

2017 CGS Annual Meeting
*Systemic Approaches to Diversity and
Inclusion*

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Useful Links

Report:

[http://www.montana.edu/diversitysummit/documents/Diversity and Inclusion Report-Final press.pdf](http://www.montana.edu/diversitysummit/documents/Diversity%20and%20Inclusion%20Report-Final%20press.pdf)

Graduate School:

<http://www.montana.edu/gradschool/>

Diversity Office: <http://www.montana.edu/diversity/>

Who is Montana State University?

- Located in the Pacific Northwest
- 16,703 students (Fall 2017)
- 50% of the students are Montana residents
- One of 8 land-grant universities in Montana
- Over 700 T/TT faculty
- Comprehensive, public, large, primary residential, high undergraduate, STEM-dominant
- Largest research university in Montana

Framework

Diversity and Inclusion Plan

- Process: Full year (August 2016 – August 2017)
- Students, faculty, staff, community
- Engage in structured discussions about diversity and inclusion
 - F2F campus discussions
 - Online forums
 - Departments/colleges retreats
 - Small meetings
 - Student forums
- First (ever) comprehensive Diversity and Inclusion Plan
- Five themes emerged
- Revised Vision statement

Process

- **Two Campus Diversity Summits**
 - Attendance 400@
 - Determine the guiding principles that should inform the institution's diversity plan
 - Revising campus diversity statement, vision, principles, over-arching goals and strategies
- **Campus-wide Charrette**
 - Attendance 200
 - Provide feedback on goals and strategies generated by an appointed Advisory Council

MONTANA STATE UNIVERSITY DIVERSITY VISION

We believe that excellence at Montana State University is best achieved through a culture of intellectual and personal growth that is diverse and inclusive.

Intellectual and Personal Growth Attuned to the Importance of Differences in:

Age

Race

Ethnicity

National Origin

Socioeconomic status

Sex

Gender expression

Gender identity

Sexual orientation

Ability status

Religion

Spirituality

Five Themes

1. Climate and Intergroup Relations

- 11 Strategies
 - a. Include gender-neutral bathrooms and family care room spaces in all new buildings and renovation projects

2. Education and Scholarship

- 12 Strategies

3. Access and Success

- 8 Strategies

4. Leadership and Accountability

- 7 Strategies

5. Communication

- 6 Strategies

Recommendations

- Create an executive director position to ensure coordination of all diversity and inclusion work, programs and activities
- Develop a time line to implement strategies with measureable progress
- Implement a system of analytics and metrics to assess progress towards diversity plan goals
- Incorporate the goals and strategies into the MSU strategic plan
- Conduct campus climate surveys
- Communicate MSU's commitment to supporting diversity mission to all constituents

Supporting Programs

- **Sustained Dialogue Program**- opportunities for cross-cultural and genuine dialogue about the influence of gender, race, ethnicity, class, religion, sexual orientation, ability, and age on student experiences and campus community relations
- **Community Dialogues**- hosts large community dialogue events for the campus and local communities (3x/year)
- **Common Ground Retreat**- 3-day immersive identity retreat available to all students
- **De-Stereotype Me Day**- individuals on campus to publicly share stereotypes that have been imposed on them (2x/year)

Supporting Programs, cont.

- **Facilitation Trainings**- provide an 8-hour training for students interested in learning more about identity topics, inclusive leadership, facilitation, and consensus building
- **Inclusive Leadership Trainings**- provide inclusive leadership trainings for all
- **Pop-Up Dialogues**- opportunities to engage in respectful, meaningful dialogues around current events connected to identities that impact their lives

LGBTQ Inclusions

- **Gender Neutral Restrooms**
 - Installed 25 new gender neutral restroom signs
- **Best Practices for Working with LGBTQ Students**
- **Gender Inclusive Housing Option**
- **Safe Zone Trainings**
- **Coming Out Day activities**
- **LGBTQ Mentors Program**
- **Lavender Celebration**
 - Recognize the achievements and contributions of graduating LGBTQIA and Ally students.