

**McQueary College of Health and Human Services
Diversity and Inclusion Council**

Members:

Roberto Canales, (Associate Dean for Faculty) Council Chair
Sonia Arora (CSD, faculty)
Esther Adeniran (MPH, graduate student)
Tara Boehne (OT, faculty)
Lisa Bonner (BMS, staff)
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Shelby Davis (CSD, faculty)
Shruti Gohil (MPH, graduate student)
Lyon Hough (BMS, faculty)
Rose Korank-Okrah (SWK, faculty)
Holly Metcalf (CSD, faculty)
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Jennifer Pratt (CSD, faculty)
Lea Shine (SAP, graduate student)
Jeanie Skibinski (SAP, faculty)
Randi Ulbricht (BMS, faculty)

The first meeting of the newly established MCHHS Diversity and Inclusion Council (DIC) was held on March 1, 2019. Three subsequent meetings followed this; the last meeting for the spring semester was on May 3, 2019. The DIC was established to help promote a culture that embraces diversity and fosters inclusion for students, faculty and staff in MCHHS. As such, the DIC provides the MCHHS Administrative Council guidance in the development, support, and promotion of measures that are most likely to foster a diverse and inclusive environment for students, faculty and staff.

The DIC has identified both short-term and long-term recommendations. The DIC hopes that the short-term recommendations could be in place by the start of the fall semester. The long-term recommendation, or goals if you will, are a work in progress. Meaning, the DIC plans to provide the Administrative Council with more specific details during the 2019-2020 academic year.

Short-term recommendations

1. Create a Diversity and Inclusion Council link on the MCHHS homepage and within this link:

a. Identify the council's mission statement:

The Diversity and Inclusion Council of MCHHS is committed to improve student, faculty, and staff diversity, through the creation of curricular and service programs, degrees, and opportunities. Further, we are committed to encouraging the cultural competence of all members of the MCHHS community.

The mission of the MCHHS Diversity and Inclusion Council is to foster equity, diversity, and inclusion, by creating educational opportunities, raising awareness and providing strategies and tools to cultivate the vision of inclusive excellence in our college and community.

b. Acknowledge MSU's definition of Diversity and Inclusion.
Missouri State defines diversity and inclusion as:

Diversity includes individual differences such as personality, learning styles and life experiences. It also includes group/social differences, such as race/ethnicity, class, gender, sexual orientation, country of origin and disabilities, as well as cultural, political, religious or other affiliations, such as veteran and socioeconomic status. Moreover, each of us has more than one identity, and Missouri State will continue to support and advocate for the intersecting identities of all its community members, whatever those intersections might entail.

Inclusion describes the active, intentional and ongoing engagement with diversity in ways that increase awareness, cognitive sophistication and empathic understanding of the ways individuals interact within systems and institutions. This is accomplished through people, within curricular and co-curricular programs, and in various communities in which individuals might connect: intellectual, social, cultural and geographic.

<https://www.missouristate.edu/longrangeplan/diversity-inclusion.htm>

c. Include the council's definition of Diversity and Inclusion.

MCHHS defines diversity as: Individual or social differences including but not limited to race, ethnicity, gender, gender identity or expression, sexual orientation, age, socioeconomic status, first generation students, ability, disability, physical attributes, religious or ethical value system, place of origin, political beliefs, language/linguistic ability, marital status, or military status.

d. Identify DIC membership

Long-term goals

1. Expand the existing MCHHS goals as reflected on the MCHHS homepage to include language specific to diversity and inclusion.
2. The DIC is to assume responsibility for highlighting diversity & inclusion best practice activities in the MCHHS monthly newsletter.
3. The DIC is to develop a listing of diversity and inclusion best teaching practice related activities and resources for posting on the Website.
4. The DIC will work with the Administrative Council to promote activities described in items two and three to staff and faculty.

5. The DIC will collaborate with other university offices (Human Resources, Office of Diversity and Inclusion, Multicultural Resource Center) and similar college committees (CNAS & CHPA) in an attempt to a) avoid duplicating efforts, b) combine resources, and c) better strategize.
6. The DIC will establish and support a suggestion box / portal on the Website.
7. The DICE will contact MCHHS student organizations who have a particular stake in diversity and inclusion in order to extend a personal invitation to have representation on the Council.

