What do we mean by Diversity at Montana State University?

(You may also email response to: diversityplanning@montana.edu)

Table #1:
* Institutional core value; linked to all of the ways we hold ourselves accountable.

Table #2:
* A deep sense of acceptance...of complex individuals.

#8:
* Does everyone know about the offense people take when talking about Diversity? Move past the segregation

#14:
* Visible identities vs. invisible identities
* Discovering the commonality that we are all people - recognizing the experience each person brings to the table

#10:
* Insuring an environment that facilitates open-mindedness and inclusion
* Embracing the idea of alternative perspectives
* We grow through those outcomes

#3:
* When everyone can be himself/herself without providing explanations;
* Finding intersections among different diverse groups

#25:
* Reframing the question: What can we do to bring indifference to difference?
*What do we need to do to change to an "I am" statement - as oppose to "You are..."

#15:
*Eliminate silos
*Learn and work with the respect of different ways of knowing...
*Faculty and staff of a diverse culture

#23:
*Welcoming and inviting diverse perspectives (culturally and educationally)
*Diversity as opportunity
*Human dignity in an atmosphere of safety

#16:
*Inclusivity of all types
*Find common ground; create safe zones to allow for vulnerabilities and all us to feel proud of our community

#7:
*Would include all and equal representation...

#8:
*To understand, educate, and advocate to create a sense of belonging

#9:
*Have MSU be an inclusive community where voices can come forward and be heard

#18:
*Benefits of Diversity discussion re: multiple perspectives;
*Is not about categories, but the opportunity to talk about and discuss differences in an open manner

*Diversity is hard for some people, due to the unknown; hoping to embrace the unknown

*There is an engagement in Diversity; Diversity is an evolution - giving space for it to grow has meaning

*You can have diversity without inclusion.
*Why is MSU talking about Diversity? We’re moving away from the stereotype.

*Diversity of thought needs to be considered as well.
*Regionalism of MT can affect diversity at MSU
*Suggested activities

*Inclusion and accountability
*Why are we talking about this? We want to be intentionally about the conversation. Do we foster this on campus?

*Diversity should not be a quantity, but rather a Value; more exposure to students from the beginning

*Identity is not always visible
*Put ourselves out there - where there is unfamiliarity
Raising the bar; how can we do better? 
Campus can lead the community by bridging both sides

Historical and institutional response; this is an institutional responsibility to address diversity

Diversity is diverse by nature
Relationships - everything is about relationships (quality of them at MSU)
Celebrate everyone, every day.

Common Themes:
1) This is a collective effort.
2) Make visible what is invisible.
3) Intersectionality needs to be understood.
4) Indifference to difference (stop being indifferent to difference)
5) De-silo
6) Create meaningful connections
7) Quality decision making (via good data)
8) Engagement - true engagement that is action oriented
9) Accountability - this plan should hold us accountable
10) Institutional effort, but a Individual effort as well - hopefully expanding our individual influence within our communities.