

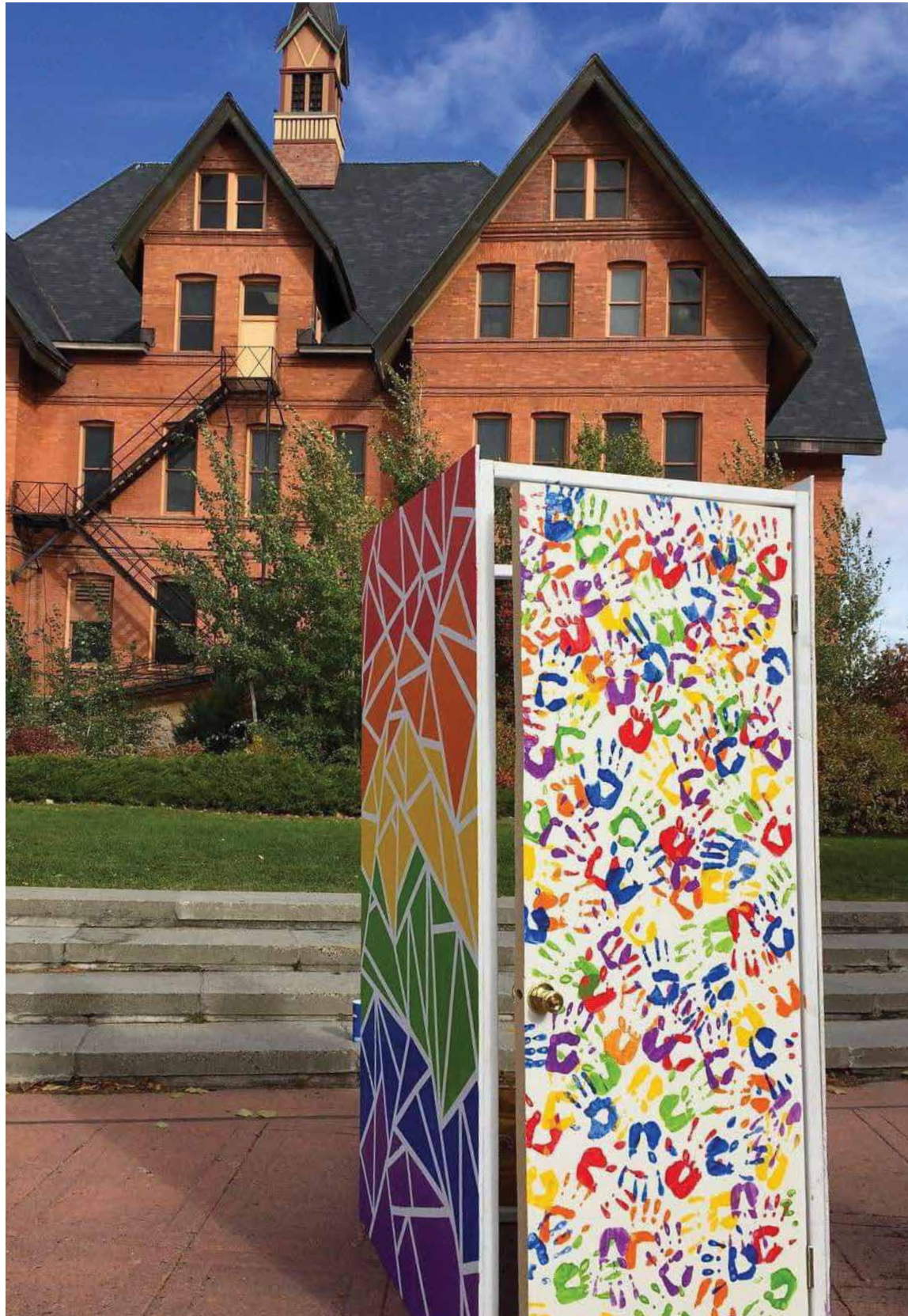
**MONTANA STATE UNIVERSITY**

# **Diversity Report**

**Academic Year 2022–2023**



# WELCOME



Each year, we take the time to reflect on our university community's achievements around diversity, equity, and inclusion through this annual diversity report. This ongoing work is guided by MSU's Diversity and Inclusion Framework, priorities and goals that were defined by the MSU community. These themes structure this report and serve as a roadmap to guide our new and continuing efforts throughout the year. You will learn about strategies for supporting student success, academic programs addressing critical needs, student organizations fostering a sense of belonging, leaders communicating inclusive values, and the development of resources educating our community on topics related to diversity and inclusion.

We have learned many important lessons this year. Through MSU's first annual Hispanic Heritage Month activities, we saw that the local Hispanic/Latino community is vibrant, connected, and ready to engage. Following a threat to an identity-based student organization, a challenging semester reminded us of the strength and resiliency of our LGBTQ and BIPOC communities. We are proud that every MSU student has chosen this university, and we work hard to ensure this is a place where students can be who they are, encompassing a wide range of identities including race, gender, sexual orientation, ability, socioeconomic status, and religion, and find success.

As always, this report provides a snapshot of the exemplary work being done at MSU and is not a complete account of the efforts taking place. For more detailed information on demographics and data, visit our Office of Planning and Analysis website. More information about MSU's diversity, equity, and inclusion efforts can be found at [montana.edu/diversity](http://montana.edu/diversity).

Your involvement is essential to our continued progress. Thank you for celebrating this year's accomplishments and for finding ways you can positively impact our community.

Sincerely,

Ariel Donohue  
Senior Diversity and Inclusion Officer  
Office of Diversity and Inclusion



MSU, the state's land-grant institution, educates students, creates knowledge and art, and serves communities, by integrating learning, discovery, and engagement.



# CAMPUS CLIMATE

## sense of belonging · support · dialogue

**W**e strive to achieve a campus climate that is supportive, respectful, and welcoming where members of the MSU community view our differences as a source of our strength. This spring semester, some members of the lesbian, gay, bisexual, transgender, and queer (LGBTQ) and Black/Indigenous/People of Color (BIPOC) communities felt a lack of safety and belonging after the Queer Straight Alliance received an anonymous email threat.

The experiences of individuals and groups were not taken lightly. Students, faculty, and staff responded by showing up in solidarity at Diversity and Inclusion Student Commons (DISC) events, engaging in activities through MSU's Week of Belonging, and supporting students in need throughout the semester. We are reminded that we foster positive environments through our daily interactions as well as through ongoing programs and investments. Campus offices like American Indian/Alaska Native Student Success Services, Counseling and Psychological Services (CPS), the Women's Center, DISC, Veterans Center, and TRIO, and their respective training programs equip members of the MSU community with awareness and knowledge to engage effectively with those who hold a variety of identities.

### Association of Women in Computing

The Association for Women in Computing (AWC) builds community for students interested in computers and coding. AWC hosts events, speakers, study nights, outreach programs, and even a networking dinner to facilitate positive involvement and academics.



### Hispanic Heritage Month

MSU recognized Hispanic Heritage Month with a series of events including a panel discussion, a salsa dancing and leadership night, film screenings, related reading materials selected by the MSU library staff, and more.



### MMIP Day of Awareness

MSU hosted a two-day program in recognition of Missing and Murdered Indigenous Peoples' Day of Awareness to encourage hope and healing for community advocates, survivors, and families and friends of missing and murdered Indigenous people.



In June 2023, three offices partnered to host MSU's first **Juneteenth celebration**, featuring music, food, speakers, and community building.

# 200

MSU students, faculty, and staff members attended a February solidarity event to show support for LGBTQ and BIPOC students. The series continued throughout the spring semester.

# 89%

of students agree that their ongoing counselor at Counseling and Psychological Services is sensitive to their cultural background and/or identities, according to the most recent CPS Client Satisfaction Survey.

# 12

sessions of DISCourse and Nuggets brought students together in conversation about topics of cultural identity.



### Black History Celebration

In recognition of Black heritage and in celebration of Black History Month, the MSU School of Music Jazz Workshop Band, the Traditional Jazz combo, and the One O'Clock Jazz Ensemble performed a concert of soul, funk and fusion jazz, preceded by an introduction by community leader and former bobcat football star Josh Perkins.



# EDUCATION & SCHOLARSHIP

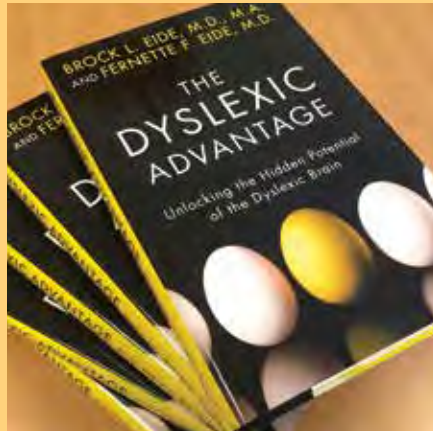
## growth · teaching · learning

One of MSU's primary responsibilities is providing students with the knowledge and competencies to be successful in their careers and in the world. Through experiences like study abroad, service learning, and leadership opportunities, students can improve their understanding of society and their role within it. MSU also offers opportunities for faculty and staff to advance their learning around issues of diversity and equity in the classroom, their research, and their scholarship.

This year, faculty explored strategies for inclusive teaching, a new PhD program was launched focused on Indigenous and rural health, and departments hosted numerous professional development opportunities around increasing cultural attunement, improving understanding of diversity issues, and promoting meaningful engagement with those from different backgrounds.



**Earth Sciences URGE Pod**  
Department of Earth Sciences members participated in the Unlearning Racism in Geoscience program. The College of Letters and Science awarded DEI grants to two Earth Sciences faculty members for the development of bystander intervention training and a comprehensive field safety guide.



**Dyslexia and Innovation Symposium**  
MSU hosted its annual Dyslexia and Innovation Symposium Oct. 27-28, highlighting the strengths of the dyslexic mind through inspiring keynote addresses, speakers, and panel discussions. The symposium featured 20 speakers from three continents and drew nearly 900 registered participants.



**Out in STEM (oSTEM)**  
MSU fully funded sixteen students to attend the national oSTEM conference in Boston, where they engaged in leadership and personal development sessions and connected with employers in STEM fields.

Gallatin College secured grant funding to train faculty and staff on teaching English language learners and building cultural awareness of Hispanic, Latinx, and American Indian populations.

# 188

students engaged in a bi-weekly Talking Circle, a collaboration between CPS and American Indian/Alaska Native Student Success.



Looking to refresh your awareness around allyship or cultural identity?

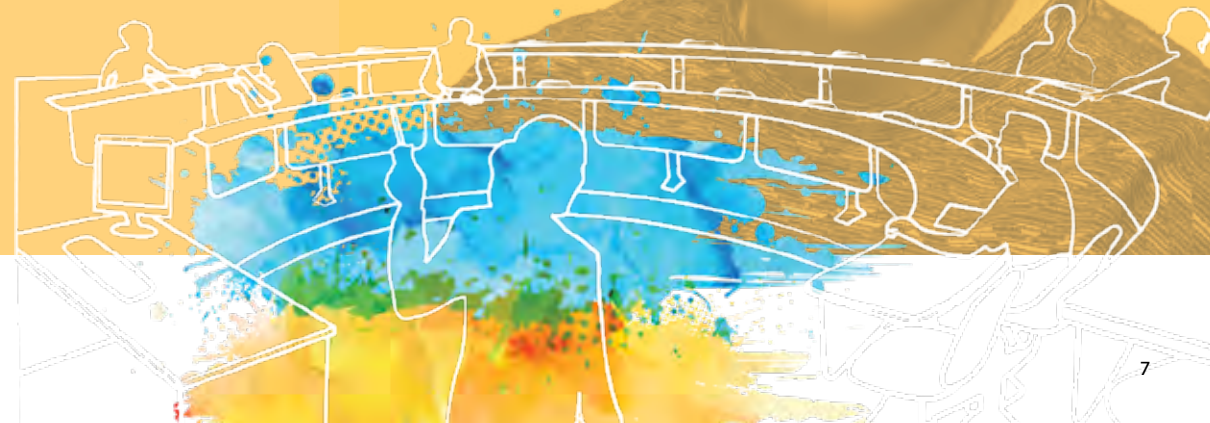
Scan the code to learn about diversity trainings available at MSU, including Safe Zone, the Diversity and Inclusion Development Certificate, and others.

# 45%

of undergraduate nursing students enrolled in the Mobile Health Training Program, part of the College of Nursing's Area Health Education Center Scholars Program. This program prepares future nurses to address health equity and distribute health resources to rural and high-priority populations.

# 230

residence hall advisors, staff, and orientation leaders were trained in diversity topics and DISC programs this year in order to best support students.



# ACCESS & SUCCESS

## recruitment · persistence · recognition

**M**ontana State is committed to recruiting, promoting the success of, and fostering a sense of security and belonging for a diverse community of students, faculty and staff. We know that students experience stronger learning outcomes when they are taught by faculty with diverse perspectives and experiences. Units across the university have developed intentional approaches to ensuring that students, faculty, and staff from historically underrepresented groups find equal access to the university and are prepared for success. This year several new student organizations were created to support students with underrepresented identities, and efforts continued to help students find success at MSU.



### DISC Ski Day

Research shows students of color, low-income students, students with differing physical abilities, and LGBTQ students are less likely to participate in outdoor sports. In partnership with Big Sky Resort, DISC, Outdoor Recreation and TRIO empowered students to experience the Big Sky country's great outdoors and beauty.



### First Generation Student Association

In 2023, the First-Generation Student Association was established to support first-generation graduate and undergraduate students. The group offers opportunities, resources, and a welcoming environment to help other first-gen students achieve their goals.



### Native Student Preview Day

American Indian/Alaska Native Success hosted 39 students in January during its Native Student Preview Day. The day included tours, sample classes, and a showcase of MSU resources. John Herrington, the first Native American astronaut in space, spoke to current and prospective students.

A new **Women in Film** student club was created this fall and female film students have been achieving national and international recognition thanks to strong mentoring by Professor Cat Dale.



### Asian Multicultural Night

The Asian Student Interracial Association (ASIA) hosted MSU's first annual Asian Multicultural Night in April. The evening included presentations, activities, performances, and a dinner, all reflecting the cultures of different East, South-East, South, and West Asian nations.

# 88%

increase in number of MSU students who identify as Native Hawaiian/Pacific Islander in the past 10 years.

# 5.5%

percent of MSU students identify as Hispanic or Latino, compared to 4.3% of the Montana statewide population. In 2013, 3% of MSU students identified as Hispanic or Latino, reflecting an 88% increase in this demographic over the past 10 years.

# 19

students with intellectual or developmental disabilities are enrolled in the "Learning Is for Everyone (LIFE)" Scholars program through the College of Education, Health, and Human Development. This year, the program graduated 6 students, its largest class since the program began in 2018.

### Seventh Generation

Named for the seventh-generation principle—an Indigenous philosophy that the decisions made today should honor the sacrifices of the previous seven generations and to consider the next seven generations—the American Indian Seventh Generation Presidential Scholarship supported five scholars in the Honors College this year.



# LEADERSHIP & ACCOUNTABILITY

## direction · structure · metrics

**S**trong, active, and visible leadership for diversity, equity, and inclusion allows the university to continually make progress towards our goals. In collaboration with the Senior Diversity and Inclusion Officer, the College of Letters and Science conducted a search for faculty whose scholarly activity promotes the wellness of underserved communities. This cohort hiring initiative is a part of a university commitment to support MSU's diverse student body, faculty, and staff. In celebration of MSU's 130th anniversary, the Office of the President and the Gender Equity Alliance recognized women for their leadership and impacts. The Office of Diversity and Inclusion conducted DEI department self-studies inviting academic units to reflect on their accomplishments and develop plans to ensure that MSU is an increasingly diverse, equitable, and inclusive institution.



**College and Dept DEI Committees**  
As college-level diversity efforts have become more established, we have seen more departments organizing their own DEI committees. These efforts are guided by MSU's Diversity and Inclusion Framework but define how each department can uniquely advance progress in our priority areas.



**Sustainability Summit**  
*Sustainability and equity are intertwined, with marginalized communities being most impacted by environmental harm. The MSU Office of Sustainability invited the community to learn about MSU's sustainability and carbon neutrality goals at its 2nd annual Sustainability Summit.*



**Mental Health Support Certificate**  
*This online graduate certificate offers mental health training for professionals in human service-related fields. Coursework is focused on development and helping theories, multicultural and diversity/inclusion education, crisis management and trauma, reducing stigma around mental health, and leadership theory.*

MSU has **10 Family Care Rooms**—dedicated spaces for breastfeeding or pumping—available on campus. All new campus buildings feature a Family Care Room. Visit [tinyurl.com/4ht25pjm](https://tinyurl.com/4ht25pjm)

# 200

people attended the kick-off event for MSU's first Hispanic Heritage Month celebration in fall of 2022.

# 6

new faculty members were hired into the College of Letters and Science's cohort hiring initiative for their teaching, research, and outreach addressing the theme of wellness in underserved communities. This theme directly aligns with the grand challenges stated in MSU's strategic plan.

# 50

academic departments and programs submitted diversity self-study reports in November 2022 sharing accomplishments and goals for the future.



**Extraordinary Women**  
*During MSU's 125th anniversary, 125 remarkable women were honored for their significant roles since the university's founding. Five additional women were recognized for their contributions to MSU on Founders Day 2023, marking 130 years.*



# COMMUNICATION

## appreciation · transparency · visibility

**C**ommunication is crucial to the advancement of all themes of MSU's Diversity and Inclusion Framework. Through effective communication of MSU's diversity efforts, individuals may be exposed to new perspectives, find opportunities to engage with those who are different from themselves, and experience a community that is representative of a range of identities. By celebrating and making visible the achievements of the diverse students, faculty, and staff within our university, we communicate our institutional commitments to equity and inclusion. This year we presented grants and awards to those working on inclusion efforts and developed resources to support clear communication of our inclusive values.

### Land Acknowledgements

Because land acknowledgements are context-specific, MSU does not have a single university-approved statement. However, a working group of knowledgeable faculty and staff created a guide to land acknowledgements to help those interested design meaningful and appropriate statements of their own. [Learn more:](#)



### MANRRS chapter

After graduate students and faculty attended the national Minorities in Agriculture, Natural Resources, and Related Sciences (MANRRS) conference, a MANRRS chapter was established on campus, housed within the College of Agriculture.



### Center for Bilingual and Multicultural Education Series

The Center for Bilingual and Multicultural Education offered a language and story exchange series, highlighting MSU community members' personal stories tied to multi-lingual and multi-cultural journeys.

Academic Diversity Partners collaborated with University Human Resources to create a **language guide** for search committees, helping them integrate MSU's diversity values into recruitment.

# \$20K

was dedicated by the MSU Alumni Foundation for their Diversity Seed Grant Program. These funds went to registered student organizations whose work was making an outsized impact in supporting underrepresented groups at MSU and beyond.

# 5

days of events in April were organized by ASMSU and the Office of the President celebrating the Week of Belonging. From a resource fair to a teach-in, activities provided a chance to learn, express, and find support.

# 4

individuals received the 2023 President's Award for Gender Equity for their work to improve gender, equity, diversity and inclusion issues. Recipients were faculty member Bryce Hughes, and students Katrina Lyon, Olivia Gervacio Jakabosky and Madelyn Cortes.



### IndigenEyes

IndigenEyes videographer, Haley Rains, photographing Louis Still Smoking's mural at Heart Butte School. The School of Art received a \$50,000 grant to create a multimedia website showcasing contemporary Native American art. The grant was written by Jennifer Woodcock-Medicine Horse, adjunct instructor of art history, and in collaboration with the Little Shell Tribe.



Photo by: Jennifer Woodcock-Medicine Horse

# MSU PERSPECTIVES



## ACKNOWLEDGEMENTS

**W**e extend thanks to the many units and individuals who contributed content to this year's Diversity Report, including Academic Diversity Partners, the Diversity and Inclusion Student Commons, Counseling and Psychological Services, the Graduate School, the Office of International Programs, and numerous others. Thank you to the Office of Planning and Analysis for providing the data and to University Communications for designing and producing this report.

**“To acknowledge and honor the tradition of the land-grant university, Montana State University is committed to developing and sustaining a culture of inclusion, social justice and diversity.”**

*—MSU's Diversity Statement from the Diversity and Inclusion Framework*





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