

Campus	Offered by (Name of Department)	Name of Diversity Training, Program, or Resource	Short Description
--------	---------------------------------	--	-------------------

Missouri University of Science & Technology (Missouri S&T)

Last updated 12/2/2016

S&T	Geosciences and Geological and Petroleum Engineering	Student Leadership Council	Council was formed in fall 2015 and comprises department chair, associate chair, and presidents of all seven GGPE student organizations
S&T	MAE	Diversity in Curricular Process - Senior Design team formation:	Team formation process is configured to deliberately achieve a diversity of skill set and/or personality traits.
S&T	Library	Adapted Computing	Computer, keyboard, software for low vision or blind computer users
S&T	Library	ADA compliance of furniture	New furniture is purchased in order to accommodate those who are differently abled
S&T	Library	Diversity training	Ben White has provided training to library employees.
S&T	Library	Signage, bathrooms	We are currently working with Construction Management to update some signs for bathrooms. Two restrooms have been designated as gender neutral.
S&T	Library	Exhibits	We have exhibits throughout the year, some around diversity themes.
S&T	Library	Infinités Plurielles Exhibit	Portrait exhibit of women scientists. Sponsored by College of Arts, Sciences, and Business; College of Engineering and Computing; Curtis Laws Wilson Library.
S&T	Library	Safe Space program	Staff member (Roger Weaver) is a member of the university committee and related boards
S&T			Division of Student Affairs
S&T	Athletics	Life Skills Programming	2015-16 we coordinated with Leadership and Cultural Programs to have an external group come to campus and do a presentation for student-athletes and Athletics staff
S&T		Celebration of Nations	Several teams were encouraged and participated in the Celebration of Nations activities
S&T		Game promotions to highlight our international students and include them in our program	International night encouraged participation from S&T international students and highlighted them at the game
S&T		Assisted with hosting the Dance Explosion Event in our facility	Hosted the event in the Bullman Building
S&T		Diversity training was provided to intramural supervisors to assist them in administering the intramural activities	Intramural Director facilitated training on diversity to prepare intramural supervisors to successfully supervise the intramural activities

S&T	Various activities	A number of our activities throughout the year encourage diversity and inclusion and support for one another. Family is a strong theme that is “preached” in a number of settings including those events that promote our Miners for Life strategies
S&T	Senior Woman Administrator attended the NCAA Diversity and Inclusion Forum in April of 2016	The NCAA Diversity and Inclusion Forum brings together higher education and intercollegiate athletics leaders passionate about improving the educational and professional environment for student-athletes, coaches and staff.
S&T	Career Opportunities and Employer Relations	
S&T	Nucor – Importance of Diversity in the Workplace	COER planned event - Nucor week, fall 2015. Panel discussed diversity of Nucor’s workforce and educated S&T students on the importance of embracing diversity in the workplace.
S&T	Black & Veatch networking with diversity groups (SHPE, NSBE, SWE)	COER coordinated a networking event between Black & Veatch and three diversity groups. Event was intended for students to get to know Black & Veatch recruiters, learn about their organization and gather information on careers at Black & Veatch.
S&T	International Student Job Search Strategies	COER presents a seminar at least once each semester to educate international students on how to conduct an effective job search and provide guidance on steps to finding their career in industry.
S&T	J-1 Students MinerJobs and GoinGlobal presentation	COER presented a seminar to J-1 students to train them on the use of MinerJobs and GoinGlobal databases for conducting a job search both domestically and internationally.
S&T	Caterpillar presentation to student diversity groups (SWE, SHPE, NSBE)	COER coordinated an event for Caterpillar to present, ‘Leadership and Respect in the Workplace.’
S&T	Counseling, Disability Support, and Student Wellness	
S&T	Disability Support Services	Accommodative services provided to 612 students (8% student body). Services are promoted at all PRO sessions.
S&T	World Suicide Prevention Day	Passive programming on the global problem of suicide with messages about prevention and support in many languages. September 2015
S&T	International Student Information Fair	Informational booth promoting CDSW services Fall and Spring semesters.
S&T	International Student Orientation	Information about at CDSW services. January 19, 2016

S&T	Joe's PEERS	A student leadership organization that promotes health and wellness by providing education, encouragement, and resources to Missouri S&T students. Members must sign an agreement to abide by certain expectations, one of which highlights the importance of inclusion.
S&T	STEP UP! Bystander Intervention Program	Empowers the S&T community to foster a culture of awareness, intervention, and inclusion. The STEP UP! prosocial program promotes inclusion and recognizes individuals who reach out to others to make them feel safe, included, and part of the S&T community. The training program includes practice scenarios that address successful intervention related to discrimination, bias, and micro aggressions.
S&T	Global Showcase	STEP UP! Partnered with International and Cultural Affairs to host an interactive table to address discriminatory and oppressive remarks and then modify them to become inclusive statements.
S&T	Jeff Bucholtz Programs	Director of We End Violence spoke on our campus to faculty, staff, and students. Sessions included advanced conversation about oppression and privilege and how that intersects with violence. A session was held on discrimination in the classroom and was designed to help educators in particular create a safe space in the classroom.
S&T	Walk a Mile in Her Shoes	The International Men's March to Stop Rape, Sexual Assault, and Gender Violence – This event was designed to address the valuable role men play in preventing sexualized violence. The purpose is to bring the issues to light and address them in an inclusive manner with all members of the campus community involved.
S&T	Take Back the Night	An event to raise awareness of and call for an end to sexual assault and domestic violence in our community. Men are encouraged to participate to show solidarity and to fight sexualized violence as a united force with women.
S&T	Denim Day	Sexual violence awareness program that raised donations to Russell House.
S&T	Safe Space training	All CDSW staff has participated in Safe Space training.
S&T	The Illusionist's	CDSW showed the documentary "The Illusionists" and facilitated a discussion for Healthy Body Image Week coordination with Washington University.
S&T	Group Therapy	CDSW provides Asperger's Support Group, ADHD Support Group, Miners For Recovery, Building Social Confidence Group, and a General Therapy Group.
S&T	Building Bridges	CDSW Director served as a panelist for International and Cultural Affairs' 'Building Bridges' program geared toward international students and Rolla community to address concerns about safety and discrimination.
S&T	Ask.Listen.Refer.	Provide Ask.Listen.Refer. to educate students, staff, and faculty about suicide risk and prevention to decrease stigma and increase help seeking and community support.

S&T	Student Health 101	The online monthly magazine distributed to all students that addresses diversity/inclusion related topics. "Stall Street Journals" on various topics are posted in restroom stalls.
S&T	New Graduate Seminar	Office of Graduate Studies arranges New Graduate Seminar each semester. Graduate students are largely International Students. CDSW does presentation on available services and resources available.
S&T	Presentations	Collaborated with Residential Life and with HREI to provide programming regarding racial events to RAs and hall government leaders and employees, respectively.
S&T	LGBTQA	Advisory Board Member and other supportive activities in collaboration with Leadership and Cultural Programs (Ongoing)
S&T	Light It Up Blue – Autism Awareness	Havener dome was lit up blue.
S&T	Mental Health and Counseling Awareness Month Awareness Activities	Rational thinking campaign in eConnection; 163 Mental Health screenings; rolling wall display about suicide prevention, body image distortion, campus counseling statistics, and promotional of upcoming events.
S&T	Professional Development	Clinical staff conducted literature review on multi-cultural and social justice counseling competencies.
S&T	Faculty Awareness	Disability Support Services sends "edumine" emails to faculty monthly to create a better understanding of the need and awareness of accommodative services for students with disabilities.
S&T	Leadership & Cultural Programs	
S&T	Infusion of information on diversity and inclusion in leadership development programs.	Ensure that the Missouri S&T Student Leadership and Professional Development Conference, Chancellor's Leadership Academy, Emerging Leadership Institute and Organization Leaders Institute include information on issues related to diversity and inclusion.
S&T	Ongoing programs that raise awareness of cultural differences, similarities, privilege, and related topics not associated with "months".	Annual programs go beyond simply celebrating nationally recognized months with open a dialogue on roles.
S&T	Workshops on Demand	LCP assists student with developing programs related to global awareness, cultural competence, and embracing inclusion.
S&T	Annual Presentations to heighten awareness related to cultural diversity.	LCP staff visit with introductory classes related to Missouri S&T's largest majors to highlight the importance of developing skills employers seek beyond their majors and learning to work with others different than themselves through opportunities in and outside the classroom.
S&T	Residential Life	

S&T		RA Training	Diversity/inclusion topics are included each fall during our annual staff training. This past winter included a national speaker, Vernon Wall on inclusion during winter training.
S&T		Residence Hall Programming	Last year 18 diversity/inclusion programs were presented in the residence halls with over 500 students in attendance
S&T	Student Health Services		
S&T		Safe Space	All staff have completed training.
S&T		Diversity in the workplace training	All staff involved in hiring have participated in training
S&T		Social Justice Training- Miner Challenge	Two hour "Intro to Social Justice" training regarding personal identity, social identity, privilege, power, and how to be aware of these social elements as we moved forward into our alternative break trips.
S&T		Stand Up! Stand Out!	Stand Up! Stand Out! annual program planned by Panhellenic Council to enrich and empower women and promote life-long confidence through valuable support and resources. Committed to contributing to women's achievement by providing leadership skills, real world experiences and knowledge to be successful students and future graduates.
S&T		Student Leadership Conference Speaker Nick Scott	Student Leadership Conference motivational speaker Nick Scott co-sponsored by Student Union Board and Leadership and Cultural Programs. Nick Scott, Founder/CEO/President of Wheelchair Athletics, Inc, and two-time World Champion on making a positive impact and living beyond a disability.
S&T		Greek Retreat	Overnight retreat featuring participants from all four Greek Councils with a goal of creating an increased sense of collaboration amongst the members of all groups.
S&T		Programmatic Support and Outreach	Provide consultative services to ensure safety and success of programs utilizing Havener Center kitchen. Programs typically are hosted by international student organizations.
S&T		Civic Engagement Fair	Coordinate annual complement to service learning symposium with goal of introducing community and campus based organizations who aspire to serve the broader community to the student body as a whole.
S&T		MLK Day of Service	Coordinate a day of service throughout Phelps County and beyond with the intent to introduce students to lifestyles and social issues they may not have experienced prior and inspire ongoing action throughout the semester.
S&T	Student Success Programs	Opening Week: #MinersThink Program	This program focuses on topics concerning social issues (Title IX, respect, alcohol awareness, diversity, inclusion, safety, sexual assault, drugs, sex, intervention, and responsibility/choices).
S&T	Student Success Programs	Opening Week New Student Convocation	The official welcome to campus where we address and recite the S&T values and mission.

S&T	Student Success Programs	Student Guidebook	Included on a page in this student guidebook is the Missouri S&T Nondiscrimination Statement: S&T does not discriminate on the basis of race, color, religion, national origin, sex, sexual orientation, age, disability, or status as a protected veteran.
S&T	Student Success Programs	Family Guidebook	Included in the Family guidebook are the six S&T Values.
S&T	Student Success Programs	Opening Week – Professional Development Program (Mini Career Fair)	Professional Development Program (mini career fair) was set up similar to a career fair.
S&T	Student Success Programs	Amazing Miner Race	This program allows students to get information on what resources are available to them on campus.
S&T	Student Success Programs	Trainings	Guest speakers from Diversity and Inclusion and Title IX attend our trainings and speak about these issues.
S&T	Student Success Programs	Ethics and Integrity Program	This presentation is facilitated by Vice Provost of Undergraduate Students and focuses on ethics, values, integrity, plagiarizing, and responsibility on the S&T campus.
S&T	Student Success Programs	Transfer Transition	This program is an abbreviated orientation (one day) for our transfer students.
S&T	Student Success Programs	Student Veteran’s Resource Center	Included in the Veteran’s guidebook are the six S&T Values.
S&T	Student Diversity, Outreach and Women's Programs (SDOWP)	Student Diversity Program and Women’s Program Scholarships	Provides merit-based scholarships for female and underrepresented minority undergrad students majoring in a variety of fields, but primarily STEM-focused majors.
S&T	Student Diversity, Outreach and Women's Programs (SDOWP)	Undergraduate Recruitment	SDOWP staff represent Missouri S&T at 45 Missouri, Kansas, and Illinois high schools with predominately underrepresented student populations at college fairs and events, and serve as the recruitment contact for Admissions for these schools.
S&T	Student Diversity, Outreach and Women's Programs (SDOWP)	Event Co-Sponsor/collaborate with Leadership and Cultural Programs (LCP) Department	Co-sponsor with LCP of Black History Month, Hispanic Heritage Month, and Women’s History Month
S&T	Student Diversity, Outreach and Women's Programs (SDOWP)	Diversity Leadership Council	Diversity Leadership Council is composed of 28 members (2 from each organization) of various diverse student groups on campus, including the African Students Association and the International Students Club, Spectrum and the Student Veterans Association.

S&T	Student Diversity, Outreach and Women's Programs (SDOWP)	Chancellor's Advisory Committee for African American Recruitment and Retention	SDOWP staff participate in twice-a-year meetings and assist student representatives to the committee with gathering information and hearing their concerns.
S&T	Student Diversity, Outreach and Women's Programs (SDOWP)	Departmental Collaborations: Enrollment Management Division	Every department in Enrollment Management promotes and supports cultural diversity and sensitively at Missouri S&T.
S&T	Institutional Equity, Diversity and Inclusion (IEDI)	AA/EEO reviews	Review all job postings, candidates for interview, and job offers for Affirmative Action and Equal Employment law compliance
S&T	Institutional Equity, Diversity and Inclusion (IEDI)	Affirmative Action Plan	Create the Affirmative Action plan for the university on an annual basis. Use the plan to assist with recruiting process
S&T	Institutional Equity, Diversity and Inclusion (IEDI)	Equity Investigations	Investigate IX and equity complaints.
S&T	Institutional Equity, Diversity and Inclusion (IEDI)	Equity Based Accommodations and Interim Remedies	Provide accommodations for individuals involved in an equity complaint to ensure that individuals are able to continue their education/ work duties after experiencing a Title IX or equity incident.
S&T	Institutional Equity, Diversity and Inclusion (IEDI)	Equity - Case Management	Ensure effective and equitable intake and timely resolution of reported instances of harassment and discrimination. Collecting and preserving evidence. Assist with identifying and addressing systemic patterns and issues, and ensuring that the Title IX/Equity compliance program is evaluated on an ongoing basis. Prepare compliance reports.
S&T	HREI, Special Projects and Employee Assistance	TEDxWomen2016 Livestream	Live stream conference about the power of women and girls to be creators and change-makers.
S&T	HREI, Special Projects and Employee Assistance	Balanced Professional Mastery Certificate	Professional Development. Certificate that includes workplace civility and diversity and inclusion modules.

S&T	HREI, Special Projects and Employee Assistance	Supervisory Series	Professional Development that includes sessions on Diversity and Inclusion.
S&T	HREI, Special Projects and Employee Assistance	Academic Administrators Professional Development	Professional Development for Academic Administrators that includes sessions on Diversity and Inclusion.
S&T	HREI, Special Projects and Employee Assistance	Chancellor's Committee on Diversity and Inclusion(CCDI)	Develop recommendations that define diversity and inclusiveness consistent with the university's values. Assess the campus and identify impediments to diversity and inclusion.
S&T	HREI, Special Projects and Employee Assistance	Chancellor's Advisory Committee on African American Recruitment and Retention	To assist Missouri S&T in becoming one of the preferred universities of choice for African-American students interested in science and technology and encourage intense personal engagement in exceptional academic and professional programs thereby cultivating a lifelong commitment to learning, ethics, civic responsibility, and openness to cultural diversity for all constituents connected to the Missouri University of Science and Technology.
S&T	HREI, Special Projects and Employee Assistance	Work-Life Design Portfolio of policies and programs	Policies and programs that promote a diversity at Missouri S&T by providing opportunities for work/life flexibility.
S&T	HREI, Special Projects and Employee Assistance	Missouri Diversity Officers in Higher Education (MODOHE)	To lead higher education toward inclusive excellence through institutional transformation (national organization's vision).
S&T	Office of the Vice Provost for Graduate Studies	Diversity and Inclusion training for Graduate Studies Staff	Ben White with the Office Institutional Equity, Diversity and Inclusion will be training the Office of Graduate Studies staff on diversity and inclusion practices on July 7, 2016.
S&T	Office of the Vice Provost for Graduate Studies	Chancellor's Committee for Diversity and Inclusion (CCDI) member	Dr. Venkat Allada is a member of the Chancellor's Committee for Diversity and Inclusion. This is a campus level committee that is charged with moving the University community toward infusing diversity and inclusion into the campus culture.
S&T	Office of the Vice Provost for Graduate Studies	Attended 2016 National Society of Black Engineers (NSBE) annual convention in Boston, MA.	Adrienne Neckermann attended the career and graduate fair at the NSBE annual convention in March 2016.
S&T	Office of the Vice Provost for Graduate Studies	NSBE Region V annual conference (pending)	Representatives from the Office of Graduate Studies are planning to attend the NSBE Region V Fall Annual Conference in November to recruit students to graduate school (pending per funding release).

S&T	Office of the Vice Provost for Graduate Studies	GEM member institution	Missouri S&T is a member institution of the National GEM Consortium.
S&T	Office of the Vice Provost for Graduate Studies	Co-host GEM GRADLab (pending)	The Office of Graduate Studies is planning to co-host a GEM GRAD (Getting Ready for Advanced Degrees) Lab with Mizzou in Columbia, MO on Oct. 7-8, 2016.
S&T	Office of the Vice Provost for Graduate Studies	Missouri S&T chapter of Society of Women Engineers (SWE) (pending)	Representatives from the Office of Graduate Studies will attend and present at a Missouri S&T SWE chapter meeting annually to discuss the importance of graduate education (pending scheduling).
S&T	Office of the Vice Provost for Graduate Studies	Missouri S&T chapter of Society of Hispanic Professional Engineers (SHPE) (pending)	Representatives from the Office of Graduate Studies are planning to attend and present at a Missouri S&T SHPE chapter meeting annually to discuss the importance of graduate education (pending scheduling).
S&T	Office of the Vice Provost for Graduate Studies	Missouri S&T chapter of National Society of Black Engineers (NSBE) (pending)	Representatives from the Office of Graduate Studies are planning to attend and present at a Missouri S&T NSBE chapter meeting annually to discuss the importance of graduate education (pending scheduling).
S&T	Office of the Vice Provost for Graduate Studies	Society of Women Engineers (SWE) 2016 Annual Conference (pending)	Representatives from the Office of Graduate Studies are planning to attend the SWE 16 Annual Conference in October to recruit students to graduate school (pending per funding release)
S&T	Office of the Vice Provost for Graduate Studies	Society of Hispanic Professional Engineers (SHPE) 2016 Annual Conference (pending)	Representatives from the Office of Graduate Studies are planning to attend the SHPE annual Conference in November to recruit students to graduate school (pending per funding release)
S&T	Office of the Vice Provost for Graduate Studies	Historically Black Colleges and Universities (HBCU) Recruiting Trip (pending)	Matt Vogeler with the Office of Graduate Studies is planning recruiting visits to 5+ HBCUs to meet with faculty and deans to solidify relationships and market Missouri S&T.
S&T	Office of the Vice Provost for Graduate Studies	GEM 2016 Annual Conference in Miami, FL	Dr. Venkat Allada from the Office of Graduate Studies is registered to attend the GEM Annual Conference in August 2016 to recruit students to graduate school.
S&T	Office of the Vice Provost for Graduate Studies	New Graduate Student Orientation session on Diversity and Inclusion	The Office of Graduate Studies is collaborating with the Office of Institutional Equity, Diversity and Inclusion to present a session to new graduate students about diversity and inclusion at Missouri S&T
S&T	Office of the Vice Provost for Graduate Studies	Women as Leaders with UM System	The Office of Graduate Studies has sent one staff member per year (Stephanie Lewis and Misty House) to the annual conference held by UM System titled "Women as Leaders." The Office of Graduate Studies has also sponsored 2 female Chancellor's Distinguished Fellowship students (Michelle Gegel and Myranda Ferris) to attend.
S&T	Office of the Vice Provost for Graduate Studies	Co-hosted Micro Aggression workshop	The Office of Graduate Studies hosted a workshop on Micro-Aggressions in Spring 2016 with the Leadership and Cultural Programs Office

S&T	Office of the Vice Provost for Graduate Studies	Attended Intercultural Communications workshop	4 staff members from the Office of Graduate Studies attended a workshop facilitated by Janet Bennett (brought to campus by Intuitional Equity, Diversity, & Inclusion office.)
S&T	Office of the Vice Provost for Graduate Studies	Send emails to campus leaders from Historically Black Colleges and Universities (HBCU), Advancing Minorities' Interest in Engineering (AMIE) colleges, and historically women's universities and colleges	Matt Vogeler with the Office of Graduate Studies regularly sends emails to a listing of faculty and deans from Historically Black Colleges and Universities, Advancing Minorities' Interest in engineering (AMIE) universities and colleges, and historically women's universities and colleges to promote Missouri S&T's graduate programs and GAANN programs.
S&T	Chemical and Biochemical Engineering Department	Mentoring programs for students	We have developed mentoring program to our undergraduate and graduate students which organized between our Student Advisory Committee and Industrial Advisory Council (IAC).
S&T	Chemical and Biochemical Engineering Department	Global Culture Exchange Program	We have established in our department a global culture exchange program where in each month we organize one hour presentation by one of our international and domestic student discussing the culture of their own country and people followed by a discussion and pizza.
S&T	Chemical and Biochemical Engineering Department	Peer mentoring program for faculty members	We established in our department for our new and young faculty members a peer mentoring program to help them progress in their career toward their tenure.
S&T	Chemical and Biochemical Engineering Department	Campus and Department Life	The department organize every year a pizza lunch between academy and alumni members and the students and faculty members in the department where students and faculty members interact with alumni and ChE academy members.