

Office of Diversity, Equity & Inclusion

A NOTE FROM THE VICE CHANCELLOR

At UMSL, we are more impactful when we build community and partnerships in our collective efforts to foster and advance diversity, equity, belonging and inclusive initiatives across the campus. Our hope is that the campus community will continue to build connections, to engage in conversations, to invite your campus partners to meetings, to events and to commit to fostering a welcoming culture where all feel valued. There are some amazing, courageous, challenging yet inspiring work that takes place on this campus. ODEI will continue to be your partner in this ongoing work!

~Dr. Tanisha Stevens

"If I cannot do great things, I can do small things in a great way."-Dr. Martin Luther King Jr.



NEWS & EVENTS



COLLABORATIVE PARTNERS

Over the academic year, alliance members have been working diligently in their respective areas to move the needle on diversity and inclusion. During the Fall 2021 semester, we invited alliance members and campus partners together for the first Diversity Consortium. This conversation led to increased partnerships across campus and the creation of new networks/councils and collaborations. Information regarding 2 new initiatives that were launched during the Spring academic year are below.

THE DIVERSITY ALLIANCE IS A NETWORK OF UMSL FACULTY AND STAFF WHO CHAMPION DIVERSITY & INCLUSION INITIATIVES WITHIN THEIR DEPARTMENTS/UNITS.

HISPANIC/LATINO FACULTY & STAFF NETWORK (HLFSN)

The intended purpose of the HLFSN is: *“To assist the University of Missouri – St. Louis in achieving its mission while complementing Inclusive Excellence initiatives in UMSL’s strategic plan and its NSF ADVANCE program, the HLFSN provides a university-wide forum for the discussion of ideas and mutual concerns of Hispanic/Latino faculty and staff; serves as a key resource from which the administration can gain vital input regarding policies that affect Hispanics/Latinos across campus; serves as a key resource to support and elevate Hispanic/Latino students; and disseminates relevant information enhancing the professional development of Hispanic/Latino faculty and staff.”*



ACADEMIC & CLINICAL LEADERS DEI ADVISORY COUNCIL (ACL-DEIAC)

Complementing Inclusive Excellence initiatives in UMSL’s strategic plan and its NSF ADVANCE program, the purpose of the ACL-DEIAC is to: 1) Disseminate information on DEI work/activities taking place in the colleges/units; 2) Discuss and resolve DEI issues and challenges encountered in the colleges/units, including those related to NSF ADVANCE initiatives; 3) Begin building a campus-wide academic and clinical DEI hub.; 4) Advise and inform on the activities, strategies, and initiatives of UMSL ADVANCE; and 5) Provide DEI-related professional development opportunities for the members.

STRATEGIC INITIATIVES

We are guided by Inclusive Excellence, which simply means we realize the educational benefits when we integrate DEI efforts into the core of our functioning as an institution. Over the academic year, we have created new professional development opportunities, implemented and supported DEI efforts across departments and educated the campus on our equity policies and procedures, just to name a few.

*Our Mission:
Guided by
Inclusive
Excellence*

COLLABORATION WITH ACADEMIC AFFAIRS AND HR TO REVAMP THE FACULTY HIRING PROCESS

Academic Affairs led a discussion of key stakeholders to identify ways to infuse best practices for inclusive excellence throughout the full-time faculty hiring process. As part of the revised process, ODEI now serves as a resource to promote inclusive excellence hiring and support committees by providing feedback and resources for job postings, evaluation rubrics, interview processes, etc. Through HR and ODEI, we are also supporting additional outlets for which to post the job announcements. You will find the new process outlined on the [Academic Affairs website](#).

CHANCELLOR'S CERTIFICATE IN WORKPLACE DIVERSITY, EQUITY AND INCLUSION

ODEI launched its first professional development program open to the STL community. Participants in [this pilot program](#) represented a broad range of workplaces including law enforcement, healthcare, and education. This program will be offered again in Spring 2023.

GRADUATE CERTIFICATE IN WORKPLACE DIVERSITY, EQUITY AND INCLUSION (DEI)

In collaboration with the Graduate School, ODEI launched the first of its kind professional [graduate certificate in Workplace DEI](#). Twenty graduate students completed the eight-month program with final projects that applied all they learned to implement DEI strategies in their workplaces. One student commented *"I really appreciated the format and content of this course. After having the opportunity to reflect and complete my final assignment, I realize how beneficial this course was, and how incredibly useful and important it will be for me as a professional moving forward."* This program will be offered again in Spring 2023.

TITLE IX & EQUITY

A MESSAGE FROM TITLE IV

According to the National Coalition Against Domestic Violence (NCADV), 1 in 4 women and 1 in 9 men experience intimate partner physical violence, intimate partner sexual violence, and/or intimate partner stalking. Approximately 60.8% of female stalking victims and 43.5% male victims reported being stalked by a current or former intimate partner. In Missouri alone, domestic violence programs served over 36,300 Missourians in 2019, but more than 26,000 requests for services weren't met due to a lack of resources.

In order to bring awareness to the campus community, Tritons United and the UMSL Title IX Office collaborated and sponsored an event on April 12, 2022, outside Oak Hall on South Campus. Campus Partners included Tritons United, UMSL Title IX & Equity, UMSL Police Department, UMSL Counseling Services & Victim Advocate, UMSL CARE Team, Crime Victim Center, Legal Services of Eastern Missouri and SQSH. Members of UMSL campus offices and local St. Louis community agencies were available to speak with those attending the event, answering questions and providing information outlining available resources within the region. The information provided included resources, and assistance for those impacted by sexual assault, stalking and/or domestic or dating violence.

TRITONS UNITED

STOP the violence!

Tritons United is a coordinated community response team whose main efforts include reducing gender based violence on UMSL campus by promoting victim safety, conducting trainings & prevention efforts, providing community outreach & awareness programs & improving effective responses following an event. To learn more follow our @umsltritonsunited handle at the below social media platforms:

Email: umsltritonsunited@umsl.edu
Call: 314-516-8488

DISCLAIMER: This project is supported by Grant No. 2019-WA-AX-0037, awarded by the Office on Violence Against Women, U.S. Department of Justice. Points of view in this document are those of the author and do not necessarily represent the official position or policies of the U.S. Department of Justice.

JOIN TRITONS UNITED & UMSL TITLE IX OFFICE BRINGS YOU SEXUAL ASSAULT AWARENESS ON 04/12/22

Join us in person at Oak Hall! Tritons United professionals will be available in person to give out information & provide answers to any questions relating to community support & response services. Representatives from both UMSL campus & surrounding St Louis area will be present.

Tritons United: Campus Victim Services
Office Hours
Date: Tuesday, April, 12, 2022
Time: 4:00-5:00 PM CT
In-Person at Oak Hall

Please Reach Out To Any Of These Victim Resources:

Students: UMSL Counseling Services http://www.umsl.edu/hcdas/counseling/	Staff/Faculty: UMSL's EAP Provider Center for Behavioral Health https://www.umsl.edu/services/hrs/rewards/eap.htm
Students: Victim Advocate (Mindy Stratmann-Sebol) StratmannM@umsl.edu	Safe Connections 314-531-2003 (24hr Crisis Help & Text Line) https://safeconnections.org/
Title IX & Equity Dana Beteet Daniels dani@umsl.edu https://www.umsl.edu/title-ix	Crime Victim Center 314-664-6699 (Legal Help Line) https://www.supportvictims.org/
UMSL Police 314-516-5155 www.umsl.edu/safety/police	UMSL Tritons United umsltritonsunited@umsl.edu Social Media: @umsltritonsunited

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If you have questions for [the Title IX and Equity Office](#), please do not hesitate to reach out. We would love to learn what you would like to see from us!

Dana Beteet Daniels, Title IX Coordinator & Chief Equity Officer
Jessica Swederske, Deputy Title IX Coordinator & Deputy Equity Officer

UPCOMING INITIATIVES/PROFESSIONAL DEVELOPMENT

SUMMER PROGRAMMING

ODEI professional development offers opportunities to learn new things about yourself and others, meet new people, and engage in thoughtful, honest conversations. Check out our [blog](#) for course offerings.

EQUITY ADVISOR TRAINING

Thanks to the generous support of the National Science Foundation for UMSL ADVANCE, the Office of Diversity, Equity, and Inclusion is pleased to announce Equity Advisor Training in Summer 2022. To help UMSL achieve our Inclusive Excellence and ADVANCE initiatives and goals, Equity Advisors serve as a resource to support faculty and staff committee work by providing guidance for best practices in the recruitment, retention, and promotion of high-quality faculty and staff. Equity advisors provide an equity-lens regarding gender, race, ethnicity, and other dimensions of identity so that search, promotion, and other academic processes are equitable and inclusive across all departments/units, including those in STEM.

This 16-hour training will be provided through ODEI in collaboration with Oregon State University for up to 30 UMSL faculty and staff in Summer 2022. Contact Dr. Marlo Goldstein Hode, Senior Manager for Strategic Diversity Initiatives, for details.

CAMPUS CLIMATE & BELONGING SURVEY

With generous support of the National Science Foundation for UMSL ADVANCE, ODEI is pleased to announce it will soon be launching the process to conduct the next set of Campus Climate Surveys for faculty, staff, administrators, and students. We will be working with *Insight into Diversity's Viewfinder Campus Climate Surveys*. The surveys will be administered this fall, but we are forming the steering committee at this time. More information will be forthcoming, and we are currently working to update the [climate survey website](#). The leads on this process are Drs. Tanisha Stevens, Vice Chancellor for Diversity, Equity, and Inclusion/Chief Diversity Officer, and Marie Mora, Associate Vice Chancellor for Strategic Initiatives.



WELCOME/CONGRATULATIONS

Welcome Myron Burr to ODEI! Myron is the new Coordinator for Diversity, Equity & Inclusion Initiatives in the office. We look forward to introducing Myron to the UMSL community and for the campus to hear more about this new role.

Congratulation to Dr. Marie Mora. Dr. Mora received the 2022 biennial Academic Achievement Award from the American Society of Hispanic Economists.

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