entomologists](#)
- [White Fragility: Why It's So Hard for White People to Talk About Racism](#)
- [Donate to the Black Lives Matter movement](#)
- [Donate to the Black Visions Collective](#)
- [75 Things White People Can Do for Racial Justice](#)
- [Unlearning Racism/Learning Antiracism](#)
- [How Faculty Hiring Committees Reproduce Whiteness and Practical Suggestions for How They Can Change](#)
- [Talking with your labs](#)
- [Incorporating anti-racist pedagogy](#)



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