Building a Culture of Inclusion on Campus

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About the Presenter

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7 Years in Higher Education & at S&T
5 years working as a Civilian with the Military

Bachelor of Science in Psychology
Master of Business with emphasis in Human Resources Management
What does the CDO do?

- Diversity, Equity, and Inclusion
  - Education
  - Compliance
  - Policy
Equity and Title IX

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## Student Diversity Initiatives

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<td>• Cultural Events</td>
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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
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

– Refrain from engaging in activity that constitutes discrimination

– Report incidents of discrimination to the university
You are required to report:

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

- Directly to the office of Equity and Title IX
  > Email equity@mst.edu
  > Call 573-341-7734
  > Use the online reporting form or see other reporting options at equity.mst.edu
Equity and Title IX is charged with ensuring policies, procedures, and state and federal statutes.

EQUITY AND TITLE IX REPORTING OPTIONS

Sexual discrimination, harassment, violence

Reports of sex discrimination can be made by email, phone, or in person. Reports are sent directly to the Coordinator, who oversees all sex discrimination matters at the institution. Upon receipt of the report and review of the detail of the information provided, the institution will take reasonable steps to investigate the matter and take appropriate steps to prevent its recurrence and remedy its effects.

REPORT ONLINE

This is the incident reporting form for Mandated Reporters at Missouri University of Science and Technology. If you are unsure as to whether or not you are a mandated reporter, please review the information below:

**Mandated Reporters**: Any employee of the University, except as noted below, who becomes aware of discrimination or harassment 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.

**Employees with a Legal Obligation or Privilege of Confidentiality**: Employees with a legal obligation or privilege of confidentiality (including health care providers, counselors, lawyers, and their associated staff) are not considered Mandated Reporters and are not required to report when the information is licensed in the course of a confidential communication. This also means that the employee seeking the exemption is bound by the University for that specific purpose and was acting in that capacity when the confidential disclosure was made. If the information is not learned in the course of confidential communication (for example, behavior is observed in class) then the employee has the same obligation as a Mandated Reporter.
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.
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
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
Proactive Intervention

Employ a ‘firebreak’ method of intervention

– Look for small signs

– Show personal interest

– Be the mentor that you wish you’d had
The Inclusive Classroom

Professional Development
Impact the Physical Experience
Self Assessment
Impact the Academic Experience
Impact the Social Experience

Visit our Staff and Faculty Resources page at dei.mst.edu to learn more.
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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