What are some guiding principles and values for the MSU Diversity Plan?

#25
*We’re not here to change others, but here to give people the opportunity to change themselves
*Encourage discomfort and its role in growth
*People need to find their commonalities to feel safe in being diverse
*Key values: Respect, Compassion

#18
*Inclusivity, exclusivity, individual responsibility, human dignity (plans should be examined and re-examined over time)

#6
*Allowing time for growth and the grace to learn; allowing for differences without judgement

#2:
*Empathy,
*Intersectionality
*No tolerance for hate crimes
*Diversity
*Deep sense of acceptance
*Material support (i.e. Native American graduation rates)
7 total

*How and a where for best practices
*Appreciation of assets that the table brings together
*Empathy, enthusiasm, generosity of understanding, finding kindness - as an essential value

#14
*Cultural humility

*"Platinum Rule" - do unto others as you would like to have done unto you.

*Empathy

*Institutional commitment

*Willingness to change ourselves

#10

*Change and opportunities for change; change is often uncomfortable, but we should embrace the uncomfortable

*Training and education for STUDENTS, as well as faculty and staff

*Mindfulness (of others and our own)

*Measurable

#21

*Intentional and taking deliberate action

*Institutionalized - how do we interweave these items into everything that we do on a daily basis on campus

*Pro-active; responsive

*Educate, train and equip people with the right tools

*Ask questions - utilize campus resources

#7:

*A purposeful opportunity for integration

*Regular basis

*Organizational culture - this plan needs to be involved; incorporated in everything that we do so that it is intrinsic and natural (Administration, Faculty, Staff, Students)

#22:

*Respect for identities

*No bandaid approach
*All curriculum for training
*Creating opportunities for community to be involved

#8
*Listening
*Take responsibility for your own education of diverse identities
*Equity vs. equality

#20
*Authentic while focusing on respect and being empathetic
*Call to Action to various offices on campus to communicate; central Diversity office

#23
*Vision

#4
*A Bobcat Family - welcome the "crazy uncle"
*Give opportunities for people to have the power to invoke change
*Place, location and time - "Common Hour" when individuals can join programming on campus (during the day)

#24
*Acceptance, human dignity, growth, discouraging discomfort
*Change over time

#3
*Any action should be based on respect, humanity and compassion
*Reach a balance between knowledge and common differences (naming groups are inclusive)
*Support and protect minority groups; assure their protection and security
#12
*Courage to change; encourage the quiet voices
*Create synergies
*Genuine

#13
*Impliment amongst all levels of the Adminisration; diverse Search Committees
*More diversity in Core requirements

#5:
*Inclusive with all voices at the table
*Visibility of what we will do along the way (ex. transgender restrooms)
*Training - both informal and formal
*Ask individuals to welcome change

#16:
*The journey of the planning process means a lot and will have a lot of impact
*Course curriculum to include a "Summit-like" environment
*Core needs of humans - need food, shelter - come together outside of a disaster

#1:
*Importance of faculty to convene an inclusive space for students; expanding Safe Zone training
*Students needs to be prepared to operate on the global stage; by being curious about diversity

#18:
*Weaving diversity into everything we do at MSU (similar to Service Excellence)
*Pro-active about seeking out difference perspectives; a genuinely curious environment
#17:
*Looking at "Diversity", as a word meaning what we are together
*Value equity
*Active listening - fully in place with person speaking
*When a person speaks, he/she speaks for him/herself. This is the opening understanding and principle.
*Recognize the tension between embracing difference and acknowledging similarity; if we do this, recognize that we do not have all of the answers and that we are all learners of everything and we are all teachers by our own experience.

#9:
*Sense of community
*Curiosity
*Reciprocity - valuing others via two-way street

#15:
*Ability to be uncomfortable; work with others to expand ourselves
*Self-reflection and education
*Making changes from the ground up, as well as the trickle down; sustained dialogue for all
*Curiosity
*Keep policies in place, while being flexibility

Common Themes in Conversation:
1) Curious
2) Active
3) Dynamic tension, and it is expected
4) Grow the muscle to be in these spaces; come together; daily; create common spaces for this to happen
5) Building strength in other areas
6) Be a part of the overall University plan
7) Expand
8) Authentic, equity, excellence, respect, stay out of judgement
9) Material support
10) Relevant in syllabus and core curriculum
11) Visible
12) Be a part of the metrics
13) Create space for appreciation
14) Create an environment for questions
15) Provide the tools for us to change ourselves; as well as tools for the individual
16) We could be a national model at MSU.