

## MSU Faculty and Staff:

This correspondence serves as a follow up to the communication on June 1 which shared our condemnation of racism, injustice and violence against communities of color. This is a critical time in our service region, state, and country. The senior leadership at MSU would like to share the actions we have taken, and our future steps designed to advance inclusion, diversity and anti-racist work on our campus.

- In the fall of 2018, an invitation was extended to the academic units, departments, and Student Government Association to reinvigorate the dormant diversity council. This group was renamed the **Eagle Diversity and Inclusion Team (EDIT)** and was charged with serving as an advisory group to senior leadership to ensure the accomplishment of MSU's vision, mission, core values, and functional plans as they relate to inclusion and diversity. The membership of EDIT includes both internal and external partners who meet face-to-face quarterly and email as needed. The membership is divided into several subcommittees related to bias response, campus climate, employee recruitment and retention, and other special topics as the need arises. For more detail on the charge of each subcommittee and EDIT membership, refer to the [Diversity and Inclusion Initiatives webpage](#).
- After researching our peer institutions, a bias incident reporting form was drafted by the EDIT to create a formalized mechanism for tracking, acknowledging and ultimately addressing bias incidents. This process, which went live in June 2019, permits anonymous reporting or requesting a face-to-face meeting. Completed forms are sent to the Office of the President where staff review and respond to the report in conjunction with applicable departments or units. Report data is also used to identify themes and develop programming to educate the campus community. The [online bias incident reporting form](#) can be found on multiple locations on the MSU website.
- The EDIT subcommittee on campus displays has been working on a variety of initiatives to increase the visibility of our diverse community. The next time you visit ADUC food court check the napkin holders inserts—they are updated regularly and have included statistics on the incoming freshman class, women's history month facts, and suggestions for honoring American Indian and Alaska Native heritage month. A call for creative works was issued at the Fall 2019 convocation which showcased the diversity of the region, state, and University. These creative works have been featured in display cases throughout ADUC. This subcommittee has also worked to spotlight our diverse alumni. For example, a graduate of MSU's nursing program was featured on electronic displays throughout campus in February.
- The EDIT recommended several actions focused on employee recruitment and retention. For example, the MSU online employment application now requires applicants to identify where they heard about the job opening. This information allows applications to be tracked by source and is beginning to inform where our position advertising dollars are used most effectively. In addition to using routine advertising sources such as HigherEdJobs, we have extended our advertising to include the Southern Regional Education Board's Doctoral Scholars Program, American Association of Blacks in Higher Education, Historically Black Colleges and Universities, Hispanic Serving Institutions, the National Black Nurses Association, and others. We continue to monitor these efforts to determine their efficacy in increasing the diversity of our applicant pools and ultimately, increasing the diversity of our employees.
- The EDIT campus climate survey subcommittee contracted with the Higher Education Data Sharing Consortium to implement a campus climate survey (launched in January 2020). Results from that survey are currently being analyzed and an executive summary and short-term/long-term recommendations will be shared with the campus community.

There are numerous other actions that the EDIT is implementing, but in respect for your time, I want to move forward and detail upcoming efforts. To demonstrate the commitment of senior leadership to infuse systemic and wide-ranging actions throughout the entire campus, they will be detailed by functional unit/area.

### Academic Affairs

- We are working with the Council on Postsecondary Education (CPE) and their counterparts at institutions across Kentucky to make recommendations for a minimum set of statewide culturally competent standards for students. The intended final product is a cultural competency certificate that has uniform student learning outcomes across campuses. That certification will be valuable to our graduates as they seek employment opportunities in today's global workforce. Work is also being done by this group for a cultural competence certification for employees.

- The Office of the Provost is working to strengthen the existing diversity components of First Year Seminar (FYS). Additionally, for the Fall 2020 cohort, all FYS students will be required to complete an initial and a follow up training on implicit bias.
- Recognizing that a number of factors are important predictors of student retention for underrepresented minority and low-income students, grant funds have been directed to the Office of Retention and Academic Advising. That office will begin to employ additional supports to assist students in overcoming challenges to their success. These peer supports will be tasked with providing assistance and direction to first-year and transfer students in the underrepresented minority and low-income groups to ensure that they maintain good academic standing and are also socially integrated into the campus community.
- The Faculty Center for Teaching and Learning is available to support your questions related to inclusive practices and implementing culturally responsive pedagogy. Please reach out to Dr. Daryl Privott at [fctl@moreheadstate.edu](mailto:fctl@moreheadstate.edu) for assistance.

### **Student Affairs**

- Student Activities, Campus Activities Board and the Eagle Diversity Education Center will continue their regularly scheduled cultural programming and events throughout the academic year. If interested, please reach out to these units to offer your assistance with supporting events. For upcoming dates be sure to check the campus calendar (<https://events.moreheadstate.edu/>) and the MSU newsletter.

### **University Police Department**

- In addition to the 40-hour annual training that law enforcement personnel participate in through the Kentucky Department of Criminal Justice Training, the University Police will also participate in cultural competency training later this month. The training will be performed by a nationally recognized expert who works regularly with municipal and state law enforcement agencies on issues related to interacting with diverse populations.
- The University Police attend student events upon request, but to increase additional interactions, Chief Merrell Harrison and Lieutenant Jarred Hunt will also begin making intentional efforts to regularly visit with student organizations to support an ongoing dialogue.

### **Athletics**

- To highlight the wide array of diverse alumni, Athletics will begin showcasing former athletes on digital signage across campus in conjunction with annual heritage and recognition months.
- A student-athlete directed and produced video challenging others to “Be the Change” is being created.
- Staff will assist with voter registration initiatives for student-athletes.
- Staff will implement a program to assist coaches with efforts to engage in vital dialogue with student-athletes.
- Staff will create diversity scholar internships to help improve access to the industry and leadership positions.
- Coaches will identify a competition within each sport to promote anti-racism and support cultural competency education.

### **Campus-Wide Initiatives**

- Effective the Fall 2020 semester, MSU will require that all administration, faculty, staff, student workers, and graduate assistants, successfully complete implicit bias training. You will receive more details from the Office of Human Resources on completing this training as the fall semester starts.
- The University will implement the campus affiliate program of the **National Coalition Building Institute** as its cultural competency model. Training will begin at the end of July for senior leadership with another session in early September for additional leadership. The final stage of the affiliate process is training teams of faculty/staff/students who will then be able to replicate two NCBI models on our campus: a) The Welcoming Diversity, Equity, Inclusion one day workshop and b) The NCBI Controversial Issues Process. This training will create faculty/student/staff teams who are skilled in training and facilitating difficult conversations.

- Beginning in September 2020, on the recommendation of the EDIT, we will implement **Inclusion Ambassadors** in the four academic colleges and Student Affairs. These Inclusion Ambassadors, trained in the NCBI models, will act as champions of inclusion and diversity efforts across the College/Unit. Each Inclusion Ambassador will work with his/her Dean to develop diversity goals (in conjunction with the University strategic plan, strategic enrollment plan, and diversity plan strategies), and lead the execution of diversity initiatives aimed at diversifying curriculum, research inclusion initiatives, and recruitment and retention strategies for the College/Unit. Inclusion Ambassadors will coordinate trainings and programming, facilitate “Eagle Talks,” and report to the EDIT to discuss progress, successes, and challenges and to receive or offer assistance and advice.

Acknowledging that there is more work to be done in the weeks, months and years ahead, MSU is committed to providing opportunities that educate and equip our faculty, staff and students to recognize and question personal biases and increase their comfort level with and ability to work to dismantle racial and social injustices. We know that many of you regularly plan cultural activities such as book clubs, exhibitions, movie nights, etc. To ensure that the entire MSU community is aware of and has the opportunity to participate in these activities, as plans are finalized, please submit them via this form for inclusion in the MSU Newsletter: <https://www.moreheadstate.edu/News/Share-Your-MSU-News/News-Form>. An implementation timeline is attached.

