Diversity, Equity, and Inclusion

Areas of Education and Promotion

1) Access and Success
2) Campus Climate and Intergroup Relations
3) Education and Scholarship
4) Institutional Infrastructure
### Equity and Title IX

<table>
<thead>
<tr>
<th>Equity</th>
<th>Title IX</th>
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<tbody>
<tr>
<td>• Affirmative Action</td>
<td>• Training</td>
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<tr>
<td>• Equal Employment Opportunity</td>
<td>• Educational communications</td>
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<td>• ADA for employees</td>
<td>• Investigate formal complaints</td>
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<td>• Respond to reports of sexual harassment</td>
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## Student Diversity Initiatives

<table>
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<tr>
<th>Programming</th>
<th>Services</th>
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<td>Cultural Events</td>
<td>Student Advocacy</td>
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<td>Educational Workshops</td>
<td>Computer Lab</td>
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<td>Student Org. Advising</td>
<td>Food Pantry</td>
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<td>Mentorship</td>
<td>Clothes Closet</td>
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Your New Role at Missouri S&T

As a student:
> You are one of many
> Your experience can feel very passive
> You are a recipient of knowledge, skills, and resources
> Your primary responsibility is to yourself
As a GTA:

- You are one of few, with significant impact on a student’s experience
- You can shape the experience of students and your colleagues
- You have a legal, professional and ethical responsibility to those in your charge
From our Collected Rules and Regulations:

The University of Missouri does not discriminate on the basis of race, color, national origin, ancestry, religion, sex, pregnancy, sexual orientation, gender identity, gender expression, age, disability, protected veteran status, and any other status protected by applicable state or federal law. The University’s Nondiscrimination policies apply to any phase of its employment process, any phase of its admission or financial aid programs, other aspects of its educational programs or activities, and instances occurring in other settings, including off-campus, if there are effects of the conduct that interfere with or limit any person’s ability to participate in or benefit from the University’s educational programs, activities or employment.
You are required to:

- Undergo continuing education on what constitutes discrimination and harassment

- Refrain from engaging in activity that constitutes discrimination and harassment

- Report incidents of discrimination and harassment to the university
Any employee of the University who becomes aware of discrimination or harassment...is a Mandated Reporter, regardless of whether the recipient of the behavior is a student, employee, volunteer or visitor of the University.
You are required to report:

- Incidents of discrimination and harassment (based on any protected class), including sexual assault, when you become aware of them

- Directly to the office of Equity and Title IX
  > Use the online reporting form
  > Email equity@mst.edu
  > Call 573-341-7734
  > In person
The Reporting Process

Report → Outreach → Investigate → Findings → Sanctions
If you do not report:

- You can face sanctions, including loss of your position
- You can face personal liability for any lawsuits filed as a result
> Fundamentally, taking an active hand in your classroom and department environment leads to better outcomes.

> Often, you will be the final authority - if you don’t intervene, who will?

> Learning to manage your responsibilities will set you up for success in your future teaching and research.
As teachers, Faculty Members encourage the free pursuit of learning in their students. They uphold the best scholarly and ethical standards of their disciplines. Faculty Members demonstrate respect for students as individuals and adhere to their proper roles as intellectual guides and counselors. Faculty Members make every reasonable effort to foster honest academic conduct and to ensure that their evaluations of students accurately reflect the merit of each student’s work. They avoid exploitation, harassment, or discriminatory treatment of students. They acknowledge significant academic or scholarly assistance from them. They protect academic freedom.
Maslow’s Hierarchy of Needs
What needs can a GTA assist with?

**Physiological**
Student Emergency Fund, Campus Pantry, Campus clothes closet, ADA Accommodations

**Safety**
Campus Police, Equity and Title IX, Student Health, Counseling Services

**Love and Belonging**
Student organizations, affinity groups, networking associations, empathy

**Esteem**
Consistent feedback, recognition
Proactive Intervention

Interventions at the point of failure are often too late

- A ‘sink or swim’ ethos that does not promote student or faculty success

- Demanding someone ask for help ensures some will never get the resources they need
Employ a ‘firebreak’ method of intervention

- Look for small signs
- Show personal interest
- Be the mentor that you wish you’d had
The university supports free expression and diversity of thought.

As a public institution, we have a legal responsibility to maintain an environment conducive to free speech.

As an institution of higher education, we recognize that dialogue, rigorous debate and critical discussion of multiple points of view are an important part of the educational experience.
In order to ensure everyone can thrive here, remember:

> Critical thinking: how to think, not what to think.
> Civic engagement: the only way to combat ‘bad’ speech is with ‘good speech.’
> There is an appropriate time, place, and manner to engage in political speech.
> Words can cause harm. Not all harm violates ‘the rules.’
> When in doubt, contact ETIX for a consultation.
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