GTA Workshop
Diversity, Equity and Inclusion

Dr. Nicole A. Roberson
Vice Chancellor of Diversity, Equity, and Inclusion, & Chief Diversity Officer
Who???
Diversity, Equity and Inclusion Division

- Equity and Title IX
- ADA
- Strategic Diversity Initiatives
- Employee Diversity
- Student Diversity

Dr. Nicole A. Roberson
Vice Chancellor and CDO

Dr. Paul Hirtz
ETIX Officer/Director

Sammatha Yelton
Assistant Director-ADA

Alex Alexandria
Investigator

Rebeca Negron-Umpierre
Investigator

Mary Whitman
Executive Assistant

Vacant
DEI Event Manager

William K. Smith
Strategic Diversity Director

Vacant

Tera Humphrey
Employee Diversity

Mary Whitman
Executive Assistant

Vacant
DEI Event Manager

William K. Smith
Strategic Diversity Director

Vacant

Tera Humphrey
Employee Diversity
ADA Accommodations

- Employe ADA Accommodations
  - Sammatha Yelton
    ETIX
    900 Innovation Drive,
    Suite 500
    (573) 341-7734

- Student ADA Accommodations
  - Carol Durk
    Accessibility and Testing
    Norwood Hall,
    G10
    (573) 341-4333
What???
Diversity, Equity and Inclusion Division

Respect

Protect

Integration

Belongingness

Fairness

Justice

Access

Promote
For???
Diversity, Equity and Inclusion Division
For . . .

Students
Staff
Faculty
Community
and Beyond
How???
Equity and Title IX
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.
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
The Diversity House
605 W 11th
Strategic Diversity Initiatives

Food Pantry

Clothing Closet

Student Meeting Place
Programs

- TRAININGS
- WORKSHOPS
- FIELD TRIPS
- GAME NIGHTS
## Student Diversity Schedule

<table>
<thead>
<tr>
<th>Date</th>
<th>Event Title</th>
<th>Time</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>1/26</td>
<td>Dr. Frank Vaught</td>
<td>6:00 PM</td>
<td>Leach Theater</td>
</tr>
<tr>
<td>2/9</td>
<td>Hidden Figures Movie &amp; Trivia</td>
<td>4:00 PM</td>
<td>SDI House</td>
</tr>
<tr>
<td>2/16</td>
<td>Tuskegee Airmen Movie &amp; Trivia</td>
<td>4:00 PM</td>
<td>SDI House</td>
</tr>
<tr>
<td>2/29</td>
<td>Night to Network</td>
<td>7:00 PM</td>
<td>Hasselmann</td>
</tr>
<tr>
<td>2/23</td>
<td>Student Gospel Choir Performance and Soul Food Dinner</td>
<td>6:00 PM</td>
<td>Hasselmann</td>
</tr>
<tr>
<td>2/29</td>
<td>Happy Birthday, Leap Year Babies!</td>
<td>12:00 PM</td>
<td>SDI House</td>
</tr>
<tr>
<td>3/9</td>
<td>George Vashon Field Trip</td>
<td>All Day</td>
<td>St. Louis</td>
</tr>
<tr>
<td>3/8</td>
<td>International Women’s Day Panel</td>
<td>12:00 PM</td>
<td>Carver/Turner</td>
</tr>
<tr>
<td>3/20</td>
<td>Women’s Hall of Fame Luncheon</td>
<td>12:00 PM</td>
<td>Carver/Turner</td>
</tr>
<tr>
<td>3/21</td>
<td>Game Night with Professor Cundiff - Gender Bias Game</td>
<td>4:00 PM</td>
<td>SDI House</td>
</tr>
<tr>
<td>4/6</td>
<td>Ramadan Dinner</td>
<td>6:00 PM</td>
<td>Off Campus</td>
</tr>
<tr>
<td>4/13</td>
<td>Science Center Field Trip</td>
<td>All day</td>
<td>St. Louis</td>
</tr>
<tr>
<td>4/24</td>
<td>S&amp;T Diversity Conference</td>
<td>Morning</td>
<td>Havenier</td>
</tr>
<tr>
<td>4/24</td>
<td>Denim Day</td>
<td>12:00</td>
<td>Puck</td>
</tr>
<tr>
<td>Date</td>
<td>Event Description</td>
<td>Time</td>
<td>Location</td>
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<tr>
<td>1/24</td>
<td>2024 Vision Boards</td>
<td>12:00 PM</td>
<td>Meramec/Gasconade</td>
</tr>
<tr>
<td>1/26</td>
<td>Dr. Frank Vaught</td>
<td>6:00 PM</td>
<td>Leach Theater</td>
</tr>
<tr>
<td>2/6</td>
<td>Crucial Conversations 1</td>
<td>12:00 PM</td>
<td>St. Pat's A</td>
</tr>
<tr>
<td>2/9</td>
<td>Chinese New Year's Eve</td>
<td>12:00 PM</td>
<td>Meramec/Gasconade</td>
</tr>
<tr>
<td>2/15</td>
<td>Generations in the Workplace</td>
<td>12:00 PM</td>
<td>Meramec/Gasconade</td>
</tr>
<tr>
<td>2/27</td>
<td>Crucial Conversations 2</td>
<td>12:00 PM</td>
<td>St. Pat's A</td>
</tr>
<tr>
<td>2/29</td>
<td>Happy Birthday, Leap Year Babies!</td>
<td>12:00 PM</td>
<td>SDI House</td>
</tr>
<tr>
<td>3/5</td>
<td>Crucial Conversations 3</td>
<td>12:00 PM</td>
<td>St. Pat's A</td>
</tr>
<tr>
<td>3/8</td>
<td>International Women's Day Panel</td>
<td>12:00 PM</td>
<td>Carver/Turner</td>
</tr>
<tr>
<td>3/20</td>
<td>Women's Hall of Fame Luncheon</td>
<td>12:00 PM</td>
<td>Carver/Turner</td>
</tr>
<tr>
<td>4/11</td>
<td>Who Are You? - Personality Assessment</td>
<td>12:00 PM</td>
<td>Havener</td>
</tr>
<tr>
<td>4/24</td>
<td>S&amp;T Diversity Conference</td>
<td>All Day</td>
<td>Havener</td>
</tr>
<tr>
<td>5/21</td>
<td>International Tea Day</td>
<td>12:00 PM</td>
<td>Carver</td>
</tr>
<tr>
<td>6/4</td>
<td>Back 2 School English: Pronouns</td>
<td>12:00 PM</td>
<td>Meramec/Gasconade</td>
</tr>
<tr>
<td>6/20</td>
<td>Back 2 School Math: You + Me + Allies</td>
<td>12:00 PM</td>
<td>Havener - Missouri Room</td>
</tr>
</tbody>
</table>
Your Part???
You Should . . .

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

Continue

Seek Out

Do
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 Incapacity

Cultural Pre-Competence

Cultural Competency

Cultural Proficiency

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

Dr. Nicole A. Roberson, Vice Chancellor and CDO

Vice Chancellor’s Office

900 Innovation Drive,
Suite 500

(573) 341-4023

dei.mst.edu
Diversity, Equity and Inclusion Division

Equity and Title IX Department

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

Strategic Diversity Initiatives Department

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
Thank you