



DIVERSITY RESEARCH SHOWCASE

5th Annual Diversity Research Showcase

January 14, 2022
1:30-4:15 PM EST

Online via Zoom

<https://msu.zoom.us/j/92261080058>

Meeting ID: 922 6108 0058
Passcode: DRS2022

—
PRESENTED BY:

MICHIGAN STATE
UNIVERSITY

Honors College



James Madison College
MICHIGAN STATE UNIVERSITY



Libraries
MICHIGAN STATE UNIVERSITY



College of Natural Science
MICHIGAN STATE UNIVERSITY



College of Social Science
MICHIGAN STATE UNIVERSITY



Office for Inclusion and Intercultural Initiatives
MICHIGAN STATE UNIVERSITY



Undergraduate Research
MICHIGAN STATE UNIVERSITY

Welcome

Welcome and thank you for attending the fifth annual Diversity Research Showcase (DRS) for MSU undergraduate students! The DRS provides students with the space to discuss their diversity research with peers, faculty, and staff in a supportive and constructive atmosphere. Topics span cultural, racial, ethnic, functional, gender, international, LGBTQ+, and political diversity.

The Diversity Research Showcase was made possible by sponsorship from the Honors College, the Undergraduate Research Office, James Madison College, the College of Natural Science, the College of Social Science, the MSU Libraries, and the Office for Inclusion and Intercultural Initiatives.

Special thanks to volunteers from the Undergraduate Research Office, MSU Libraries, Office of the Associate Provost for Undergraduate Education, Drew Science Scholars Program, International Studies and Programs, Honors College staff, and the Honors College Inclusive Excellence Strategic Committee.

SCHEDULE

Poster Presentations*

January 11-14
(asynchronous)

Welcome & Opening Remarks

1:30-1:40PM EST

Oral Presentations Group A

1:40-2:30PM EST

Oral Presentations Groups B

2:50-3:40PM EST

Awards Ceremony

4:00-4:15PM EST

**Poster presentations and additional materials are viewable at <https://symposium.foragerone.com/drs2022/presentations>. To engage with this material, attendees must register for a free Symposium account and log in [here](#).*

POSTERS

Public Use of Force Policy in Michigan County Sheriff Departments

Zahra Ahmad, Comparative Cultures and Politics, Third-year

#8cantwait is a campaign advocating for police reform through 8 key police policy changes that, when implemented, are shown to significantly reduce the number of police-related deaths. There has not been a sufficient reporting of the entire state of Michigan regarding police department' policy compliance to these guidelines, nor a survey to see if policies are even public. The aim of this study is to conduct a survey of the prevalence of county sheriff departments' public use-of-force policies in the state of Michigan. We first searched each county sheriff's website for a policy, then searched the internet using the county name and the key words 'police policy procedure,' and finally searched the county website via their search bar with the key words 'use of force' if each prior search proved unsuccessful. The results of the search found that only Genesee, Kalamazoo, and Washtenaw county, 3 of 83 Michigan Sheriff's departments, have public use-of-force policies.

Research Mentor: Dr. Mieka Smart



MLK Holiday Ecumenical Service

Sunday, January 16 | 10 a.m. | Virtual

Please join us for a joint Ecumenical Service in honor of the Rev. Dr. Martin Luther King, Jr. Holiday. The event will be jointly hosted by numerous student faith-based organizations and will feature a variety of artistic faith-based performances.

[Register in advance for this meeting.](#)

After registering, you will receive a confirmation email containing information about joining the meeting.

Hosted by the MLK student planning committee (as part of the larger MLK planning committee).

For the most updated information visit MSU Student Life <https://studentlife.msu.edu/about/mlk-conference.html>

POSTERS

The Future is Mana Wahine: Feminist Praxis in Aotearoa New Zealand

Sophie Christensen, Social Relations and Policy, Fourth-year

Women and gender non-conforming people face issues that are often universal across cultures. Despite many differences, women all over the world may face issues regarding domestic violence, reproductive justice, education, and much more. As a response to this, various feminist and feminist-adjacent movements have taken several forms throughout centuries and across continents as a tactic for combating gender-based injustice. Many of these forms of feminism have been less than helpful. One example is western feminism, which is often intertwined with colonialism as it attempts to liberate women according to its narrow cultural values while failing to recognize important differences. Still, many women face discrimination across the world, and this demands a solution which can liberate the most people in the most effective way. In addition, focusing on the relationships between indigenous people and their colonizers is helpful in the quest for global gender liberation because it brings with it useful theory for the liberation of oppressed peoples. Decolonization theorists suggest several methods for bringing social justice tactics to indigenous communities. A concept that brings feminism and decolonization together is Mana Wahine, a theory and practice of justice that centers women through the perspective of Maori (New Zealand indigenous people) groups. Through the application of Mana Wahine, I argue that it is possible to construct a feminist approach to liberating women and gender non-conforming people in New Zealand and globally. This can be achieved through practical applications of Mana Wahine like the adoption of Mana Wahine principles in institutions and privileging indigenous perspectives before providing resources to communities.

Research Mentors: Dr. Allison Berg

POSTERS

Sins of Commission and Omission: Do Images in High School History Textbooks Reflect the Historical Diversity of the American People?

Justin Crouch (Psychology, Second-year)

Roxy Sprowl (Social Work, Second-Year)

We seek to provide a numerical measure of the inclusiveness of two of the most popular current high school history textbooks by analyzing the ratio of images of different racial, ethnic and gender categories. Having coded the racial/ethnic and gender identities contained in every image in these textbooks, we calculate how closely the ratio of visual representations matches up to estimates of the actual demographic makeup of the American population over the timespans covered by each chapter. Our study finds that some racial and ethnic groups are significantly underrepresented in textbook pictures: Indigenous Americans in particular are depicted at levels far below their actual numerical significance in the period before the late 1700s. We also show that Black Americans, although well represented overall, tend to be depicted in chapters focusing on African American history. This is arguably problematic given the inseparability of much of White and Black history. We conclude by discussing the potential for textbook publishers to issue more inclusive accounts of American history.

Research Mentors: Dr. John Waller and Dr. Melissa Fore



Interview with Witness #43: Mary Ellen Norwood-Ford

Sunday, January 16 | 12:00PM EST | Free | [Zoom](#)

Tune in for an interactive and engaging discussion with Ms. Mary Ellen Norwood-Ford (witness #43 to the MLK assassination) facilitated by APA. Ms. Norwood-Ford will offer a first-hand account of April 4, 1968 and her experience of this historic moment. Come prepared to interact and engage with others (short Q & A session will be offered).

POSTERS

Suburban Decline: The Future of American Metropolis

Alissa Hakim, Arts and Humanities, Political Theory and Constitutional Democracy, Second-year

This project aims to analyze the spread of urban blight from central cities to their suburban counterparts through a case study of the greater Chicago region. Urban decline has its roots in historical segregation practices and policies that have developed into contemporary issues in urban planning. The decline in urban centers relates to the intersections of race and economic status, which shapes the sociocultural context of a region. One specific area that is affected by urban planning failures is public secondary education, thus this project aims to answer the questions: How does racial, ethnic, and socioeconomic background interact with geographic distance from the urban center regarding student success in public secondary schools? How do Parent-Teacher Organizations view these variables within their local community? To answer this question, my methodology takes a comparative approach that utilizes both quantitative and qualitative frameworks. Assessing the experience of willing parent-teacher organization members in these school systems is complementary to the existing public demographic and academic data of these schools and the regions they are in, which can then be taken to create profiles of schools with different proximities from central Chicago to compare. According to the existing work done on suburban decline, this project may find that data about schools in the inner-city and inner-ring suburbs are very similar. Limited work has been done on the adverse effects of suburban decline to public secondary education, but contemporary trends of school funding and city planning could lead to a conclusion in which academic disparities are worsened.

Research Mentor: Dr. Vincent Delgado

POSTERS

Occurrences of Brief Depressive Spells within Adolescents Aged 12-17 from 2004-2019

Anne Jansen, Statistics, First-year

This poster looks into brief depressive spells in adolescents. The occurrences of these spells vary from year to year as the adolescents grow and the world around them changes. This research focused on those adolescents in the US, aged 12-17, from 2004-2019 and investigates the differences in occurrences of these spells between males and females, as well as the differences in occurrences before and after the 2008 US housing crash.

Research Mentor: Dr. James Anthony



Jazz: Spirituals, Prayer, and Protest Concert
Sunday, January 16th | 3 p.m. Doors Open at 2:30 |
Fairchild Theatre |
Must have a [ticket \(FREE\)](#) | Or [Livestream](#)

The public is invited to enjoy a free jazz concert and presentation Sunday, Jan. 16, at 3 p.m. in Fairchild Theatre. The 42nd annual event "Jazz: Spirituals, Prayer and Protest" will showcase performances by MSU Jazz Orchestras led by guest conductor Charles Toliver, a celebrated trumpeter, band leader and composer. The concert will also feature guest performances by Damien Sneed, a multi-genre recording artist and instrumentalist who has worked with legendary jazz, classical, pop, and R&B musicians.

The concert is part of a week-long series of MSU events themed "Where Do We Go from Here: Chaos or Community," honoring the life and legacy of Dr. Martin Luther King, Jr. organized by The MSU Office of Inclusion and Intercultural Initiatives. Please note that proof of vaccination or a negative COVID-19 test along with masks are required for admittance to MSU events.

[Learn more](#)

POSTERS

Suicide Thoughts and Plans of Adolescents Experiencing Major Depressive Spells

Olivia LeBlanc, Actuarial Science, First-year

Many adolescents aged 12-17 experience what is known as a major depressive spell. This is a period of two weeks or more where five or more of nine symptoms detailed in the DSM-5 are present. One of these symptoms one could have during a major depressive spell is "thoughts or plans of suicide." While this symptom appears in adolescents of any race or ethnicity, it may not appear in these demographic groups equally. In my research, I am analyzing the prevalence of this symptom between the seven different race/ethnicity groups defined by the Substance Abuse and Mental Health Data Archive. Through this research, I should eventually find which race/ethnicity groups are experiencing this symptom more or less often than others, which could lead to further research to explain why this is the case.

Research Mentor: Dr. James Anthony



Give Books, Grow Hope: Help Stuff the Library for Dr. Martin Luther King Jr.

Give the gift of hope in honor of a dream this year. Join the Michigan State University community in honoring the legacy of Dr. Martin Luther King Jr. by donating books or funds to purchase books with a diverse representation of people and topics to K-12 school libraries. It's as easy as Shop and Drop or Donate to participate.

Shop the [Amazon Wishlist](#) or a bookstore of your choice, then mail the books to the WorkLife Office or drop them off at donation bins in the MSU Library. Or [donate](#) to the Crowdpower campaign and we will take care of the shopping for you. This year's books will be sent to Detroit Public School District to be distributed throughout the many libraries.

[Learn More](#)

POSTERS

Creativity in the Time of COVID-19: Art as a Tool for Combating Inequity and Injustice

Tushya Mehta (Biology, German, and Neuroscience, Third-year)

Jacob Okulewicz (Psychology, Fourth-year)

This project explores how individuals—particularly those hardest hit by the pandemic—are using creative outlets to cope with COVID-19 and challenge systemic discrimination to imagine a more just future.

COVID19 has called attention to the vast disparities in our society today, specifically how minority populations are disproportionately affected by this pandemic. The power of Black Lives Matter, the outrage over separation of immigrant and refugee families, and the harsh toll taken on racial and economic minorities, LGBTQ+, and disability communities all illustrate the importance of listening to the people whose lives have been most impacted; their creative practices illuminate new paths toward social justice. The aim of this project is to explore how diverse individuals are using creative practices that resist injustice, foster healing, and push back against the systemic inequities of COVID-19.

Research Mentors: Dr. Natalie Phillips and Dr. Soohyun Cho

2022 Virtual Dr. Martin Luther King, Jr. Community Conversation

January 17th | 3:00 – 4:30 p.m. | FREE Event | [Register](#)

This year's MLK, Jr. Community Unity Dinner had been scheduled to be face-to-face this year at the Kellogg Hotel and Conference Center, in alignment with all appropriate COVID safety measures and precautions. However, due to new MSU directives concerning the start of the semester being done in a virtual manner, we have decided not to have dinner and move the program to a virtual platform. We sincerely apologize for having to make these changes as we know that the community dinner has been a meaningful space for interacting and reflecting with each other for many years. We hope we can reconnect in person next year.

This new event is titled "2022 Virtual Dr. Martin Luther King, Jr. Community Conversation" featuring a conversation with **Dr. Tamura Lomax** (moderated by Assistant Director for Undergraduate Programs, College of Agriculture and Natural Resources and President of the MSU Black Faculty, Staff and Administrators Association **Stratton Lee**) and remarks by President **Samuel L. Stanley** and Vice-President for Diversity, Equity and Inclusion **Jabbar Bennett**. We hope you can join us in this transformational opportunity designed to honor the life and legacy of Dr. Martin Luther King, Jr.

POSTERS

Understanding the Impact of the Drew Science Scholars Program

Hady Omar, Human Biology, Second-year

Nationally, there have been a number of programs that are designed to better support students from historically underrepresented racial and ethnic communities and economically disadvantaged students (NASE&M, 2016). Yet the underrepresentation continues. Education researchers have turned to ask questions about which programs work, why they work, and who they best work for (Estrada, Eppig, Flores, 2019). The Charles Drew Science Scholars is one such program. The Drew program produces results and my research is supporting the documentation of these results. With an increased GPA, graduation rate, academic success, the Drew program is doing something right. Drew scholars have a higher underrepresented minority (URM) population entering the program compared to the College of Natural Science in which the program is housed. Yet, URM Drew scholars have a graduation rate of 80% compared to 60% of URM students in the broader college. In this presentation, I will outline the core elements of the Drew Scholars program and describe the outcomes on student success, particularly for students from historically underrepresented communities. I will outline implications from this work for future work to support STEM students.

Research Mentor: Dr. Vashti Sawtelle and Dr. Rachel Henderson

MLK Student Leadership Conference

Monday, January 17th | 2 noon - 3 p.m. | Virtual | [Register today](#)

Please join us for the annual MLK Student Leadership Conference. The conference will feature presentations, entertainment, student speakers, and lunch. The annual MLK Commemorative March will be held at the conclusion of the MLK Student Leadership Conference. Registration for the conference is at no cost to MSU students, however, you must register for the conference NO LATER THAN THURSDAY, JANUARY 13, 2022.

A t-shirt and commemorative cookie will be provided to all registered participants while supplies last. Conference participants can pick up the items at the MSU Broad Art Lab on Saturday, January 15, and Sunday, January 16 from 10 a.m. until 6 p.m. The MSU Broad Art Lab is located at 565 E. Grand River Ave., Ste 1, East Lansing, MI. The conference-themed cookie, courtesy of the MLK Commemorative Committee, REHS, and the MSU Bakery.

Conference jointly hosted by the MLK Student Planning Committee, ASMSU, RHA, Alpha Phi Alpha Fraternity, Inc., COGS, CORES, COPS, IFC, MGC, NPHC, PC, and UAB. For the most updated information visit MSU Student Life: <https://studentlife.msu.edu/about/mlk-conference.html>

POSTERS

Psychosocial Analysis of the Kosovo War: A Meta-Analysis with Clinical Work-Up

Xheneta Vitija, Biosystems Engineering, Second-year

Introduction: The Kosovo War is widely remembered as one of the most brutal conflicts in the modern era. With over 13,000 deaths and 90% of the population displaced as refugees, the impact of the war has led to everlasting levels of trauma that impacts the lives of thousands of Kosovar-Albanians today.

Objectives: To characterize the psychosocial impact of the Kosovo war by comprehensively assessing the literature to date. We also provide the first established clinical workup noting recommendations for providers to improve outcomes for Kosovar-Albanian patients.

Methods: An extensive and contemporary meta-analysis was conducted on post-war psychosocial articles on the Kosovo War. Our search involved utilizing full-text English articles from PubMed, OVID Medline, and EMBASE journals. Keywords used were “Kosovo War,” “Psychosocial,” and “Post Traumatic Stress Disorder.”

Research Mentors: Dr. Mario Ademaj and Dr. Ryan Jarrah



Annual MLK Commemorative March

Monday, January 17th | 2:30 p.m. | Virtual

The annual MLK Commemorative March will be held at the conclusion of the MLK Student Leadership Conference. [Register today](#) for the conference to get the link to attend the march.

Hosted by the MLK student planning committee and the Alpha Phi Alpha Fraternity, Inc. - MSU Chapter. The image includes members of Alpha Phi Alpha Fraternity with President Stanley at a prior event.

For the most updated information visit MSU Student Life <https://studentlife.msu.edu/about/mlk-conference.html>

POSTERS

Mental Health Services for Transgender Clients: Responding to Sociopolitical Events and Helpful/Unhelpful Experiences

Megan Wertz, Psychology & Anthropology, Third-year
Terra Dunn, Neuroscience, Fourth-year

This study sought to understand, over the course of a year, transgender and gender diverse (TGD) clients' perceptions of how therapists respond to sociopolitical events and what has been both helpful and unhelpful about therapy. Participants completed a baseline visit followed by a year of monthly surveys wherein participants offered their reflections on how their therapists addressed ongoing sociopolitical events. A total of 158 TGD participants were recruited from Oregon, Michigan, Tennessee, and Nebraska. Participants ranged in age from 19-70 years old ($M = 33.06$). Across the year, there were a multitude of major current events like the 2020 election. Even so, every month less than half of participants receiving therapy reported that their therapist discussed current events (range = 37.5%-48.4%). Qualitative responses describing these discussions revealed that therapists responded to ongoing current events in a variety of ways, such as validating and listening, demonstrations of allyship (from cisgender providers) or moments of connection (with TGD providers), directly acknowledging current events, and encouraging community supports. There were responses that also ruptured alliances, such as using platitudes that invalidated clients (e.g., "will get better"). This study adds to the existing literature about ways to integrate the sociopolitical context into therapy, as well as responses that may be invalidating of clients' experiences.

Research Mentors: Dr. Jae Puckett

POSTERS

Being Black and Abroad: How White Trip Leaders and White Peers Influence the Experiences of Black Undergraduate Women Abroad

Deandrea White, Social Relations & Policy and Criminal Justice,
Fourth-year

This study aims to bridge a gap in the literature by examining the overall satisfaction level of Black undergraduate women when studying abroad; the extent to which their experiences were adversely affected by having few if any non-white trip leaders and peers; and the degree to which having a Black trip leader helped to reduce feelings of isolation and the effects of microaggressions. Two different methods were used to elicit information on each of these questions. First, a Qualtrics survey was administered in order to gather data from white students and students of color about the quality of the experiences they had overseas and what they thought about typical racial dynamics. Second, a semi-structured interview protocol was employed, in which structured conversations were held with Black undergraduate women in an informal and relaxed setting designed to encourage candor about their experience of education abroad and their relationships with trip leaders and fellow students. The overall findings of this study are that education abroad programs too rarely take into account the depressing fact that racial divides are quick to arise in many, if not most, education abroad trips run by predominantly white institutions, and these leave many students of color feeling alienated, isolated and offended. Too often, Black and Latinx students are being placed in situations in which they are subject to exclusionary behavior by white peers without their institutions anticipating or addressing the problem.

Research Mentors: Dr. Heather McCauley and Dr. John Waller

PRESENTATIONS

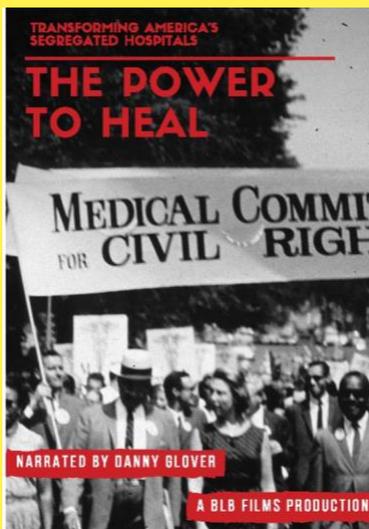
GROUP A

Increasing Healthcare and Research Accessibility for Geographically Dispersed and Medically Underserved Pediatric Populations through Remote Anthropometry

Eliot Haddad, Human Biology, Fourth-year

Historically, pediatric medical research and practice have relied on anthropometric measurements that are collected on-site at the clinic or laboratory. In the wake of the COVID-19 pandemic, remote anthropometry has become a new standard because it enables data collection for geographically dispersed or medically underserved populations who may not have access to or resources for in-person check-ups or care. Furthermore, remote anthropometry is cost-efficient on the part of researchers and participants, and especially relevant to current and future infectious disease pandemics that necessitate remote engagement. Herein, I present considerations for the collection of remote pediatric anthropometry that provide a framework to improve research and healthcare accessibility for vulnerable or underprivileged populations as the paradigm of science and practice begins to shift towards remote measurement collection.

Research Mentors: Dr. Sarah Comstock



Five Nights Toward Freedom - Power to Heal: Medicare and the Civil Rights Revolution

7 p.m. (56 min) | FREE | [Register](#)

Power to Heal: Medicare and the Civil Rights Revolution

hosted by Dr. Susan Stein-Roggenbuck, James Madison College
Join the MSU Libraries and WKAR on virtual screenings and conversations featuring films focusing on public health, bringing together leading MSU experts and community members to watch and discuss a range of historic and contemporary films.

[Catalog Link](#)

Co-sponsors: Division of Public Health / College of Human Medicine, James Madison College. Department of African American and African Studies. **Five Nights Toward Freedom** is a partnership between WKAR Public Media and MSU Libraries.

PRESENTATIONS

GROUP A

Evaluating the Effectiveness of Blind Recruitment: Minimizing Inequity in Job Candidacy

Aylasia Steen, Human Capital and Society, Fourth-year

In today's society, discrimination is still a prominent issue that stigmatizes minorities distinctly in the workforce. During the application process, employers reject applicants based on factors such as name or address that coincide with a particular minority group. This type of screening has led to high unemployment rates in minority communities and shows the lack of value for diversity and inclusion amongst the workplace. After becoming better informed and paying closer attention to discriminatory hiring practices with significant negative impact on minorities, some employers are starting to be better informed about the dishonorable hiring techniques that are being exhibited against minority applicants. Some of these employers are implementing blind hiring as a means to reducing bias against protected classes and promoting diversity and inclusion. This paper will examine the effectiveness of blind hiring in promoting diversity and inclusion by first reviewing the social science and business literature related to blind hiring practices. The paper will then conduct a review of lawsuits involving hiring practices to analyze hiring where discriminatory intent is established and to determine whether blind hiring practices are an effective answer to resolving discriminatory hiring practices and advocating diversity, equity, and inclusion for minority applicants. Furthermore, there will be an exploration of suggestions on how to reduce discrimination in hiring practices.

Research Mentor: Dr. Stacy Hickox

PRESENTATIONS

GROUP A

The Role of Exclusionary Annexations and Lack of Water and Sanitation for Black Communities 1900-2019

Wisdom Henry, Urban and Regional Planning and History,
Fourth-year

This study seeks to investigate how local political processes segregated Black and White households from occupying the same areas and denied Blacks equal opportunities to access adequate water and service provision beginning in the 20th century. Local governments exclusionary annexation practices segregated Black communities from their white counterparts and limited their ability to achieve the same quality of water and service provisions. A spatial typology helped identify exclusionary municipal annexations from the 20th century. Then utilizing water and sewage data from randomly sampled households from the American Community Survey (ACS) a multivariate regression model helped explain the relationship among race and access to water and sewage. We expect race to have a substantively larger impact on access to both water and sewage than income throughout history. We also predict that excluded unincorporated areas will have the least access to water and sewage provision. This research highlights that historically African Americans have been denied access to water and sewage service, and while great strides toward equality have been achieved, there is widespread discrimination against Black communities which prevent them from equal opportunities in water and sanitation service.

Research Mentors: Dr. Noah Durst

PRESENTATIONS

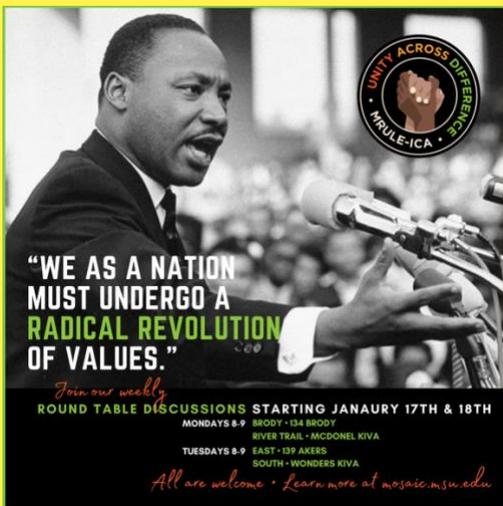
GROUP A

The Community Wellbeing Series: Diversifying Spaces Through Cultural Representation and Empowerment.

Aaliyah Buell, Arts and Humanities (specialization in community engagement), Fourth-year

The Community Wellbeing Series is a collaboration of RCAH community partners. This series offers strategies to acknowledge, support, and celebrate the reclamation of Black girls and women in history and culture, while providing approaches to improve the overall health and wellbeing of members of RCAH communities. This oral presentation will examine the role of representation in cultural empowerment that takes place through series events, while also reflecting on the methods of community engagement that have been used to produce such. Additionally, I elaborate on the ways in which the Community Wellbeing Series has not only withstood the influence of oppressive institutions, but also has generated a space that is powerful enough to work towards dismantling them.

Research Mentor: Dr. Kevin L. Brooks



MRULE-ICA Roundtable Discussions

8 - 9 p.m. | FREE | Virtual - [Register](#)

Take the day on, not off! Join us at our weekly roundtable discussions (RTDs) beginning on MLK Day, Monday, January 17th, at four different locations on campus. These RTDs are open to anyone interested in building community across differences, talking about issues that matter, and making new friends.

"We as a nation must undergo a radical revolution of values."

All are welcome.

[Learn more](#)
[Visit mosaic.msu.edu](http://mosaic.msu.edu)

PRESENTATIONS

GROUP A

The Journey Towards Assimilation: Educational Inequities Facing Refugee and Newcomers

Aya Abu-Zama, Biology, First-year

Through an analysis of research regarding the obstacles that refugees and newcomers face on their journeys towards assimilation in their host communities, along with my personal experience as a mentor of a refugee youth through the Refugee Development Center (RDC), this project uncovers the gaping educational inequity among refugees and newcomers. This educational inequity is not only academically-related, but also pertains to the population often not being aware of the resources available to help them and the very steps they can take to reach their full potentials and make a positive impact in their communities. Highlighted in this project is the specific needs of refugee and newcomer youth in the Lansing area, the vital role of the RDC and other institutions in helping to alleviate them, and the positive effects of efforts to help refugees and newcomers assimilate in their communities. I also recommend several ways to support this population, and hope to initiate additional forms of support on behalf of Michigan State University and its students; I am currently working with the RDC on several projects to support this initiative.

Research Mentor: Dr. Bess German and Dr. Lee June



"Our Song, Our Story

Tuesday, January 18th | 7:30 p.m. | [Ticket needed](#) | Wharton Center

Created and directed by composer, conductor and multigenre musician Damien Sneed, "Our Song, Our Story" is an evening of music highlighting some of the world's most well-known arias, art songs and spirituals, at 7:30 p.m. Tuesday, January 18. Tickets are on sale now at whartoncenter.com, at the Auto-Owners Insurance Ticket Office, or by calling 517-432-

PRESENTATIONS

GROUP A

“Challenging Linguistic Injustice”: Updates from the Multilingual Learners Project

Panathip Chimrak, Supply Chain Management, Third-year
Juhua Huang, Mathematics, Fourth-year

Apichaya Thaneerat, Geographic Information Science, Third-year

Multilingual (and/or international) learners comprise over 10% of the student population at MSU, and as such, face distinct challenges. This presentation provides our group’s updates from last year, as we have continued examining issues and creating pedagogical videos for teachers, as related to the specific challenges faced by multilingual learners in their classrooms here at MSU. We will provide background on our project, and then present our third video, which shows, then challenges and proposes alternatives to, instructors’ tendency to excessively red-mark students’ grammatical mistakes, without acknowledging and honoring the students’ home languages and their membership in language communities of “World Englishes” (2017).

Research Mentor: Dr. Cheryl Caesar and Dr. Joyce Meier



Five Nights Toward Freedom - Unnatural Causes: When the Bough Breaks

Tuesday, January 18th | 7 p.m. (30 min) | FREE | [Register](#)

Unnatural Causes: When the Bough Breaks

hosted by Dr. Mieka Smart, DrPH, MHS, Division of Public Health / College of Human Medicine

Join the MSU Libraries and WKAR on virtual screenings and conversations featuring films focusing on public health, bringing together leading MSU experts and community members to watch and discuss a range of historic and contemporary films.

[Catalog Link](#)

Co-sponsors: Division of Public Health / College of Human Medicine, James Madison College. Department of African American and African Studies.

Five Nights Toward Freedom is a partnership between WKAR Public Media and MSU Libraries.

PRESENTATIONS

GROUP B

The Impact of Inclusive National Policy on Current Trends and Growth in the Hospitality Industry

Miquela Ochoa, Hospitality Business, Third-year
Olivia Cannella, Hospitality Business, Second-year

The hospitality industry has many segments and caters to numerous individuals based on their needs, expectations, and limitations. Over the last 100 years, the American hospitality industry has undergone many evolutions to fit the current needs of their guests. The purpose of this study is to explore the significance of inclusive national policies in the United States on current trends and development in the hospitality industry. This study aims to discover whether human rights actions in government have an impact on the success of the hospitality industry and whether it leads to innovative and inclusive practices within hospitality.

Research Mentor: Dr. Mi Ran Kim

Five Nights Toward Freedom: Student Groups and Organization Night

Tuesday, January 18th | 7 p.m. | FREE | [Register](#)

Please join Registered Student Organizations and other major Governing Groups for "Five Nights Toward Freedom Series" Student Groups and Organization Night during the week-long Freedom film series. Students are welcome to attend the entire series of films during the week, however during this evening special emphasis will be placed on engagement by Registered Student Organizations and other major Governing Groups.

[Register](#)

[Catalog Link](#)

This event is hosted by the MLK student planning committee. For the most updated information visit MSU Student Life <https://studentlife.msu.edu/about/mlk-conference.html>

Five Nights Toward Freedom is a partnership between WKAR Public Media and MSU Libraries.

PRESENTATIONS

GROUP B

The Search for Equality Through Migration: Importance of Sexual & Reproductive Healthcare for Global Migrant & Refugee Women

Rachel Bailey, Global & International Studies, Women's & Gender Studies, Fourth-year

It's no secret that women around the world are faced with increased vulnerabilities of gender, social, and ethnic status, but they are oftentimes also victims of physical, psychological, and sexual violence. My research examines relevant scholarship on the factors that drive the inadequate sexual and reproductive healthcare (SRH) for migrant populations. This research is significant as it showcases how interventions to improve women's access to SRH can then improve postpartum and newborn care, provide women with services for family planning, combat sexually transmitted infections like HIV, and promote migrant women's overall sexual health and reproductive justice. The research shows that there is not only a lack of provision of SRH for migrant women, but also a lack of global sexual health education and cultural awareness that can further impact a woman's decision to seek out SRH. It is key factors like language barriers, cultural attitudes, lack of sexual health education, fear of discrimination and/or stigmatized by healthcare providers that can further discourage migrant women from advocating for adequate SRH.

Research Mentors: Dr. John Dunn



5th Annual MSU Social Justice Art Festival
Thursday, January 20 - Friday, January 21

This is a 2-day event showcasing MSU undergraduate and graduate student art related to social justice. Learn more:
www.socialjusticeartfestival.com

PRESENTATIONS

GROUP B

How the Humanitarian Crisis in Syria Affected Children Refugees' Oral Health

Samhita Bolisetty, Human Biology, First-year

The humanitarian crisis in Syria has resulted in one of the largest refugee exoduses to date. As a result, access and quality healthcare has been severely affected for lots of Syrians refugees, especially children and one of the leading health problems is oral disease. Much little attention is given to this major health issue and there is a lot to explore about how much oral care is offered to these refugees. The world's largest humanitarian crisis in Syria has been going on for 11 years now and it has led to millions of Syrians being displaced and being ripped apart from their homes. From schools being destroyed to historical landmarks being damaged to the healthcare system being absolutely disregarded, the people that have been most affected are the children refugees. Without these major parts of their culture and daily life, most have had to evacuate the country to countries such as Spain, Jordan and Turkey. According to UNICEF, there are around 12,000 registered children refugees in Spain, 27,000 children in Jordan and around 1.2 million in Turkey. While migrating to these new countries many refugees found themselves to have little to no healthcare offered to them and a severe lack of inclusion which leads to one of the world's leading health issues, oral health or more specifically, dental caries.

Research Mentor: Dr. Camelia Suleiman

MLK Week Virtual Tour of the Atlanta and the King Center

Friday, January 21 | 12 noon (EST) | Virtual Event

Please join us for a virtual tour of the Rev. Dr. Martin Luther King, Jr. King Center and other icon civil rights landmarks in Atlanta, Ga. The tour will be virtual and will be delivered via Zoom.

Use [Zoom link](#) to attend virtually.

Passcode: mlktour

PRESENTATIONS

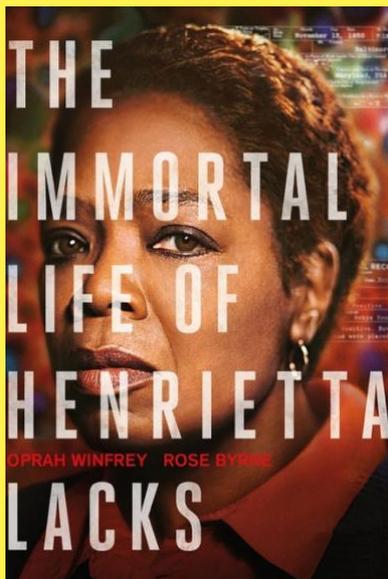
GROUP B

The Impact of Inclusive Leadership on Employee's Job satisfaction, Voice, Team-Member Exchange, and Commitment to Customer Service

Olivia Cannella, Hospitality Business, Second-year

Leadership plays a critical role in enhancing employees' innovative work behavior. In particular, inclusive leaders work with people, never to people, and therefore at every step of activities show their availability to employees, which encourage them to develop, promote, and implement new and useful ideas (Javed, 2017; Ryan, 2006; Sanders et al., 2010). The purpose of the study is to explore the impact of inclusiveness on employee satisfaction, employee voice, and team-member exchange, which can ultimately lead to employees' commitment to the customer service, and to examine similarities and differences in the relationships among the concepts across different generation and gender groups.

Research Mentor: Dr. Mi Ran Kim



Five Nights Toward Freedom - The Immortal Life of Henrietta Lacks

Wednesday, January 19th | 7 p.m. (90 min) | FREE | [Register](#)

The Immortal Life of Henrietta Lacks

hosted by. Renee Branch Canady, Ph.D., MPA, Division of Public Health / College of Human Medicine.

Join the MSU Libraries and WKAR on virtual screenings and conversations featuring films focusing on public health, bringing together leading MSU experts and community members to watch and discuss a range of historic and contemporary films.

[Catalog Link](#)

Co-sponsors: Division of Public Health / College of Human Medicine, James Madison College. Department of African American and African Studies.

Five Nights Toward Freedom is a partnership between WKAR Public Media and MSU Libraries.

PRESENTATIONS

GROUP B

Fostering Societal Transformations in Neurodivergent Populations

Mariam Sayed, Physiology and French, Fourth-year

Receiving a neuropsychiatric diagnosis such as autism is associated with having reduced opportunities for education and employment, lower social status, and stereotyping and stigma. This project explores the perceptions of individuals with an autism diagnosis who cannot use speech reliably for communication, using their voices as a tool to promote progress of this marginalized group towards greater rights, autonomy, and opportunities. In this study, a corpus of self-narratives presented by diverse, non-speaking individuals was analyzed. A coding system was applied to narratives to identify cases in which non-speaking individuals identified a desire and aptitude to achieve more than the opportunities they are currently given in social, educational, and/or employment contexts. This phenomenological data was used to test alternative hypotheses about causal reasons for problematic behaviors in individuals with autism, and to determine the extent of evidence of perceptions by labeled individuals of a discriminatory social hierarchy in society, healthcare, and education towards disabled persons. To the extent that dehumanization often occurs toward individuals lacking reliable, normative speech and/or language, the results provide a basis for advocacy for communication as a basic human right. This study also aims to re-frame the language use around disabled persons, encourage action implicative discourse analysis directed towards healthcare professionals, speech therapists, and educators, where the needs of individuals with autism are being ignored, and raise awareness to the idea that de-stigmatization and successful integration of autistic individuals in a community require efforts by all those in society.

Research Mentor: Dr. Laura Dilley



Chaos

2022

or **COMMUNITY**

Martin Luther King Jr. 

Commemorative Celebration

A variety of exciting and educational opportunities will be offered to the MSU Community in celebration of the legacy of Dr. King and historical events that took place in our nation and on our campus. Visit the Office for Inclusion & Intercultural Initiative's website for the full calendar of [Dr. Martin Luther King, Jr. Commemorative Celebration events](#):

- Stuff the Library Book Drive
- MLK Holiday Ecumenical Service
- Interview with Witness #43: Mary Ellen Norwood-Ford
- MLK Student Leadership Conference
- Annual MLK Commemorative March
- 2022 Virtual Dr. Martin Luther King, Jr. Community Conversation
- Five Nights Toward Freedom
- MRULE-ICA Roundtable Discussion
- MLK Personal Day of Service All Day
- 5th Annual Social Justice Art Festival
- Presentation: COVID-19 Exposes the Existence of Racism in Healthcare
- Focus on Health
- MLK Week Virtual Tour of the Atlanta and the King Center
- Muslim Journeys: Malcom X by Spike Lee Film Discussion