Lead: Nika Stoop
Diversity Council Rep: Sara Teklehaimanot

Our First Year

We envision a welcoming and equitable campus environment in which people of all gender identities are empowered, valued, and supported.

Created in March 2022, the Gender Equity Alliance, formerly known as the President’s Commission on the Status of University Women, cultivates gender equity at Montana State University by addressing barriers, developing relationships with partners, and creating shared accountability for sustainable change.

Purpose:
We represent diverse voices with intersecting identities across the gender spectrum in:
1. Championing professional development that creates an inclusive campus environment and gender equity in metrics, assessment, policies, practices and procedures.
2. Promoting visibility and transparency around policies, practices, procedures and groups that support gender equity.
3. Recognizing and celebrating contributions from the entire MSU community – undergraduate and graduate students, staff, faculty, groups and allies – that cultivate gender equity.
4. Providing opportunities for the community to share their questions, concerns, or ideas around issues related to gender equity.

Over 50 members
In the spring of 2022, we recruited over 50 members to join the alliance (GEA) and developed a web presence. We were also offered a seat on the Diversity Council of the University.

In June 2022, the Gender Equity Alliance had a planning session to create a sense of community and shared purpose, expand the understanding of the history and what activities are currently ongoing at MSU around gender equity, and identify projects that the Alliance will want to undertake in the next year. We had 37 participants at the meeting from many different departments across MSU.

**Key Outcomes:**
- Attendees expressed a strong interest in building an informal community from the Gender Equity Alliance for social connection and networking.
- Projects to work on for 2022 - 2023
  - President's Award for Gender Excellence Committee – Betsy Danforth
  - Safe and Inclusive Fieldwork Guidelines – Tracy Gatlin and Nicole Motzer
  - Communications – Susan Andrus
  - Equity and Inclusion at the Department level – Ariel Donohue

**Ways to Engage:**
- One All Alliance Meeting per Semester
- Monthly Informal Gatherings
- Project Meetings
SAFE AND INCLUSIVE FIELDWORK GUIDELINES

One of the projects identified was the Safe and Inclusive Fieldwork Guidelines project that created a guide that meets the new requirement, instituted in January 2023, for NSF grants that demonstrates how MSU will "...provide a safe and inclusive workplace..." in the unique situation of fieldwork. The GEA project leaders worked with Camie Bechtold, Chief Compliance Officer, and Kyleen Breslin, Director of the Office of Institutional Equity, to create an institutional plan for off-campus and off-site research where such a plan is required by an awarding agency such as NSF. This plan establishes standards, education and communication expectations. MSU promotes environments of learning and research of high integrity and where respect and safety are at the forefront.

The plan includes review of policies, required education, a written Communication, Response, and Safety Blueprint, review of resources and a verification by all members of the research team that they have completed required components of the plan.

The timeline below is intended to assist Team Leaders with understanding the process and timing for meeting the NSF requirements around Safe and Inclusive Working Environments for Off-Campus & Off-Site Research requirements.

TIMELINE

<table>
<thead>
<tr>
<th>Prior to Submission</th>
<th>Once Funded</th>
<th>Prior to Departure</th>
<th>After Return</th>
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</thead>
<tbody>
<tr>
<td>• Develop a Blueprint for site specific research</td>
<td>• Distribute website information to team members for review and verification.</td>
<td>• Distribute and review Blueprint with team members.</td>
<td>• Trip leaders should debrief to identify issues or areas of improvement and adjust future blueprints accordingly.</td>
</tr>
<tr>
<td>• PI/Team Leader should review the institutional plan website and complete verification of review.</td>
<td>• Review Blueprint for any updates or adjustments.</td>
<td>• Collect team members’ verification emails or otherwise confirm all have reviewed the website information.</td>
<td>• All participants can expect to receive an anonymous, optional survey about their experience within one year.</td>
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<tr>
<td>• In OSP ePCF, submit verification email as a miscellaneous attachment.</td>
<td></td>
<td>• Distribute Blueprint to Department Head (best practice).</td>
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</table>
President's Award for GENDER EQUITY

Designed to honor members of the MSU community who have worked to improve issues related to gender, equity, diversity and inclusion.