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

#7
*Utilize some of our current values (on website).
*Other values: Empathy, Safety, Power Dynamics, Self examination, self awareness (who are we), Integration & Collaboration (as oppose to Inclusion & Intolerance), CURIOSITY

#1:
*Who is a part of the "in group" - who is US, as oppose to who is THEM
*Respect difference without invalidating identities
*Seeing Diversity as something that is not imposed on us

#10:
*Notion of growth and development - understand this is a process of growth and development; provide safe spaces for this growth
*Idea of growth is individual (students’ critical thinking) and institutional

#17:
*For guiding principles, the common goal is for the betterment of humanity without destroying a people or culture and provide an opportunity to be successful, acquire skill and return to the community
*Honesty, generosity, kindness, spirituality, humor, respect, partnership, safety, competence

#11:
*Creating a "safe place" issue - we need to create a culture where an unintentional offense creates a conversation

#:  
*Equity - numerical representation and success
*Invest in Student Services (perhaps use an Athletics model)
*Metrics - graduation rates are important, but not enough; take something with you that makes you a better person; feel more confident and competent.

#12:
*President Cruzado's opening anecdote shared similar values of the community
*Authenticity and Honesty are key values

#18:
*Visibility and Access - reflected in the infrastructure of MSU
*Vigilance for understanding our own biases and own privilege
*Value should not be assimilation (transfer institution instead)

#8:
*Look at both staff and student side of the issue; for staff, we should look at accountability; for students, we need to look at how we increase understanding - via class structure and promotion of diversity in education.

#19:
*Recognize what privilege and power the University has in this discussion; change by nature is disruptive, thus we need to be mindful of this point.

#5:
*Prioritization of fostering courageous dialogue
*Extending the responsibility beyond faculty and staff to STUDENTS (we need their feedback)
*Modeling courageous dialogue and respectful disagreements (there can be connection here as well)
*Prioritization throughout all courses (not just electives, etc.)

#2:
*Increasing diversity within Faculty and supporting retention/tenure for diverse faculty
(i.e. perhaps through offering something like an "international faith bazaar")
Generate an interest to approach learning from a universal benefit for all of us; top down and bottom up (i.e. Safe Zone Training)

Building life outside our measured metrics; expand our relationships with each other

#4:
*Intentionally and actively incorporating diverse perspectives; really actively listening and willingness to be flexible with the results

*As a University, have a commitment to promoting diversity throughout many realms, including curriculum

*Provide training for students, as well as engage outside community for full integration

#15:
*Principles:

*We need an evolving definition of diversity.

*Equity in listening

*HOW - role modeling via alumni, campus members (how do we utilize them); incentivizing students to participation

#6:
*Inclusivity very clear in all arenas (rec center, website); campus-wide, clear consensus; "we have to say it"

*As what we learn evolves, MSU is involved state-wide, beyond campus, for Montana and diversity awareness and inclusivity

*Responsible for yourself (then others will follow)

*"University of Choice" for Native Americans, and All others - regardless of their world view

#3:
*Listening to our student body population; foster leadership qualities in them and allow for them to advocate

#21:
*Encouraging a healthy space
*Active listening

#14:
*Difference between Values & Principles
*We believe...
*We respect...
*Civility

#22:
*Social justice
*Is this a change of heart, or change in the brain?
*Need for an inward look at this topic - does it follow the University's statement
*Why is this important? Why is our own personal diversity statement important?

#13:
*Aware of the social-economic background of our students
*Protect our democracy while fostering an environment of critical thinking
*Provide international opportunities to our students and provide opportunities to international students to come to MSU

#21:
*

#20:
*Look for evolution, as oppose to revolution
*People should be seen as means
*Value empathy, curiosity (puts of "judging")
*Value humility
*Risk being changed

*Use a language that shows our true values and the changes we would like to see.

#23:

*Open to everyone

*Service Excellence initiative put this into action; look at these values

*Everybody has a story (people have similar struggles).