GTA Workshop
Diversity, Equity and Inclusion

Dr. Nicole A. Roberson
Vice Chancellor of Diversity, Equity, and Inclusion, & Chief Diversity Officer
Love Has No Labels
Questions & Comments

How did the video make you feel?

Comments
Who???
Diversity, Equity and Inclusion Division

- Equity and Title IX
- ADA

- Strategic Diversity Initiatives
- Employee Diversity
- Student Diversity
What???
Diversity, Equity and Inclusion Division

Respect
Protect
Access
Justice
Fairness
Integration
Belongingness
Promote
For???
Diversity, Equity and Inclusion Division

For . . .

- Students
- Staff
- Faculty
- Community
- and Beyond
How???
Equity and Title IX
University of Missouri System Nondiscrimination Policy

Not to discriminate on the basis of:

• Race
• Color
• National Origin
• Ancestry
• Religion
• Age
• Disability
• Protected Veteran Status

• Sex
• Pregnancy
• Sexual Orientation
• Gender Identity
• Gender Expression
• Other applicable status defined by law
Ways to Contact ETIX

Report Online

573.341.7734

900 Innovation Drive
Suite 500
Reporting Responsibilities

Any employee of the university who becomes aware of discrimination including sex discrimination as defined in this policy is a mandated reporter, regardless of whether the recipient of the behavior is a student, employee, volunteer, or visitor of the university.
Strategic Diversity Initiatives
Strategic Diversity Initiatives

Food Pantry
Clothing Closet
Student Meeting Place
<table>
<thead>
<tr>
<th>Date</th>
<th>Event Description</th>
<th>Time</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>8/16-18</td>
<td>New Freshman &quot;Introduce Diversity&quot; each day</td>
<td>9:50-3:30pm</td>
<td>Diversity House</td>
</tr>
<tr>
<td>8/22-8/25</td>
<td>Tibetan Monks on Campus (see mst.edu for more details)</td>
<td>varies</td>
<td>Havener Atrium</td>
</tr>
<tr>
<td>8/24</td>
<td>Student workshop with Tibetan Monks</td>
<td>3:50-5pm</td>
<td>Havener (room TBD)</td>
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<tr>
<td>8/30</td>
<td>Welcome Back Picnic for Students, Staff, and Faculty</td>
<td>11:50-1:50pm</td>
<td>Diversity House</td>
</tr>
<tr>
<td>9/9</td>
<td>Field Trip St Louis Science Center (registration required)</td>
<td>8:30-4pm</td>
<td>Saint Louis, MO</td>
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<tr>
<td>9/15</td>
<td>Hispanic Heritage Kickoff game night with SHPE</td>
<td>5-6:30pm</td>
<td>Diversity House</td>
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<tr>
<td>9/19</td>
<td>Constitution Day Panel</td>
<td>4:50-6pm</td>
<td>St. Pat's Ballroom C</td>
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<tr>
<td>9/21</td>
<td>International Day of Peace</td>
<td>12-1pm</td>
<td>The Puck</td>
</tr>
<tr>
<td>9/25</td>
<td>Celebration of Nations</td>
<td>11-4pm</td>
<td>Rolla Downtown Bandshell</td>
</tr>
<tr>
<td>9/26</td>
<td>Night to Network (registration required)</td>
<td>7-8:30pm</td>
<td>Alumni House</td>
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<tr>
<td>10/2</td>
<td>Tostadas Fundraiser SHPE</td>
<td>1pm</td>
<td>Diversity House</td>
</tr>
<tr>
<td>10/7</td>
<td>Field Trip Paw Wow (registration required)</td>
<td>8-4pm</td>
<td>Boonville, MO</td>
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<tr>
<td>10/11</td>
<td>Trivia With Allies (registration required)</td>
<td>5-6:30pm</td>
<td>Diversity House</td>
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<tr>
<td>10/15</td>
<td>Latin Dance Night</td>
<td>7-9:30pm</td>
<td>Havener St. Pat's Ballrooms</td>
</tr>
<tr>
<td>10/20-10/21</td>
<td>Society of Women Engineers &quot;Lock In&quot; for prospective High School students</td>
<td>varies</td>
<td>Campus</td>
</tr>
<tr>
<td>10/27</td>
<td>National Society of Black Engineers Homecoming Gala</td>
<td>varies</td>
<td>TBD</td>
</tr>
<tr>
<td>Date</td>
<td>Event</td>
<td>Time</td>
<td>Location</td>
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<tr>
<td>11/10-11/13</td>
<td>&quot;Si Se Puede&quot; Society of Hispanio Professional Engineers</td>
<td>varies</td>
<td>Campus</td>
</tr>
<tr>
<td>11/14</td>
<td>Presenters from American Indian Center beaded key chain and medicine bag making class</td>
<td>3-4:30pm</td>
<td>Diversity House</td>
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<tr>
<td>11/28</td>
<td>&quot;Keeping It Real Diverse&quot; Game Night (registration required)</td>
<td>5:50-5pm</td>
<td>Diversity House</td>
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<tr>
<td>12/1-12/31</td>
<td>Christmas, Hanukkah, and Kwanzaa displays</td>
<td>8-4:30</td>
<td>Diversity House</td>
</tr>
<tr>
<td>12/6</td>
<td>Lavender Graduation (registration required)</td>
<td>5-6:30pm</td>
<td>Alumni House</td>
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</table>
Your Part???
You Should . . .

- Continue to Learn
- Seek Out New Experiences
- Do Your Part
Diversity

Human differences including but not limited to race, ethnicity, gender, gender identity, sexual orientation, age, social class, physical ability or attributes, religious or ethical values system, national origin, and political beliefs.
BARBIE BELIEVES IN THE POWER OF REPRESENTATION

Children’s early experiences shape what they imagine to be possible. It’s important for them to see themselves reflected in product and content and to be exposed to different skin tones, hair types, and abilities. Barbie recognizes the importance of representation and is committed to continuing to better reflect the world kids see today.

BARBIE IS THE MOST DIVERSE AND INCLUSIVE DOLL LINE ON THE MARKET TODAY, BUT WE’RE NOT DONE YET.
Cultural Competence

The ability to understand, communicate with, and effectively interact with people across cultures
Cultural Competence Includes

- Being aware of one’s own worldview
- Developing positive attitudes towards cultural differences
- A willingness to accept and respect cultural differences
- Gaining knowledge of different cultural practices and worldviews
- Incorporating these competencies into institutional practices, polices, procedures, and programming
CULTURAL COMPETENCY CONTINUUM

Cultural Destructiveness

Cultural Blindness

Cultural Pre-Competence

Cultural Competency

Cultural Incapacity

Compliance Based Tolerance for Diversity

Transformation for Equity
Our World
Our Campus

- What stands out in the picture?
- What do you notice?
- Where are you on picture?
- Do you see yourself in multiple areas?
- Is there anything missing?
Intersectionality

Social categorizations such as race, age, gender, etc. as of a given individual or group
Which do you identify most with?

Which do you identify least with?

Which identities most affect how you perceive yourself?

Which identities most affect how others perceive you?

Which identity intersections are the most significant to you?

You may add any others.
DIVERSITY, EQUITY, AND INCLUSION Division
For Information or Reporting Issues of Concern

Vice Chancellor’s Office
900 Innovation Drive, Suite 500
(573) 341-4023
dei.mst.edu

Equity and Title IX
900 Innovation Drive, Suite 500
(573) 341-7734
equity.mst.edu

Strategic Diversity Initiatives
The Diversity House
605 W 11th
(573) 341-4212
sdi.mst.edu
Resources

Love Has No Labels:
https://www.youtube.com/watch?v=d_izgo1qVEo