

Campus	Offered by (Name of Department)	Name of Diversity Training, Program, or Resource	Short Description
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**University of Missouri-Columbia (MU)**

*Last updated 12/2/2016*

MU	Anthropology	Anth 1300: Multiculturalism: An Introduction	Examines contemporary multiculturalism (and its origins) globally; introduces key concepts; uses diverse, extended cross-cultural and American examples; and emphasizes complexity of cultures, practicality of issues, and change.
MU	Art	Art Stockings Lecture Series	Interactive, monthly Skype Lectures by women and minorities
MU	Art	Workshops/Seminars	Special programs the department has hosted on topics of diversity & inclusivity. They are led by campus leaders from the Office of Diversity, LGBT, etc
MU	Biological Sciences Division	Diversity Committee	Committee works with the Division's Director, faculty search committees, Graduate Education Committee, and Undergraduate Education Committee to put into operation plans to improve the diversity of the Division's faculty, staff, and student bodies.
MU	Biological Sciences Division	Diversity Training for Faculty	The Division has hosted two diversity-related workshops for faculty: one on diversity, in general, and one on diversity in the hiring process.
MU	Biological Sciences Division	NSF Biology Scholars Program	partnership with select St. Louis high schools to provide scholarships to academically talented, financially needy students to enroll in and complete a BA or BS in biological sciences at MU
MU	Biological Sciences Division	Co-Enroll URG Freshmen	We co-enroll students from URGs in general education classes as a strategy to help encourage a supportive, welcoming environment. Co-enrollment helps ensure that students do not find themselves to be the only minority in a classroom.
MU	Biological Sciences Division	Peer Advisors	All peer advisors go through training. This training includes representatives from MU's Office of Disability Services and MU's Counseling Office. Among other things, both address issues that put certain student populations at risk of failing, how to identify students who are at risk, and campus resources to help students.
MU	Biological Sciences Division	Outreach to first-generation students Seminar for First-Generation Students	Offered in the fall to incoming freshman biology majors, this seminar is designed to help first-generation college students adjust and acclimate to the university setting.
MU	Communication	Virtual Diversity Education	Dr. Lissa Behm-Morawitz and Dr. Astrid Villamil continue to develop a Virtual Diversity Education (VDE) program designed to increase diversity awareness and change the MU campus culture.
MU	Communication	Professor for a Day	A communication professional/practitioner visits one of our undergraduate Communication courses and discuss their work with our students. A particular goal of this program is to invite to our classrooms communication professionals from underrepresented groups.

MU	English	Course Requirement	English majors must take one (3-hour) course that focuses on issues such as race, ethnicity, gender, or sexuality.
MU	Psychological Sciences	Journal Club: Research Articles on Diversity Related Topics	Weekly reading of a selected research article related to diversity and discussion of article.
MU	Psychological Sciences	Committee on Diversity & Inclusion	Initiate and support all department-wide initiatives to enhance diversity and inclusion in the department at all levels, including undergraduate students, graduate students, faculty, and staff.
MU	ROTC	Equal Opportunity Program	Addresses the long-term and sometimes inherent problems of discrimination, and also attempts to clarify and provide guidance to commanders on other issues related to accommodation, affirmative actions, unit cohesion, team building, and fair treatment.
MU	ROTC	Project Lead the Way	In conjunction with the State of Missouri project lead the way initiative, Army ROTC has developed a plan to target schools which participate in Project Lead the Way in order to recruit students interested in STEM majors.
MU	Women & Gender Studies	Women's History Month Programming	Co-organize Women's History Month Activities with the WHM committee. WGST manages the budget for WHM and coordinates bringing in a speaker for a campus WHM presentation.
MU	Women & Gender Studies	Lecture Series	WGST hosts a lecture series that focuses on contemporary issues related to gender, women, and sexuality.
MU	Business	RAMP	A pod-mentoring program for first and second year underrepresented students who are looking to excel academically and in leadership
MU	Business	LEAD	A three semester mentoring opportunity for ethnically diverse freshman students who are interested in pursuing a career in accounting.
MU	Business	EBV	An initiative designed to leverage the skills, resources and infrastructure of higher education to offer cutting-edge, experiential training in entrepreneurship and small business management to post-9/11 veterans and their families.
MU	Business	Bottom Line for Diversity Conference	This day-long event focuses on helping TCoB students understand the importance of embracing the culture of excellence that diversity in the workforce cultivates.
MU	Parks, Recreation & Tourism	Diversity and Cultural Competence in Parks, Recreation, Sport and Tourism = PRT 2101	The goal of this course is to strengthen students' understanding on diversity issues such as social inequality, prejudice, social justice, and intergroup relationship. It aims to enhance students' ability to understand and work with individuals from various backgrounds in their professional career.
MU	Education	The Bridge	In August of 2015, The College of Education launched The Bridge as a "brave space" for students, faculty, and staff to develop and expand their cultural knowledge, awareness, and competence.

MU	Education	Diversity Committee	Established in 2010, the Diversity Committee of the College of Education has invested time and resources to build collaboration, increase awareness, and foster support to realize a vision for the inclusion, diversity, and equity within the College of Education, MU campus, and greater Columbia community.
MU	Education	Weekenders	Allows students to dedicate their time and talents to serve at rural and urban schools and communities throughout Missouri. The program expanded to include two out-of-state destinations: Detroit, Michigan (Spring 2015) and Atlanta, Georgia (Spring 2016).
MU	Education	Coaliton of Cultural Competency	The Coalition was established in 1998 as a part of the Department’s focus on diversity, where faculty and students could develop unique and innovative multicultural programs. The activities in the Coalition have furthered our Department’s commitment to being a nationally recognized leader in diversity.
MU	Engineering	Diversity Scholars Program	Focuses on engineering programs specifically to utilize the degree specific as well as career oriented resources and support programs within the college while connecting students to programs across campus. Using this program to effectively monitor the recruitment, matriculation, academic performance, retention, and graduation of the underrepresented minority students is vital to growing the overall quality of undergraduate diversity students enrolled in the College of Engineering.
MU	Engineering	Summer Camp Diversity Scholarship	Scholarships are available to minority students (African American, Hispanic, and American Indian) to attend the COE Summer Camp. 30 students are awarded this opportunity each year. Students participate in a week long summer engineering camp to promote the COE and continues to be a recruitment tool to encourage and motivate high school students to consider MU as their academic home for their engineering education.
MU	Engineering	Student Services Inclusivity Board	The Student Services Inclusivity Board was formed in March 2015 as the need arose to develop a unified student response to issues of gender, race, ethnicity, nationality, sexual orientation, religious affiliation, socioeconomic status, ability status and any other identity inside the College of Engineering. We have served as a sounding board for students’ concerns and have been undergoing regular diversity & inclusion training using the campus’ existing resources. The board is comprised of existing student leaders who have shown outstanding initiative in response to these issues.
MU	Engineering	Diversity Open Forums	MU College of Engineering held 2 “diversity matters” open forums. All engineering students, faculty and staff members were invited to attend to share their perspectives on diversity and inclusion in the College with Dean Elizabeth Loba. A roundtable event was held for everyone to plan solutions to the diversity issues within the college.
MU	Engineering	Minority Student Organizations	The College of Engineering has several national student organizations that create safe space and help students grow academically and professionally. They are the National Society of Black Engineers (NSBE), The Society of Women Engineers (SWE), The Society of Hispanic Engineers (SHPE), OSTEM (Out in STEM), The Society of Asian Scientist and Engineers (SASE).

MU	Engineering	Diversity, Inclusion, & Equity Task Force Committee	This committee is comprised of staff and faculty members who are committed to changing the climate of the College of Engineering.
MU	Engineering	Explore Engineering Day	The College of Engineering invites students from predominately low income, under resourced, under represented population high schools to participate in a day to learn more about the field of engineering and Mizzou.
MU	Engineering	Mizzou Women Mentoring Women	A mentoring program that pairs freshmen and sophomore students with upperclassmen. Focused on helping students to find women role models.
MU	Engineering	College of Engineering Diversity Committee	With the 2016 revision of the College of Engineering Bylaws, the renamed standing Diversity Committee is now chaired by the Director of the Women in Engineering Center to ensure communication regarding diversity activities across the College and to ensure that diversity is discussed at College Faculty Meetings.
MU	Engineering	Women in Engineering Student Board	A group of 21 students (undergraduate and graduate) who plan social, cultural and educational events on the topics of Women in STEM.
MU	Engineering	Women in Engineering Week	A week (during women's history month) of social and cultural programming designed to celebration women in STEM
MU	Admissions	George C. Brooks Scholarship Interviews	Scholarship interviews for admitted underrepresented incoming freshman
MU	Admissions	High School Group Campus Visits	Admissions hosts a number of high school groups visiting Mizzou
MU	Admissions	Clue Into Mizzou	This is an immersive experience regarding life at Mizzou and gives African American admitted students the opportunity to meet with currently enrolled Mizzou students and learn about Mizzou's services.
MU	Enr Mgmt	Hiring	As part of commitment to achieving the goal of a diverse and inclusive academic community of faculty, staff and students we do recruit and hire staff from underrepresented groups. When job openings occur for certain titles that are considered underrepresented, we do not post them internally, allowing for a broader response.
MU	Enr Mgmt	Web Presence – Equity Statements	Equity statement appears at the bottom of each webpage of website for Admissions, International Admissions, Missouri College Advising Corp, Student Financial Aid, and Veterans Center
MU	Enr Mgmt	Web Presence –Evidence of Commitment to Diversity and Equity	<a href="http://enrollment.missouri.edu/Reports_and_Data/profiles/fall%202015%20profile.pdf">http://enrollment.missouri.edu/Reports and Data/profiles/fall%202015%20profile.pdf</a> provides <a href="#">ethnicity data</a>

MU	Enr Mgmt	Web Presence – Statement Showing Commitment to Diversity and Equity	Veterans Center website – “Promote awareness of the campus climate for veterans through assessment and presentations to familiarize faculty, academic advisers and other staff with the unique needs and perspectives of veterans. In addition, the center has partnered with the Career Center and Disability Services on campus to sponsor in internship and to provide peer mentoring, counseling referrals and an empathic first point of contact for veterans. The Veterans Center, in conjunction with MU staff and representatives of the MSVA, has developed a course for student veterans entering MU to help them transition from the military to university life and to refresh their study skills.” (This statement links to the Career Center and Disability Services websites.)
MU	Enr Mgmt	Web Presence – Statement Showing Commitment to Diversity and Equity	Website: Financial Aid: More about Financial Aid. SFA is committed to providing financial assistance to students whose economic circumstances are such that they could not otherwise afford to attend MU.
MU	Enr Mgmt	Web Presence –Evidence of Commitment to Diversity and Equity	Financial Aid Website: Other scholarship resources webpage includes listings for LatPro - Scholarships are open to all Hispanic and bilingual students and DiversityJobs – Scholarships are open to diversity and minority students
MU	Enr Mgmt	Web Presence – Statement Showing Commitment to Diversity and Equity	Website: Office of the University Registrar; More about Registrar. The office seeks to fulfill its mission through a commitment to high quality service based on the principles of <u>mutual respect</u> , <u>fairness</u> , and excellence. The office is made up of professional staff members committed to excellence and who exhibit and practice good public and employee relations, adaptability, cooperation, initiative, flexibility and consideration of others within and outside the office.
MU	Missouri College Advising Corps (MCAC)		MCAC recruits upcoming and recent graduates to serve as advisers in diverse communities and schools. Since the schools we serve are diverse, we strive to recruit and hire advisers from diverse backgrounds as well.
MU	Missouri College Advising Corps (MCAC)		MCAC trains recent MU and UM system graduates extensively in diversity related issues with direct and indirect connections to diverse populations, issues of equity, and practices that promote equity and transformative change.
MU	Missouri College Advising Corps (MCAC)		MCAC places recent MU and UM system graduates into diverse schools and communities across the state to directly address issues of equity and inclusion in education by helping low-income, first-generation, and underrepresented minorities access, attend, and succeed in post-secondary institutions.
MU	Missouri College Advising Corps (MCAC)		MCAC advisers work to affect transformative change in communities across the state (41 schools, 25 school districts, 13 counties) by increasing the number of high school graduates who attend and complete post-secondary degrees.
MU	Missouri College Advising Corps (MCAC)		MCAC advisers work with universities (MU and others), state agencies, funders, regional organizations, alumni groups and many other entities to present and promote the work they do with students and schools. They serve on panels, planning groups, and steering committees to represent the role as college advisers committed to helping more underrepresented students attend and be successful in college.

MU	Student Financial Aid	Excellence Award, Curators Scholars Award, Chancellor's Award, Quadrangle Award, Mizzou Scholars Award, Diversity Award, George C. Brooks Scholarship, Dr. Donald Suggs Scholarship, Transition Grant, etc.	Scholarships
MU	Student Financial Aid	Missouri Black Legislative Caucus – Money Challenge	MASFAP money challenge allows students to have an opportunity to practice life after college by learning to budget a salary, learn about student loan repayment options and loan forgiveness.
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MU	Student Financial Aid	Staff Strengths Quest	Helps staff understand their own strengths as well as the other staff within the office.
MU	Student Financial Aid	MASFAP Early Awareness and MASFAA Access Committees	Staff on these committees provide outreach and financial literacy to different high schools and communities.
MU	<i>Extension</i>	Fall Summit 2015	The Fall Summit was a retreat designed to focus on core competencies that we have identified for all faculty. Below is a listing of the sessions that promoted inclusion and diversity.
MU			<i>Recognizing and Addressing Microaggressions in the Workplace</i>
MU			<i>Enhancing Diversity</i>
MU			<i>Experiencing Collectivism in an Individualistic Society</i>
MU			<i>Intercultural Understanding, not a Footnote: Strengthening Extension's Capacity for Engagement</i>
MU			<i>Inclusion, Diversity and Entrepreneurship From a Community Perspective</i>
MU			<i>Coordinated Engagement Partnerships: Acknowledging Special Barriers and Strategically Engaging Marginalized and Immigrant Communities</i>
MU			<i>Culturally Competent Communication for Effective Programming</i>
MU			<i>Generational Differences in the Workplace</i>
MU			<i>Cultural Competency in nutrition; Food Choices and Physical Activity</i>
MU	Extension	MU Extension's Lady Landowner Series	This series helps women farmers learn about farm finances, agronomy, livestock and more. .
MU	Extension	Annie's Project	Empower farm women to be better business partners through networks and by managing and organizing critical information

MU	Extension	Cambio de Colores -Latinos in the Heartland: Building Bridges, Dialogue, and Opportunity	Cambio de Colores is a multistate conference about integration of immigrants in new destinations in the Midwest. It is a professional development opportunity that engages practitioners, researchers, and those working with immigrant communities in sharing experiences and knowledge that facilitate the integration of immigrants in new settlement areas.
MU	Extension	Osher Lifelong Learning Institute – Fall Course: All of Us Together	This series celebrates the diverse people, cultures and ideas that make mid-Missouri a great place to live. Speakers will present perspectives on issues and ideas that are shaping our world.
MU	Extension	Orientation	In addition to campus training in the prevention of employment discrimination, Sexual Harassment and Title IX training, new Extension faculty participate in a Cohort that includes sessions on working with diverse audiences. Online diversity modules have been developed for all new employees.
MU	Grad Studies	Supplemental Graduate Fellowship and Recruitment Program	The Supplemental Graduate Fellowship and Recruitment Funding (SGFRF) Program is aimed at helping graduate programs recruit new students who show exceptional merit and promise.
MU	Grad Studies	NSF Research Traineeship (NRT)	NRT-IGE: A Comprehensive Approach to Broadening Participation in STEM. Direct: \$499,942, Proposed State Date 9/1/16. Duration 36 months. Pending
MU	Human Env't Science	HES Forum on Inclusivity and Diversity	Multifaceted interactional meeting for small group discussions of diversity and inclusion issues; 140 faculty, staff and students
MU	Human Dev't & Family Science	Courses	Several courses on class, race and ethnicity
MU	Human Dev't & Family Science	Scholarships/Fellowships	A few scholarships giving priority to HDFS minority students involved in community service.
MU	Human Dev't & Family Science	HDFS Diversity and Inclusion Committee	At the end of 2015, HDFS formed this committee to further our mission to address diversity issues in and out of our classes.
MU	Human Dev't & Family Science	Millsap Professor of Family Diversity and Multicultural Studies	An endowed professorship, currently held by a Latino scholar. The endowment was established specifically to support an accomplished researcher with expertise in multicultural studies.
MU	Human Dev't & Family Science	Child Development Lab	Co-Directors of the CDL make an effort to recruit a diverse group of families and children so that students in practicum placements at the CDL will learn how to work with children and families from a variety of cultures. All teachers in the CDL make a concerted effort to introduce children to customs, foods, and languages from around the world.
MU	Human Dev't & Family Science	HDFS Diversity Lecture Series	On an annual basis, HDFS invites a nationally known researcher to give a campus lecture on a diversity-related topic. Students and faculty from HDFS and other interested departments also have opportunities to meet with this person to discuss research, practice, and policy. This past year the speaker was Dr. Catherine Tamis-LeMonda from NYU.

MU	Human Dev't & Family Science	Center for Children and Families across Cultures	The purpose of this center is to foster interdisciplinary research about the role of culture in the lives of children and families. The center has hosted lectures on cultural variation in parenting and family forms and get-togethers where faculty and graduate students share research ideas, plans, and findings.
MU	NEP	NEP 3590 Community Nutrition Supervised Practice Experience	Cultural Foods Project. Students are assigned a cultural group and present on customs and practices, as they pertain to food and nutrition. A sampling of the region's cuisine is also provided for audience members.
MU	NEP	MU PREP	Gives underrepresented minority students 1-2 years of postbac training (intensive lab experiences, course work, mentoring committees, etc) to prepare them for top notch biomedical Ph.D. programs. Currently Dr. Hardin serves on the oversight committee and acts as a mentor to students. Several other NEP faculty participate in training of these students.
MU	NEP	EXPRESS mentoring	theEXPRESS program serves URM students providing them with laboratory experiences. Many NEP faculty serve as EPRESS mentors.
MU	NEP	Annual outreach day through 4H	Once a year we host (for a few hours) about 90 underrepresented/disadvantaged high school students. We provide three different hands on learning science/nutrition/exercise experiences to introduce them to modern science in these disciplines.
MU	Division of Inclusion, Diversity, and Equity	Retention of employees with disabilities	Arrange reasonable accommodations in the workplace for employees or faculty with disabilities, in collaboration with Human Resource Services.
MU	Division of Inclusion, Diversity, and Equity	Increasing accessibility for persons with disabilities	Work with Campus Facilities and Parking and Transportation to evaluate accessibility of current facilities across campus and proactively plan for improved accessibility in new construction and renovation projects.
MU	Division of Inclusion, Diversity, and Equity	Increasing accessibility for persons with disabilities	Lead the Digital Accessibility Initiative, a campus-wide policy change and educational initiative with the goal of ensuring that all digital communications and technologies at Mizzou are accessible to persons with disabilities.
MU	Division of Inclusion, Diversity, and Equity	Disability Awareness and Inclusion	In collaboration with the Disability Center, plan the Lee Henson Awards, an annual awards ceremony honoring students, faculty, staff, and organizations doing work to increase inclusion for persons with disabilities on campus.
MU	Division of Inclusion, Diversity, and Equity	Disability Awareness and Inclusion	In collaboration with the Disability Center, plan Celebrate Ability Week, an annual week-long event with programs, speakers, and events promoting disability awareness and accessibility on campus.



MU	Division of Inclusion, Diversity, and Equity	Training	Provide regularly scheduled and on demand customized trainings for supervisors and employees about disability inclusion and awareness in the workplace.
MU	Division of Inclusion, Diversity, and Equity	Training	Provide regularly scheduled and on demand trainings about disability awareness, inclusive language, etiquette, history, and culture.
MU	Division of Inclusion, Diversity, and Equity	Training	Provide regularly scheduled and on demand trainings on various ADA Compliance topics, including accessibility in event planning, service animal issues, digital accessibility, emergency preparedness, and physical barriers.
MU		Diversity 101 Online Course	This 4-week online class is a highly interactive introduction to diversity particularly as it pertains to working at MU
MU		Diversity 201	Diversity 201 is an opportunity to have further discussions, explorations, and action planning around the topics introduced in Diversity 101 in person.
MU		Workplace Diversity Series	The Workplace Diversity Series provides staff, supervisors and faculty an opportunity to learn about and discuss various workplace diversity issues with colleagues from across campus.
MU		Diversity in Action Research Series	This series highlights the research of our outstanding Mizzou faculty and informs and engages scholars, students, and practitioners in conversations around this research
MU		Diversity & Inclusion Core Concepts Serie	Diversity and inclusion are labels used to express complex, multi-faceted organizational strategies, goals, and values.
MU		Let's Talk About races Series	In this series, participants will learn foundational knowledge related to the concept of race, the challenges of interracial dialogues, and systemic racism enabling them to be better prepared to engage in meaningful dialogues about the issues that we collectively face and to forge pathways to building a stronger, more inclusive campus community and society.
MU		Inclusive Teaching & Mentoring Series	This series brings together Mizzou faculty to talk about best practices, challenging situations and answer questions on various inclusive classroom needs.
MU		Mizzou Inclusive Excellence Awards	The Mizzou Inclusive Excellence Award is given to individuals or groups who, as part of the Mizzou community, have made exemplary contributions within the past two years to any area of diversity, including but not limited to issues of gender, racial-ethnic background, language, religious belief, sexual orientation, abilities and disabilities, national and geographical origin and economic strata
MU		MU Celebrates Martin Luther King, Jr. 2016	The Dr. Martin Luther King, Jr. commemorative committee is comprised of University of Missouri faculty, staff, students and Columbia community representatives.
MU		Coffee with Noor	Drop by Bengal Lair, Lower Level in Memorial Union from 8-9 a.m. on the following Fridays for a one-on-one with Noor Azizan-Gardner, our assistant deputy chancellor for diversity and chief diversity officer.

MU	Citizenship@Mizzou u Educational Sessions	Citizenship@Mizzou is a two hour interactive program designed to introduce new students to the values of Mizzou and to the ways in which we engage with issues of citizenship on a richly varied and diverse campus.
MU	MizzouDiversity Book Group	Our MizzouDiversity Book Group on Goodreads features book recommendations from around campus to help each other learn about the world.
MU	Diversity Alliance Group and weekly email	The Mizzou Diversity Alliance provides staff, and faculty who are doing work in the many areas of diversity on campus the opportunity to network with one another.
MU	MU Guide to Religion	The MU Guide to Religions serves as a general educational and reference tool for our MU community.
MU	10 Ways to Expand Your Horizons in Columbia, Missouri handout	This resource one-sheet was created to assist MU community members with exploring life outside of MU including international markets, community organizations, local museums and language learning programs.
MU	10 Ways to Practice Mindfulness and Inclusiveness at Mizzou	This resource one-sheet was created as a quick way for MU community members to discuss inclusion and learn more about various underrepresented groups on campus and how to be mindful of various needs.
MU	Tips for Talking About Race at Mizzou	This four-page resource was created to help lead MU community members in discussions on race, discrimination and inclusion.
MU	Facilitator Guide for Departmental Discussions about Race	This four-page resource was created to help facilitate discussions on race, discrimination and inclusion within MU departments.
MU	The Language of Identity: Using Inclusive Terminology at Mizzou handout	This four-page resource was created to help educate people on campus about commonly misunderstood terminology related to diversity and underrepresented communities.
MU	Diversity Enhancement Funding	The Division of Inclusion, Diversity and Equity receives an annual limited budget to support campus diversity programming that creates an inclusive and welcoming campus.
MU	Academic Hiring at Mizzou eLearning Module	Faculty, staff, and students serving on academic search committees are encouraged to complete this online module covering basic equitable and inclusive hiring practices.
MU	Hiring at Mizzou eLearning Module	Faculty, staff, and students participating in hiring for staff positions are encouraged to complete this online module covering basic equitable and inclusive hiring practices.
MU	Civility, You and Mizzou eLearning module	This module helps participants think about civility and incivility in the workplace, provides some information and tools for increasing civility and decreasing incivility in the workplace, and encourages participants to build a culture of civility in their individual units/departments as well as campus-wide. Includes a facilitation guide for group discussion.
MU	Civility: You & Mizzou (health care focus) eLearning module	Participants build understanding of the concept of civility and why it is critical to the work done at the School of Medicine; learn how to 'diagnose' incivility so that they can chose effective ways to approach it; and explore the benefits and pitfalls of various approaches to incivility.

MU	Diversity, Difference and Conflict eLearning module	An e-learning module for building awareness and skills to individuals identify their conflict style and interact more effectively in the workplace
MU	Speak UP! Identifying and Confronting Prejudice and Bias (Bulletin Board Kit)	This bulletin board kit was designed to help individuals assess when and how to speak up when confronted with prejudice.
MU	Show Me Respect! Tips for Thwarting Cyberbullying, Cyber-Harassment and Cyberstalking (Bulletin Board Kit)	This bulletin board kit was designed to help individuals identify and know how to respond to cyberbullying and harassment when it happens.
MU	Custom educational sessions on request	IDE staff present customized educational sessions for faculty and staff groups on campus.
MU	The United Way Community – Campus Engagement for Social Equity	CCE model of youth organizing will bridge community and university resources and promote inclusion and empowerment.
MU	Legislative Black Caucus – Emerging Leaders Conference	
MU	Planning for a <i>Youth Leadership Fellows</i> program during the school year	In the planning stages, developing leadership program for a small group to meet (to start) with Dr. Pat Ivey and his admin team around the tenants of Leadership and Life Skills. The program would target students who are less likely to receive this opportunity and would be referred by teachers/coaches/counselors.
MU	Partnering with Art Teacher/ Artist Jessie Starbuck at Beulah Ralph Elementary	Our first collaboration with Jessie Starbuck involves asking students to create thoughtful winter/cultural scenes to promote inclusion.
MU	Planning “Introduction to College and Careers” Event	After visiting the Columbia Career Center and observing their successful Electives Fair with high school students, Dr. Ivey, with support from his admin team, is planning to organize a similar event here for high school students.
MU	Outreach to Community Programs and Individuals	Collaboration with the Diversity Awareness Partnership, CPS for collaboration on social justice work with CPS students
MU	National Educational Policy Associate	The primary responsibilities of the policy associate is to track policy efforts on a national and state level, co-author and publish policy briefs, and co-author rapid responses to recent policy requests or policy proposals.

MU		TEDx Equity Resolution	TEDx presentation on Dignity Equity in public schools and how teaching with dignity promotes inclusion, diversity, and equity in policy and academic outcomes.
MU	MU Office for Civil Rights & Title IX	Faculty Respondent Panel Ongoing Training Equity Resolution	In-person professional development throughout the year to educate individuals who serve on the faculty respondent panel
MU	MU Office for Civil Rights & Title IX	Student Respondent Panel Ongoing Training Recruiting and	In-person professional development throughout the year to educate individuals who serve on the student respondent panel; in 2016, we hosted a half-day workshop as the capstone development opportunity
MU	MU Office for Civil Rights & Title IX	Training Advisors for students in the Student Equity Resolution Process	In-person training for faculty and staff members who have been invited to serve as trained advisors for students in the Student Equity Resolution Process. Training is ongoing and provided as new advisors are identified
MU	MU Office for Civil Rights & Title IX	Equity Resolution Process Basics	In-person presentation; describes the University of Missouri's Equity Resolution Processes; highlights the University's nondiscrimination and anti-retaliation policies; provides an overview of the services offered by the Office for Civil Rights and Title IX In-person presentation; typically provided at various orientation programs sponsored by multiple units; overview of non-discrimination and anti-retaliation policies, including required referral of sex discrimination reports to the Office for Civil Rights and Title IX; example orientation programs include, but are not limited to:
MU	MU Office for Civil Rights & Title IX	Orientation to the Office for Civil Rights and Title IX	<ul style="list-style-type: none"> <li>- New faculty orientation</li> <li>- New graduate student orientation</li> <li>- Graduate Assistant Teaching Orientation</li> <li>- Chairs Retreat</li> <li>- Residential Life Employee Orientation</li> <li>- Camp Staff Orientation</li> <li>- Departmental Meetings</li> </ul>
MU	MU Office for Civil Rights & Title IX	Overview of Title IX and Sex-Based Violence at Mizzou	In-person presentation and discussion regarding sex-based violence, including sexual misconduct, sexual exploitation, invasion of sexual privacy, sex-based stalking, intimate partner violence, consent, incapacitation, and bystander intervention; data from MU's participation in the 2015 AAU Sexual Assault and Sexual Misconduct Campus Climate Survey is often shared;  additionally, data from the first annual Title IX Office Annual
MU	MU Office for Civil Rights & Title IX		

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MU	Gaines/Oldham Black Culture Center	Fall Fest	Annual event introducing students to student orgs and department
MU	Gaines/Oldham Black Culture Center	Welcome Black BBQ	BBQ at the beginning of the school year to welcome students back.
MU	Gaines/Oldham Black Culture Center	Black at Mizzou	Student panel on their experiences at Mizzou for incoming freshmen and transfer students
MU	Gaines/Oldham Black Culture Center	Breast Cancer Awareness Week & PInked Out Photo	A week of a number of philanthropic events hosted by campus and community organizations purposed to contribute to the fight against breast cancer.
MU	Gaines/Oldham Black Culture Center	Black Family Reunion BBQ	BBQ during Homecoming Weekend for alumni and current students
MU	Gaines/Oldham Black Culture Center	Black Culture Awareness Week	A week of events to provide insight on Black culture and history to Mizzou students.
MU	Gaines/Oldham Black Culture Center	Real Colorim	Conversation centered around the Black diaspora to discuss the historical context of colorism , self –awareness, language and their implications of how colorism impacts career and life choices
MU	Gaines/Oldham Black Culture Center	Scholars & Residence Series	Opportunity for Black Faculty at Mizzou to share their research and their journey to the academy
MU	LGBTQ Resource Center	Safe Space	LGBTQ 101 presentation meant to teach the basic definitions and terminology, foster empathy and build allyship
MU	LGBTQ Resource Center	OUTreach Panel	Panels on LGBTQIA student experiences
MU	LGBTQ Resource Center	Queer Fall Fling	Program to welcome new and returning LGBTQ and Ally students to Mlzzou

MU	LGBTQ Resource Center	Inside OUT	Hour long, LGBTQ themed talk radio show
MU	LGBTQ Resource Center	Discussion Lunch Series	Facilitated Discussion on LGBTQ topics
MU	LGBTQ Resource Center	Transgender Day of Remembrance	Transgender Day of Remembrance
MU	LGBTQ Resource Center	Pride Photo	LGBTQ and Ally group Photo in front of the columns
MU	LGBTQ Resource Center	Queer People of Color Social	Program to support a space for Queer People of Color
MU	Multicultural Center	Community 360 Family Reunions	A family reunion for community 360 counselors and participants to continue to create awareness and pathways to bring information back to their respective community organizations at Mizzou.
MU	Multicultural Center	Multicultural Center Mix & Mingle	Faculty, staff and students Mix and Mingle to start new year.
MU	Multicultural Center	Latino Student Orientation	Orientation for first year/transfer Latino identified students.
MU	Multicultural Center	UnificAsian	Orientation for first year/transfer Asian-identified students.
MU	Multicultural Center	Interfaith Prayer	An event collaborating with other religious identified group on campus to share in a prayer/meditation for the start of the year.
MU	Multicultural Center	Jose Antonio Vargas	Speaking on identity and power in recognition of Latin@ Heritage Celebration.
MU	Multicultural Center	Culture Couture	A program to create awareness of cultural appropriation/exploitation through a fashion show set up.
MU	Multicultural Center	Train the Trainers	A program to educate Diversity Peer Educators facilitators and campus facilitators
MU	RSVP	Chancellor's Summit on Sexual Assault and Student Safety in Greek Life	Gathering of Greek Life stakeholders to discuss and understand current violence prevention strategies and possibilities
MU	RSVP	Summer Welcome Mizzou Cares	Resource-focused education for incoming MU students
MU	RSVP	Summer Welcome Campus Safety and Security	Resource-focused education for parents/ guardians/ guests
MU	RSVP	Behind Closed Doors	The Department of Residential Life's annual violence prevention and intervention training for student staff
MU	RSVP	Green Dot	Presentations about Green Dot violence prevention program
MU	RSVP	Green Dot Mizzou Day	Awareness/Action event promoting Green Dot

MU	RSVP	Survivor Services	Crisis intervention, case management, general victim advocacy
MU	RSVP	Rock Against Rape	Awareness event featuring education moments, local music, poetry and art
MU	Women's Center	Stitch n Bitch	Weekly gathering to teach knitting and crocheting to foster discussion and creative community
MU	Women's Center	Language Partners LPC3	Monthly event for international and native English speaking students
MU	Women's Center	Love Your Body Festival	Interactive body positive celebration with 12 participating orgs and offices on Lowry Mall
MU	Women's Center	Women's and Gender Studies Wednesdays	Presentation and discussion series Professors and GA's in the WGST department
MU	Women's Center	Tools for Breaking the Glass Ceiling	WHM Program featuring a panel of professors on campus discussing gender-based leadership gaps
MU	Women's Center	Ain't I a Black Woman?	Discussion and presentation series focusing on contemporary issues for black women on campus
MU	Women's Center	Women in Islam	Presentation and Discussion of Muslim Feminist Identities
MU	Women's Center	Vagina Monologue Auditions	Audition sessions for students interested in participating in the Vagina Monologues
MU	Libraries	Safe Spaces Training	Teaches the basics of LGBTQ identities and culture through definitions, terminology, and an overview of current cultural, social, and political issues, activities, and plenty of time for question and answer.
MU	Libraries	ADA Training	Info on the ADA and on your rights and responsibilities as an employee and/or a supervisor.
MU	Libraries	FMLA Training	Has it been a while since you have learned about the FMLA? Are you a new supervisor who is unfamiliar with the FMLA process? This session is for you!
MU	Libraries	Training for all search committees	In person training in addition to the online training provided by Campus
MU	Libraries	Civility & Respect Training	The purpose is to provoke thought, provide some information at tools, and generate discussion about building a culture of civility.
MU	Libraries	Diversity 101	Online training, presented by the Office of Inclusion, Diversity & Equity
MU	Libraries	Attendance at Diversity in Action Workplace Diversity Series	
MU	Libraries	Life Long Learning Page	
MU	<b>Libraries</b>	Facility Changes	Lactation Room; Single-stall, unisex bathroom; quiet meditation prayer space The spiritual elder of the Utoe-Missouria tribe, Dr. Aaron Gawnega, and his son Michael Gawnega, the tribe's Executive Director, are coming from Oklahoma to speak. In addition to the message from these elders, there will be a brief showcase of Native Americans' exact words as they were recorded in our library's collection of 19th century government documents. and a corresponding exhibit in the Teach Ins;
MU	<b>Libraries</b>	Native American Voices Event	
MU	<b>Libraries</b>	Hosted Events	Black Lives Matter: Race, Injustice & Struggle in the 21st Century

MU	<b>Libraries</b>	International Tea	Event for Library staff to experience tea & snacks from around the world
MU	Marketing & Communications	Recruiting and hiring faculty/staff from underrepresented groups	Recruiting and hiring faculty/staff from underrepresented groups
MU	Marketing & Communications	Array of marketing materials that reach out to prospective high school juniors and seniors and their parents.	Array of marketing materials that reach out to prospective high school juniors and seniors and their parents.
MU	UMHS	Inclusion Trainings	Various inclusion trainings throughout year
MU	FCM	Family and Community Medicine Diversity Committee	FCM has had an active eleven member Diversity Committee. It meets monthly and has active involvement of the Departmental Chair.
MU	FCM	Cross cultural Communication lecture and role play	One hour interactive small group lecture on cross cultural communication followed by two one-hour role-playing sessions (4 students each session) providing students the opportunity to practice using an interpreter in a clinical setting
MU	FCM	Diversity and Inclusion Training –Internal: “Inside Out” Seminars	"Inside Out" seminars were initiated by Mike Hosokawa examining the personal stories and diversity within our own department, in a supportive and inclusive learning environment.
MU	FCM	Inclusion Trainings	Various inclusion trainings throughout year
MU	PharmPhys	India Day/Night	MU-India Day
MU	SOM	Various	Various inclusion trainings throughout year
MU	Anesthesiology	Department Mandated Annual Training	complete the online harassment and discrimination prevention training courses
MU	Anesthesiology	Diverse Recruiting and Hiring	We make a marked effort to recruit and hire a diverse population of faculty and staff provider candidates
MU	Anesthesiology	Resident Physician Retreat	a retreat for our resident physicians with the goal of focusing and learning more on developing their communication, team work, and interpersonal skills
MU	Department of Orthopaedic Surgery	Department of Orthopaedic Surgery Mission & Vision	<b>We are educating the next generation of physicians</b> to be culturally and socially sensitive to the diverse backgrounds of fellow students, faculty, staff, and patients.
MU	Department of Orthopaedic Surgery	Disability Assistance	We have made accommodations for two disabled staff to work in both Department and MOI administrative offices by providing the tools and environment to be productive employees.



MU	Department of Orthopaedic Surgery	Immigration Assistance	We continue to work with immigration attorneys to help non-US-born physicians to gain US citizenship and become long-term faculty of our department.
MU	Student Health Center	Development of Survey for students	committee is currently developing a set of questions to survey and later meet with groups of students from multiple campus communities/social justice centers, to determine how we are meeting their inclusive needs and what they believe we can do to improve.
MU		SHC Diversity Committee Meetings	Development of survey of SHC staff to increase SHC Diversity Committee's understanding of staff diversity awareness; strategic planning of other diversity committee events
MU		Heritage Potluck	a potluck which invited staff members to participate by bringing in a dish that tells a "story" from their region and/or family history.
MU		SHC Diversity Committee Presentation to All Staff	SHC Diversity Committee presented to staff members of MU SHC on results of diversity survey and on upcoming initiatives.
MU		NCCJ – Interrupting Racism workshop	Training focused on interactive activities to increase awareness of how racism and racial socialization impact daily lives.
MU		Gosh He's Weird: Understanding Students Living with Autism	Dr. Colton Miller, Staff Psychologist, presented at the 2016 Social Justice Symposium about autism spectrum disorders and its affects for college students on the autism spectrum.
MU		Mental Health Support During November Campus Tensions	
MU		Anxiety & Depression among College Students	Dr. Colton Miller was a special guest on a radio show called Intersection on KBIA RADIO - NPR Station in which he discussed college mental health rates and concerns.
MU		Autism Spectrum Disorders in Adults & Autism Mentor Program	Dr. Colton Miller, presented as the keynote speaker at the University of Missouri Professional Development conference about autism spectrum disorders and the Autism Mentor Program to University of Missouri.
MU		International Student Group	Dr. Phoebe Wan, Staff Psychologist, developed a support group for international students.
MU		Autism Mentor Program	Dr. Colton Miller created the Autism Mentor Program to augment services provided to students on the autism spectrum so they could learn valuable social skills.
MU		MIZ-OUT	reactivated the dormant LGBTQ faculty and staff group), planned monthly meetings from March 2015 to August 2016, collaboratively wrote a constitution and got it ratified by membership, and held elections to get new leadership to take over the group in August 2016.
MU		Psychiatry Grand Round lecture: Clinical Issues with LGBTQ Individuals	Dr. Craig Rooney gave 1-hour lecture to familiarize Psychiatry faculty and residents of sexual identity development models, standards of care for the treatment of transgender individuals, and how these interface with various clinical presentations.
MU		SHC Diversity Committee newsletter column, "Diversity Matters"	reactivated the monthly newsletter for our employees – its centerpiece is the column Diversity Matters which includes campus and community diversity events occurring that month, links to related articles, and a spotlight on individuals from various cultural communities.

MU		All Staff Diversity Training Meetings	Stephanie Hernandez, Coordinator of the MU Multicultural Center, completed two 1-hour training sessions on health care and diversity.
MU		Center for Health Policy, MU School of Medicine, inclusive data collection training	2-hour training on how to collect patient data in sensitive ways such that we are collecting health care data on members of underserved populations.
MU		Diversity 101 interactive training module.	4-week training module
MU	Center for Health Policy	Building Inclusive Classrooms and Clinics	The BICC is a one day introductory inclusion workshop that provides awareness-building through short presentations, experiential activities, reflection and dialogue
MU		Implicit Bias Session	This is a 90 minute experiential session that introduces students to implicit bias and has them reflect through dialogue on how implicit bias manifests in the clinical setting. It is coupled with a 90 minute small group activity and homework assignments to complete an Implicit Association Test.
MU		Colwill Lecture Series (integrated 5 sessions addressing inclusion and health justice)	This series explores numerous diversity and inclusion topics
MU		Building Empathy and Understanding Around Disparities in Healthcare	
MU		Creating Inclusive Health Care Environments to Improve Patient Demographic	Interactive training session focused on improving the process in which hospital staff and providers collect patient data on race, ethnicity, language, sexual orientation and gender identity.
MU		Creating Inclusive Health Care Environments to Improve Patient Demographic	Interactive training session focused on improving the process in which hospital staff and providers collect patient data on race, ethnicity, language, sexual orientation and gender identity.
MU	MUHC	Human Resources, Talent Acquisition	MU Healthcare is committed to diversity efforts by utilizing an array of talent acquisition strategies. Recruitment sourcing activities include job fairs, social media, partnerships with local colleges, and formalized internship programs.
MU	MUHC	Human Resources, Talent Acquisition	Utilizing specialized recruitment resources such as Diversity Nursing and participating in outreach activities such as Veteran's Career Fairs, MU Healthcare continues to seek applicants from diverse backgrounds.
MU	MUHC	Talent Development	All search firms are directed to bring a diverse selection of qualified candidates forward for consideration.

MU	MUHC	Human Resources Talent Development Tomorrow's Healthcare Experts	<p><i>Tomorrow's Healthcare Experts</i>, a program developed by University of Missouri Health Care, promotes diversity in health care. This program identifies, cultivates, and encourages high school students to consider careers in health care. This program introduces high school students, with limited exposure, limited knowledge, and lower socio-economic status, to the diverse career opportunities available within the health care industry. Each participant is provided a unique opportunity to explore healthcare careers by participating in a 9 week formalized interactive program.</p> <p>School to Work Program; A partnership between MU Healthcare and Hickman High School which provides high school students with diverse backgrounds skills workforce readiness and life skills training. This program includes a combined approach of classroom training and work experience designed to increase job skills, opportunities for employment, and completion of vocational training. This program has proven success in increasing job skills and ensuring successful vocational outcomes.</p>
MU	MUHC	Human Resources Talent Development School to Work	<p>Offer partnering assistance to Job Point, a local employment center and community development corporation fully accredited by the Rehabilitation Accreditation Commission (CARF). Assistance includes job shadowing opportunities, mock interviews, and other workforce readiness initiatives.</p>
MU	MUHC	Human Resources Talent Development <i>Job Point Partnership</i>	<p>Provide real work experience in a competitive integrated setting within the local community. The primary objective of the Vocational Rehabilitation summer work program is the development of employability skills in a real work environment, and exposure to occupations within the student's career pathway; resulting in more informed transition planning while in high school, and improved post-secondary education/training and employment outcomes.</p>
MU	MUHC	<i>Human Resources Talent Development MORE Group Partnership</i>	<p>Participate in community events including MidMO PrideFest, an annual celebration of the lesbian, gay, bisexual, transgender, queer, questioning and ally community in Mid-Missouri. This family-friendly event includes entertainment, food, vendors, information on community organizations and more.</p>
MU	MUHC	Human Resources Community Events	<p>MU Healthcare is committed to creating an engaging workplace. This includes a work culture which is supportive and truly promotes, embraces, and actively seeks out opportunities for employees to utilize their unique contributions. Utilizing the latest research and survey methods from Gallup, employee engagement has become a top priority. Employees complete an annual survey which measures the extent to which workplace needs are being met. Engagement indicators such as growth opportunities, the ability to express ideas, and inclusiveness are just a few of the components measured.</p>
MU	MUHC	<i>Human Resources Employee Engagement</i>	

MU	MUHC	Human Resources Bias Reporting Hotline	MU Healthcare is committed to an environment where open, honest and respectful collaboration and inclusion are the expectation, not the exception. MU Healthcare will not tolerate discrimination, harassment, or bias based on race, color, national origin, ancestry, religion, sex, sexual orientation, gender identity, gender expression, age, genetic information, disability or veteran status. We want staff members to feel comfortable approaching leadership in instances where they believe violations of policies or standards have occurred. Staff members also have an option of reporting such concerns through an anonymous Hot Line.
MU	MUHC	<i>Human Resources</i>	Quality improvement projects (PDSA) and employee engagement teams offer employees an opportunity to work in a collaborative work environment with other employees of diverse backgrounds, cultures, and generations. These opportunities allow employees an opportunity to
MU	MUHC	<i>Employee Engagement/Quality</i>	
MU	MUHC	Human Resources Employee Relations Training	The Inclusion Training Program (ITP) is designed to teach participants how to foster an inclusive workplace environment by engaging in thoughtful, respectful discourse.
MU	MUHC	Human Resources New Staff Orientation	MU Healthcare's onboarding process includes an initial 8 hours training for all new hires. Informational topics include our commitment to inclusion as a healthcare institution honoring, respecting, embracing, and valuing the unique contributions of all employees, patients, students, and volunteers of our healthcare community. New staff members are provided with our vision which includes a long standing value of respect and dedication for our patients and their families.
MU	MUHC	<i>LGBT Safe Space Training</i>	Completion of MU Safe Space Program designed to teach the basics of LGBTQ identities and culture through definitions, terminology, and an overview of current cultural, social, and political issues.
MU	MUHC	Workforce Development <i>Unconscious Bias Training</i>	Leadership training designed to identify and mitigate implicit bias using Neuroleadership's SEEDs model.
MU	MUHC	Workforce Development Interpersonal Bias Training	Leadership training designed to develop an inclusive work environment by focusing staff on common MUHC values and purposefully seeking diverse perspectives.
MU	MUHC	Workforce Development <i>Ouch Training</i>	Dealing with Stereotypes: Training designed to develop team skills to catch and correct negative stereotypes and assumptions in a non-defensive manner.
MU	MUHC	Workforce Development Talking Turkey Training	Training designed to discuss how values drive emotional reactions, how to manage triggering events and understand the impact of the fight or flight response on mental acuity.
MU	MUHC	Human Resources Employee Groups MU Healthcare Diversity Council	A diversity council comprised of MU Healthcare faculty and staff members whose primary efforts included the development of a comprehensive diversity plan.

MU	MUHC	Human Resources Employee Groups MU Diversity, Inclusion and Equity Task Force	Member of The Diversity, Inclusion and Equity Task Force, a multi-campus task force whose purpose is to conduct a thorough, wide-ranging and unflinching study of the programs, policies, and practices regarding diversity, inclusion and equity that have been institutionalized at the University of Missouri System.
MU	MUHC	Organizational Initiatives Language Services	Language Services offers global language services to our patients and visitors. Services include on-site interpreters, telephonic interpreting, video remote interpreting, and translation services for more than 90 languages.
MU	MUHC	Organizational Initiatives Cultural Diversity Training and the Patient Experience	On-going training to resident physicians and care team associates designed to discuss cultural dynamics influencing the patient experience. The focus includes the healthcare needs of our diverse patient and caregiver population, including topics such as core health care beliefs; cultural values, norms, and customs; communication styles; and family dynamics.
MU	Operations	<b>Respect Yourself, Respect Others</b>	Training class that includes CF Policies and University Policies as well as creating a positive environment for all staff. Celebrating differences.
MU	Operations	Dealing with Diversity & Equity Issues	Supervisor Training Program
MU	Operations	Zero Tolerance Policy Review	Reminder class of Campus Facilities Zero Tolerance Policy.
MU	Operations	Bias-Based Policing Training/Racial Profiling/Fair and Impartial Policing	A two part lesson plan and testing over Bias-Based Policing/Racial Profiling/Fair and Impartial Policing Training from the Police Law Institute.
MU	Operations	MUPD Policy 2:020 Bias Based Profiling	A department policy that outlines a prohibition against bias based profiling policing.
MU	Operations	MUPD Policy 1:060 Recruitment	A department policy that outlines the departments recruitment activities/plan and Equal Employment Opportunity and Affirmative Action plan
MU	Operations	Bilingual Materials	EHS attempts to bring our message of safety to those natively speaking mandarin by translating our Eye Protection Needed sign in our recycling facility; our We Can Help message in our Green Vest Program and our Emergency Procedures posting.
MU	Operations	UM Supplier Diversity Program	MU CF-PDC incorporates the UM Supplier Diversity program into the procurement of consultants and contractors for design and construction efforts at MU

MU	Fellowships Office	Peer Undergraduate Mentoring Program (PUMP)	Pilot peer mentoring program designed by Fellowships Office, Academic Retention Services (ARS), and the Honors College to match outstanding juniors and seniors with first-years and sophomores participating in select scholarship programs (Brooks Scholars, Suggs Scholars, Discovery Fellows, Show-Me Scholars). Funded by Vice Provost for Undergraduate Studies for Spring 2016; request for ongoing funding to be submitted July 2016.
MU		Collaborations with IMSD EXPRESS and McNair programs	Annual presentations for students in these programs, explaining what fellowships are and which ones might be appropriate for them to seek.
MU	Human Resources Services	Management Fundamentals Certificate Series	Participants attend one half day training per month on various topics (including <i>Interviewing and Selecting Employees</i> and <i>Valuing Diversity</i> ).
MU		Exception to Recruit and Direct Promote hiring processes	When an exception to recruit or direct promotion is requested by a department, HRS evaluates the utilization of the specific title as part of the approval process. If the title is underutilized by either category the request is generally denied and the position is referred to the normal recruitment process.
MU		Affirmative Action Plan	The University compiles and analyzes employee data in various formats to assess where we can do better in ensuring a workforce that is representative of our recruitment area.
MU		Recruitment Resources and Services	Suggested interview questions are provided as a resource for hiring managers
MU		Hiring Team Training (online and in person)	<i>Equitable and Inclusive Hiring Practices</i> training is available for all hiring team members in an online format and is available in a face to face format as requested.
MU		Fall Training Conference and Staff Recognition Week Seminars	HRS coordinates two free training events each year with opportunities to attend diversity and inclusion centered programming.
MU		New Employee Email	New staff receive an email with a link to the employee handbook (which details policies including those related to inclusion).
MU		Nonresident Alien (NRA) Tax Information and Volunteer Income Tax Assistance (VITA)	Assistance with taxation process and free filing assistance is provided to nonresident alien employees.
MU		myPerformance (online performance management tool)	Benefit eligible staff are evaluated annually on a series of competencies, including Diversity and Inclusion.
MU		HRS Website	The HRS website is ADA compliant and hosts a variety of information ranging from policy compliance to training opportunities. EEO tagline is on each page of the website as well.
MU		SOS temporary Staffing Temp to Hire Program	SOS Temporary Staffing maintains a diverse pool of qualified applicants for short term university work assignments. As a result of availability, departments can work with SOS to hire temporary staff directly into available benefit eligible positions.

MU		New Employee Orientation	New-employee orientation (NEO) includes information on MU's history, policies, facilities, staff responsibilities, benefits and educational opportunities for all new benefit-eligible employees.
MU	MU Career Center	MU Career Center – Career Specialist Program	Staff Training: We have two specific training sessions dedicated to multiculturalism for new career specialists, and infuse it throughout the rest of our training.
MU		MU Career Center – Career Specialist Program	A team of student employees from the MU Career Center dedicated to educating our staff on multicultural awareness and working with campus on diversity and inclusion initiatives.
MU		MU Career Center – Career Explorations Class	The 5 sections of the 1 credit hour Career Explorations course includes a class session on “Social Identity and Careers” and references to the relationship between identity and careers throughout the semester.
MU		MU Career Center – Handouts	The MU Career Center staff has partnered with offices around the campus to develop handouts for LGBTQ Post Graduation Questions, Career Services for Students with Disabilities, International Student Job Search, and Career Opportunities while Studying Abroad.
MU		A Way With Words & Numbers	Initial and ongoing multicultural training for MU students who will be working together as a team and with children in the Columbia Public Schools. Diversity workshops facilitated by the Multi-Cultural Center.
MU		Jumpstart	Provide 8 hours of diversity workshops facilitated by both the Multi-Cultural Center, as well as individuals from the Strategic Communications Office.
MU	Learning Center	TRiO Student Support Services	The TRiO program provides academic support (tutoring, mentoring, advising) to 650 undergraduates (670 beginning in Fall 2016).
MU		CLASS Program	The Learning Center provides academic tutoring in small collaborative groups and/or one-on-one.
MU	Mizzou Online	The Language of Identity	Presentation from the Office of Inclusion, Diversity & Equity at our monthly staff meeting
MU	Bond Life Sciences Center	Initiative for Maximizing Student Diversity	Prepare underrepresented minority students for biomedical research
MU		Molecular Basis of Gene Expression and Signal Processing Training Grant Program	The Gene Expression training grant program actively recruits underrepresented minority students to participate in this program that provides funding and training activities to support predoctoral trainees in active research experiences.
MU	Undergraduate Research	Initiative for Maximizing Student Diversity (IMSD) Express Apprenticeship Program	NIH-funded program that provides part-time job in a research lab, peer-mentoring, weekly group meetings (academics, transition to college, professional development), and community.
MU		Initiative for Maximizing Student Diversity (IMSD) Express Fellows Program	NIH-funded program that provides stipends for students to conduct independent research projects during the academic year (part time) and the summer (full time).

MU		Initiative for Maximizing Student Diversity (IMSD) Express Peer Mentors	10 upperclassmen are trained to serve as peer mentors (~6 hrs/wk) for the freshmen/sophomore IMSD EXPRESS Apprentices.
MU		Entering Mentoring Workshop	Series of 10 small group, facilitated discussions to prepare grad students/post docs to serve as mentors to undergraduate researchers.
MU	School of Journalism	National Association of Black Journalists	(Alé Chapter)
MU		Queer Media Association	A student chapter of the National Lesbian and Gay Journalists Association
MU		Women in Media	
MU		Annual Missouri Urban Journalism Workshop	A summer program aimed at recruiting underrepresented and underprivileged high school students by exposing them to a weeklong workshop at the Missouri School of Journalism.
MU		Annual Sports Journalism Institute Program	The Sports Journalism Institute works to enhance the racial and gender diversity in sports journalism through partnerships with the National Association of Black Journalists (NABJ), Asian American Journalists Association (AAJA), National Association of Hispanic Journalists (NAHJ) and Association for Women in Sports Media. Funders include APSE, MLB.com, and Disney, and partners include ESPN, USA TODAY and the Missouri School of Journalism.
MU		Student Development, Diversity and Recruitment Program	Announced in 2016. Focused on creating a pipeline to enhance recruitment, partnerships, mentorships, and research regarding underrepresented populations. The Student Development, Diversity and Recruitment Program builds on the School's decades-long efforts to connect people of various races, ethnicities and backgrounds. Missouri was one of the nation's first programs in the country to offer a course in cross-cultural journalism in 1998. Earlier this year, faculty and alumni published an introductory textbook to help students write about and communicate with people of backgrounds different from their own.)
MU	<u>Health Sciences</u>		
MU		Recruiting and hiring faculty and staff from underrepresented groups	DHS policy approved to devote at least 50% of recruiting resources/efforts to publications targeted at diverse communities.
MU		Sample syllabi related to diversity, equity and inclusion	Had a workshop for faculty to redesign syllabus
MU		Efforts to increase curricular diversity; descriptions of Credit or Non-Credit courses related to diversity	Had a workshop for faculty, -One credit hour, Social Justice and Health Topics course for health science students,-Non-credit course for students going on Study Abroad for internships and Alternative Breaks for service learning



MU		Faculty reports on changes in curriculum and pedagogy related to diversity, equity and inclusion	DHS Diversity and Inclusion committee completed an audit of DHS faculty -Research methods seminar using photo voice methodology to record student's concerns about Social Justice Safe Space training provided for DHS faculty
MU		Diversity related training for faculty, students and staff	-Photo Voice and Social Justice
MU		List of diversity-related programs and events offered by the University	DHS offered a film series (3 evenings), Natural Causes, open to students and interested faculty/staff on campus; faculty facilitators led group discussion following the movie
MU	SHP	Diversity & Inclusion "Traffic Light" Training	The "Traffic Light" model of diversity training presented by Marlo Goldstein-Hode of Chancellor's Diversity Initiative (date: 2.15.16)
MU		Racial Identity Development Workshop	Presented by guest lecturer, Dr. Stephanie McClure (date: 2.26.16), Professor and Chair, Department of Sociology, Georgia College
MU		SHP Task Force for Student Diversity and Inclusion	Task force met bi-monthly to consider how to promote diversity & inclusion for SHP students; prepared final report with recommendations for Dean Hagglund.
MU		SHP Committee for Accessibility in Space Planning	Ad Hoc committee of SHP faculty with expertise in disability created to review and offer recommendations regarding accessibility in space renovations.
MU		Implementation of policy to support recruiting and hiring faculty and staff from underrepresented groups	Department of Health Science policy approved to devote at least 50% of recruiting resources/efforts to publications targeted at diverse communities.
MU		Creation of sample syllabi related to diversity, equity and inclusion	Had a workshop for faculty to redesign syllabus
MU		Faculty education to increase curricular diversity	Had a workshop for faculty
MU		Creation of courses related to diversity, equity and inclusion	One credit hour, Social Justice and Health Topics course for health science students, Non-credit course for students going on Study Abroad for internships and Alternative Breaks for service learning

MU		Faculty reports on changes in curriculum and pedagogy related to diversity, equity and inclusion	-DHS Diversity and Inclusion committee completed an audit of DHS faculty
MU		Diversity-related training for faculty, students and staff	Photo Voice and Social Justice: Research methods seminar using photo voice methodology to record student's concerns about social justice
MU		Diversity-related activity for faculty, students and staff	DHS offered a film series (3 evenings), Natural Causes, open to students and interested faculty/staff on campus; faculty facilitators led group discussion following the movie
MU		Social Justice in Health HLTH_SCI 4001 - Topics in Health Science (1 credit hour course offered in Fall 2016)	All sessions feature short didactic presentations, experiential activities, reflection and dialogue as the main activities for increasing knowledge around the role social justice plays in health care education and delivery.
MU		Presentation: Enhanced Environment for Older Adult Prisoners	Grand Rounds presentation by Dr. Mary Harrison (date: 9/25/15)
MU		Presentation: Disability Language	Presentation by Dr. Erin Andrews (date: 10.16.15)
MU		Presentation: Religion and Terrorism	Presentation by Scott Su and Andrew Menatti (date: 12.11.15)
MU		Presentation: Natives of the Americas	Presentation by Dr. Orlando Sanchez (date: 5.13.16)
MU	SSON	SSON DNP Program	The following course supports diversity, equity and inclusion. It is required for all APRN DNP students and an elective for Leadership DNP students "Unconscious Bias in the Classroom & Clinic"
MU		SSON DNP Program	Presented by Dr. Urmeka Jefferson, Dr. Tina Bloom, & Dr. Maithe Enriquez. This session will be offered each year for our graduating students.
MU		SSON Nursing Program	This initiative will use theater to enhance participant's understanding of diversity, inclusivity and equity as related to the health care setting.
MU	MU Sinclair School of Nursing		
MU		Discovering Diversity in Doctoral Education (D <sup>3</sup> )	During the Summer On Campus Orientation (June 2014 and June 2015), we have a Pizza Party for new incoming diverse DNP & PhD students and existing diverse UG students to establish mentoring relationships. Diverse faculty and diverse graduate students also participated to provide some advice for new students.

MU	Mentoring Diverse Graduate Students	Training session during the PhD Faculty Retreat in August 2015 by Dr. Maithe Enriquez on tips and strategies for mentoring diverse graduate students. Handouts/resources provided.
MU	DNP & PhD Student Diversity Training	“Avoiding Unconscious Bias in the Clinic and Classroom” - Required session for all graduating DNP students and all current PhD students attending the April 2016 On Campus Days regarding
MU	DNP & PhD Student Diversity, Inclusion, & Equity Training	“Avoiding Unconscious Bias in the Clinic and Classroom”- Required session for all new incoming DNP & PhD students attending the June 2016 On Campus Days
MU	PhD Nursing Coursework related to Diversity, Inclusion, & Equity	N9131 Responsible Conduct of Research, N9450 Social Determinants of Health
MU	Graduate Nursing Coursework related to Diversity, Inclusion, & Equity	N7087 Leadership & Technology Institute, N8310 Health Disparities of Rural & Underserved Populations, N8720 Symptom Management in Acute & Chronic Illness
MU	Diversity Task Force	Deidre Wipke-Tevis nominated male, Hispanic PhD student to be first graduate student member of the Diversity Task force for the 2015-2016 year. Graduate students from underrepresented minority graduate students Native American female MS-PhD student (2010-15)
MU	MU Gus T. Ridgel Fellowship	Hispanic female MS-PhD student (2012-present) Hispanic female BS-DNP student (2013-present)
MU	MU Ronald E. McNair Fellowship	Native American female BS-PhD student (2013-present) African American female MS-DNP student (2011-2014)
MU	Johnson & Johnson/American Association of Colleges of Nursing Minority Faculty Scholars	Native American female MS-PhD student (2013-2015)
MU	Student Nurses Association Diversity Committee	The Diversity in Nursing Association merged with the nationally recognized Student Nurses Association.
MU	Bro Code	Bro Code is aimed at men in nursing and partners pre-nursing men with clinical nursing men to encourage mentoring and networking
MU	Diversity Series	focused training students, faculty & staff on topics such as microaggression, privilege, & GreenDot during series of evening session in spring 2016.
MU	Academic Recovery Course Scholarship	Academic Advisor/Diversity Recruitment and Retention Specialist developed Academic Recovery Course for students with less than a 3.0 GPA after their first semester at MU.

MU		Student Ambassadors	students who volunteer their time to engage with prospective and incoming freshman/transfer students. They attend recruitment events and student visits on behalf of the school of nursing.
MU		Greg & Diane Lind Diversity Program	Program in Diversity was funded November 2015 with a \$124,000 endowment to provide student scholarships, support for the Academic Success course, and funding for the Diversity Student Ambassadors.
MU		N4970 Poverty Simulation	Community Health course includes a poverty simulation as part of their class experience
MU		Interprofessional Education sessions on Cultural Competence and Health Literacy	Two of the six sessions of the Partners in Education, Partners in Care (PEPC) interprofessional program relate to diversity. In these sessions standardized patients help nursing, medical, pharmacy, and other students develop skills to better care for and improve the health of diverse patients.
MU		Diversity 101 and 201	UG Faculty were encouraged to participate in the campus Diversity 101 and 201 "courses."
MU		Cultural Competence Course Requirement	Students will be required to complete three (3) credit hours of coursework that fulfills the cultural competency course requirement. These courses are intended to prepare nursing students to interact with diverse patient populations, work to address health disparities, understand how different cultures interact, gather knowledge of other cultures, and use this knowledge to adapt to various cultures as they are encountered
MU		Diversity Task Force	The School of Nursing has a Diversity Task Force comprised of faculty and staff who are charged to develop and implement a plan to enhance diversity in the SSON among faculty, staff, and students.
MU		Simulation Center	Mannequins and anatomical task trainers of color are purchased and used in courses to better represent the diversity of actual patient populations.
MU	MSA/GPC Box Office	MSA/GPC Box Office contracted events	Contract with underrepresented groups to sell tickets to their events or handle their trip registrations. The box office retains yearly contracts with over a dozen underrepresented groups.
MU		MSA/GPC Box Office student staff employment	The box office hires by word of mouth. We receive recommendations from previous or current employees that are from underrepresented groups for all new hire prospects. The box office maintains a diverse student staff.
MU	Campus Dining Services	Student Employment	Student employees represent all academic areas and are recruited through all means possible
MU		Full-Time Management Recruitment	This year we expanded beyond our traditional recruiting efforts to increase the diversity of our pool by contacting faculty working at Historically Black Colleges & Universities that have Dietetic and/or Hotel & Restaurant Management programs and requesting that they share our position postings with their graduates
MU		New department dietitian position added	Campus Dining Services added a department dietitian position to better meet the needs of customers with special dietary needs
MU		Department Workshops	Sessions related to diversity and inclusivity were part of the management, full-time employee and student management workshops

MU	Counseling Center	Active recruiting and hiring of Counseling Center staff from underrepresented groups	Recruited through 60+ direct contacts to increase the diversity of our candidate pool
MU		Ongoing focus on staff diversity and inclusion training as well as the highest standards of diversity and inclusion in clinical services.	Past, present and future - Staff conversations, staff readings and staff training aimed at increasing sensitivity and awareness related to diversity and inclusion as well as building specific skills in working with clients of all diversities.
MU		Training and Clinical Supervision focused on diversity and cultural competence.	All training experiences, supervision and evaluations of trainees have the elements of diversity, inclusion and cultural competence at their core
MU		RESPOND – Partnering for Campus Mental Health	8 hour mental health gatekeeper/bystander training program – how to intervene with mental health problems, including sensitivity to culture and diversity
MU		Print Material: Dealing with Racial Trauma	8 hour mental health gatekeeper/bystander training program – how to intervene with mental health problems, including sensitivity to culture and diversity
MU		Print Material: Crossing Cultures	Printed piece for wide distribution identifying concerns and helps related to cultural adjustment, basics about American culture, culture shock and the availability of the Counseling Center to assist
MU		All Marketing Materials Incorporate Diversity and Inclusion	Marketing materials, including print materials, videos, web content and skills training materials focus on diversity and inclusion, with pictures representative of diverse groups and content aimed at sensitivity to diversity and inclusion.
MU		Collaboration With Community Mental Health Professionals And Student Health Physicians to Support Transgender Student Needs/Transitioning	Campus and community mental health and medical professionals working together to support transgender students related to psychological and medical needs
MU		Testing Services Accommodations Capabilities and Competencies	Full capability in Testing Services to address and fulfill accommodation needs for testing candidates with all disabilities
MU		Counseling Center Clinical Services Well Connected With Marginalized and Non-Majority Students.	Counseling Center Clinical Services has a solid track record in serving student clients from non-majority and marginalized groups

MU		People of Color Support Group	Weekly support group during Fall and Spring semesters for Students of Color, which remains open throughout the semester for additional students to join.
MU		Support and Consultation Provided for Events related to Diversity, Social Justice and Difficult Dialogues	Counseling Center Staff have provided emotional and other support for events that have dealt with challenging issues related to diversity and social justice, as well as consultation with campus diversity partners as requested.
MU		Ongoing Collaboration with Diversity Partners on Campus Related to Initiatives and Events	Continuing collaboration with diversity partners on campus, including GOBCC, Multicultural Center, Women's Center, International Center, LGBTQ Resource Center, Active Minds and others. The Counseling Center, for example, collaborates with these groups and others to organize the Annual Fall Carnival.
MU		Sponsored Body Monologues event in collaboration with Forefront and the Multicultural Center	Body Monologues, part of Eating Disorders Awareness Week, focused on the intersection of body image and various identities.
MU		Chancellor's Committee on Persons with Disabilities	The Counseling Center is represented on this Committee working to meet the needs of persons with disabilities.
MU		Student Affairs -Inclusion Collective	The Counseling Center is involved with the Student Affairs Cultural Responsiveness Taskforce efforts through representation on the Inclusion Collective.
MU		CoMo Intersectionality	The Counseling Center is represented in this campus and community LGBTQ collective group
MU		Testing Services Diversity Hiring and Staffing Practices	Testing Services actively works to hire and retain staff from diverse backgrounds as it serves a very diverse population in providing academic entrance and placement exams, multicultural awareness inventories, capstone tests, certification for a variety of professional fields, high school equivalency exams and others.
MU	SL	Undergraduate student employee training	Incorporated diversity related discussion into onboarding process for all new undergraduate student employees
MU		Graduate assistant training	Incorporate diversity related training and speaker into training for new and returning graduate assistants each year
MU		Common Hour Discussions	Diversity related topics and discussions presented as part of ongoing weekly training series for Student Life staff
MU			Staff development at weekly staff meetings periodically addresses issues related to: race; sexual orientation, gender identity, and gender expression; Title IX, relationship and sexual violence, and stalking; international student experiences, first generation student experiences, and other underrepresented student experiences.
MU	<u>MSA/GPC Craft Studio</u>	Student staff development	
MU	Disability Center	Allies for Access Photo Shoot	Held annually in April, this event allows members of campus to show their support for disability inclusion and access both on MU's campus and beyond.

MU	Celebrate Ability Week	Celebrate Ability Week is an annual event at the University of Missouri to celebrate disability rights, awareness, and culture.
MU	Lee Henson Access Mizzou Awards Reception	To kick off Celebrate Ability Week, the Chancellor's Committee on Persons with Disabilities hosts the Lee Henson Access Mizzou Award Ceremony during which recipients of the award are announced.
MU	State of Accessibility at MU	event provides an opportunity to highlight and publically announce various initiatives happening across MU's campus that create an inclusive and accessible environment for individuals with disabilities.
MU	Celebrate Ability Week Documentary Screening	selects a documentary for screening.
MU	Celebrate Ability Week Keynote Speaker	various campus offices hosts local, national, and world-renowned speakers to discuss various topics surrounding disability
MU	Wheelchair Relay	An annual event held during the spring semester, the Wheelchair Relay is a collaboratively sponsored program that strives to increase disability awareness in a fun atmosphere.
MU	Integrating Tigers Fair	During the spring 2015 semester, Mizzou Unity Coalition hosted a resource fair showcasing a variety of different resources (both on campus and within the community) and assistive technology products to celebrate ability.
MU	Accessibility Walk	Planned to be an annual event, Mizzou Unity Coalition lead key university officials on a tour of accessible and inaccessible architectural features on our campus to raise awareness of what still needs to be done to create an inclusive environment for individuals with disabilities.
MU	Summer Welcome Leader Training	The Disability Center provides two presentations for summer welcome leaders.
MU	Advisor Forum Summer Welcome Meeting	Held each year, the Disability Center provides two five-minute presentations to new and returning academic advisors to inform them about policies, procedures and general information related to the office and supporting students with disabilities.
MU	Presentation to Graduate Assistant Teaching Orientation (GATO)	The Disability Center provides a presentation regarding the policies, procedures and general information related to the office and supporting students with disabilities.
MU	Presentation to DGS Summit	Introduction to disability services, with an emphasis on the different experiences of graduate students and what considerations are essential to prevent discrimination, ensure due process and equal access, and create an inclusive environment for graduate students with disabilities.
MU	LGBTQ Center Staff Training	The Disability Center provided a presentation to the staff and student workers within the LGBTQ Center regarding disability culture and inclusive event design.
MU	Presentations on Universal Design for Learning	Multiple versions exist as presentations have been given to a number of audiences over the past several years.

MU	Square Peg/Round Hole: Accommodating Students with Non-Apparent Disabilities, a presentation sponsored by the Chancellor's Diversity Initiative's Inclusive Teaching and Mentoring Series	Presentation provided information on inclusive teaching practices that would remove barriers for students with non-apparent disabilities
MU	"Re-thinking Disability" – a series of presentations	Presentations emphasized the difference between medical model and social model of disability, provided information about a campus survey about disability that resulted in new initiatives, and served as a catalyst for policy and program changes, including adoption of MU's Accessibility Policy
MU	Professional Development training: "Inclusion is a Verb"	Presentation given to Provost's Staff at the request of Provost Stokes, to raise awareness about disability and disability inclusion.
MU	"Orientation to Captioning"	Presentation given April 2015 to orient the campus to the importance of captioning as a means of providing communication access, and to direct end users to appropriate resources and tools
MU	"Demystifying Disability: Reverse Engineering the Success Stories" – a pre-conference session offered at the May 2015 Celebration of Teaching	Pre-conference offered three case studies that showed how accommodations for students with disabilities are identified & coordinated, and provided opportunity for dialogue and problem solving among faculty, academic advisors, staff in the Disability Center and Adaptive Computing Technology Center and the ADA Compliance Manager.
MU	Presentations about Autism Spectrum Disorder	Multiple presentations, including a pre-conference and breakout session at the May 2014 Celebration of Teaching by Jane Thierfeld Brown, a nationally known expert in high functioning autism and higher education; a presentation titled Autism 101 given to Residential Life staff in April 2014.
MU	"Disability Services 101" presentations	Presentations given on request to academic departments and other groups that provide a richer understanding of how disability services are provided at MU
MU	Other presentations, training, orientations	On request, staff from the Disability Center will provide presentations on topics related to disability such as: equal access for individuals with disabilities, universal design, social model versus medical model of disability, service animals and emotional support animals, ranging in length from 5 minutes to two hours on topics related to disability
MU	Recommended ADA/504 Syllabus Statement	Distributed via mass email twice yearly to all teaching faculty by the Director of the Disability Center



MU		Participation on Chancellor's Committee for Persons with Disabilities	Faculty led standing committee which has had substantial impact on campus over the past several years
MU		Participation in the creation of web accessibility standards and the creation of a Digital Accessibility Policy (adoption pending)	Task force led by Jason Rollins, Associate Director, Mizzou Creative, to create web accessibility standards which have now been adopted for use by the full campus.
MU	Residential Life	Department Training on Diversity, Civility & Inclusion	This four-part training was developed by the department Training Coordinator Jennifer McGarr in consultation with the director of the Multi-Cultural Center, the Chancellors Diversity and through a wide variety of additional resources.
MU		Black Collective & Allies	Multiple RL staff participate in this new group focused on enhancing and supporting diversity-based initiatives at MU.
MU		Department Wide Debriefing	Director of Residential Life conducted a series of meetings with all Residential Life staff to discuss events of Fall, 2015 and impacts on staff, students and institution
MU		SEC/Mid-West Housing Operations Conference Keynote	Frankie Minor, Dr. Stephanie Shonekan & Ellen Eardley conducted a keynote presentation to all participants followed by Q & A reflecting on implications of events of Fall, 2015 on students, faculty, staff and the institution.
MU		Honors College "One Read" program – Just Mercy	Frankie Minor & Nathan Winters (RHC-Schurz) serve on Honors College steering committee to develop a wide range of programs exploring themes of diversity, inequities, and justice along race and class differences outlined in the book.
MU		Residence Hall Coordinator led in-services for floor staff (CA/LA/PA)	RHCs provided tailored experiences for student staff development and student leaders to support and increase awareness of social justice, diversity and inclusion experiences and practices.
MU		Professional Staff in-services	Several in-services occurred this year to discuss campus climate, privilege, white racism, Title IX and other topics.
MU		Gender Neutral Living Option	Residential Life offers a gender-neutral living option wherein any student can choose to live with someone who is a same or different gender or identifies beyond the gender binary.
MU		Accommodations for Gender or Religious Identity	Students can request an accommodation in their housing assignment based on gender identity or expression or for religious/cultural expectations (e.g. Muslim women in an all-female hall).
MU		Unisex or Gender Inclusive Community Restrooms	Four residence halls offer public unisex restrooms (including showers) in residential living spaces. Another residence hall with this feature will open in Fall, 2017.

MU	Domestic Partner Accommodations	Students living in University Student Apartments (USA) as well as Residence Hall Coordinators (RHC) can have domestic partners reside with them after providing some baseline information and simple evidence of commitment/partnership.
MU	Community Service Projects benefiting local community organizations	Student staff and RHCs provided a variety of experiences to residents encouraging greater engagement in the local community reflection on social issues involving social inequities, cultural differences, food insecurity, poverty, gender inequity and domestic violence, conservation and environmentalism.
MU	Miss Marvel (Honors One Read)	Honors Learning Communities participated in Honors College One Read events surrounding the 2015 One Read selection, Ms. Marvel, a DC comic book involving the modern day adventures of a young heroine who is of a Muslim background.
MU	Safe Space Training	LGBTQ Center staff facilitated Safe Space trainings for College Ave and Hatch student staff.
MU	Meklit Hadero	Collaborative effort to create an artist-in-residence experience with Meklit Hadero as part of Black History Month campus programming. Meklit Hadero, an Ethiopian born singer and songwriter based in San Francisco, California, brought her soulful performing style, and for combining jazz, folk, and East African influences.
MU	Dinner and Dialogue John Turner documentary film maker of Korla Pandit	Documentary film maker John Turner, facilitated a conversation about John Roland Redd, the subject of his documentary. John Redd, more commonly known as Korla Pandit, was a Missouri born man of African-American descent who relocated to California to become a successful musician, composer, pianist, organist and television pioneer in part by reconstructing his own cultural and racial history.
MU	Poverty Simulation with Central Missouri Community Action (CMCA)	CMCA facilitated a poverty simulation for students to raise awareness of challenges and experiences low-income, resource-deficient members of the local Columbia community face in addressing daily needs. Close to 40 students participated.
MU	Food Insecurity conversation with Dr. Brady Deaton	Dr. Brady Deaton was the special guest of Schurz hall, CAFNR Learning Community. Dr. Deaton discuss food insecurity, geo-political influences that local efforts to address community needs.
MU	Citizen Jane Film Festival and True/False Festivals	Several hall councils and learning communities supported group ticket sales to the Citizen Jane and True/False Film Festivals. Several faculty and staff participated as part of the learning communities co-sponsoring tickets.
MU	College Ave Hall Council Faculty Discussion on Campus and Community Climate	Professors Daniel Domingues and Christina Mislán, and CAFNR Coordinator of Student Recruitment Doug Tindall discussed historic and current issues surrounding race, gender, class and educational access in Columbia and comparatively within national and transnational experiences.
MU	Vagina Monologues	Several hall councils and learning communities supported group ticket sales to Vagina Monologues annual event.
MU	Training: Behind Closed Doors Active and Case Study	Behind Closed Doors provides student staff the opportunity to think about and physically practice scenarios they might encounter in the halls throughout the year. Responding to emergencies, difficult situations, and confrontation are all learned skills.

MU	Training: Mental Health 101	The Counseling Center facilitates this session designed to help student staff recognize the warning signs of possible mental distress and provide the appropriate support to students who may be in distress.
MU	Training: Diversity Facilitator Training	This session is designed to aid participants in the facilitation of conversations utilizing the knowledge obtained during the prerequisite presentations.
MU	Training: <i>Inclusive Program Planning</i>	This session is designed to assist student staff members in creating an inclusive and welcoming environment to students of all abilities.
MU	Training: <i>Privilege</i>	The Diversity Privilege session addresses privilege, multicultural awareness, and how these concepts can be useful tools in increasing a person's civility.
MU	Training: <i>Diversity with Civility</i>	Diversity with Civility is designed as a mandatory course for all Residential Life staff.
MU	Training: <i>Unconscious Bias</i>	This session is designed to help participants identify unconscious biases, recognize microaggressive behavior, and provide skills for becoming an advocate in microaggressive situations, with a focus on the concept of inclusion and how such behaviors can stand in the way of creating a truly inclusive environment.
MU	Residence Hall Coordinator & Academic Retention Services Summer Transition Program Students Meet & Greet	To foster positive and supportive relationships between STP students and their future RHC. To provide STP students an understanding of how to maximize their residential experience.
MU	Advising Group 4 Outreach	Women faculty from COE present to our engineering residents on the importance of women in STEM
MU	Diversity Peer Educator Presentations	A structured, facilitated discussion among each residence hall community to discuss mutual expectations and values including behavior and civility.
MU	Professional Staff Training & Education	Students had an open discussion about race on campus and the current protests that were happening on campus. Four guest panelists were invited to offer their thoughts on race on campus.
MU	Women in STEM	Women faculty from COE present to our engineering residents on the importance of women in STEM
MU	Community Standards	A structured, facilitated discussion among each residence hall community to discuss mutual expectations and values including behavior and civility
MU	Dobbs Area Residence Halls Dinner & Dialogue	Students had an open discussion about race on campus and the current protests that were happening on campus. Four guest panelists were invited to offer their thoughts on race on campus.
MU	Dobbs Area Residence Halls Lunch & Learn	Sarah Klaasen from the Central Missouri Community Action agency came to speak about poverty in Columbia.
MU	Dobbs Area Professional Staff Development	Each staff member took a turn selecting an article related to diversity and inclusion in higher education and discussed every other week during our staff meeting.

MU		South Hall Cultural Appropriation Event	Diversity Peer Educator came to speak with residents about cultural appropriation and concerns surrounding Halloween.
MU		Laws Hall Diversity & Donuts Event	Discussion on Athletics and Diversity.
MU		Lathrop Hall Staff Development	The student staff took turns selecting an article that related to diversity or specific student groups and discussed as a staff the article at their weekly staff meeting in Spring 2016.
MU		Student Staff Recruitment & Selection Interview Training	Staff were provided with information and training about implicit and unintentional biases in the interviewing and hiring process for student staff.
MU	Missouri Students Association		We always have a case study and/or active scenario that involves diversity.
MU			This is a campaign to end sexual assaults on campus in partnership with the RSVP Center and other offices.
MU		Venture Out	attend inclusion trainings
MU	Student Organizations	Halloween Awareness	Mindful costumes during SO events
MU	Greek Life	Greek Ambassadors	Students representing all 4 Greek Councils (including NPHC and MGC) provide information to perspective students and parents
MU		Greek Leader Retreat	Educational program for all chapter presidents and council exec boards on importance of diversity and inclusion in Greek community and beyond
MU		Pi Chi training	Educational program for all Pi Chis (Recruitment Counselors) on importance of diversity and inclusion in Panhellenic community and beyond
MU		Work Study Students/Cash Program	Students representing a diverse background work the Greek Life information desk providing information for students, parents, staff and general questions.
MU	MSA/GPC Department of Student Activities	IPC-International Programming Committee Programs	The International Programming Committee produces shows and activities that appeal to the international student population, and for the cultural enrichment of the campus as a whole
MU		Films Committee Programs	The Films Committee (FC) is in charge of planning an annual film series that features a variety of films.
MU		Black Programming Committee Events	The Black Programming Committee produces shows and activities that appeal to the cultural and popular interests of the African American student population, and for the cultural enrichment of the student population as a whole.
MU		Speakers Committee Programs	The Speakers Committee brings educational, enriching, and interesting speakers to campus in attempt to attract a variety of students.
MU	Student Life	Diversity Peer Educators	The ELO Ambassadors requested a presentation and interactive dialogue from the Diversity Peer Educators for one of their weekly meetings
MU	The Maneater Newspaper	Diversity and Safe Space Training	We have Peer Educators come in and train our staff at the beginning of each year.

MU	MSA/GPC Tech	MSA/GPC Tech – Supporting events:	We provide support for a wide variety of events and programs, including dozens per year that target underrepresented groups. This year these included the International Student Orientation, the LBC Welcome Black BBQ, two LGBTQ Office drag shows, events surrounding Veterans Day, and many more. Our services are available to all students, orgs, offices, and departments.
MU	MUTV/KCOU	Voices of Columbia	KCOU podcast series highlighting diverse voices on campus and in the community
MU		InsideOUT on KCOU	KCOU 88.1 FM and LGBTQ weekly talk show discussing LGBTQ issues and encouraging listener feedback.
MU		The Big Electron	Science and Technology talk hosted primarily by women in STEM fields, graduate students, and interested undergrads.
MU		KCOU Rap Battles	Semesterly Rap Battles hosted by KCOU, in public and featuring student rap artists.
MU		KCOU Sports Broadcasting of Olympic Events	KCOU 88.1 FM live and taped game broadcasts of Olympic sports: volleyball, soccer, softball, women’s basketball, etc.
MU		Student Voice, Breaking the Stigma, Global Village	KCOU 88.1 FM specialty shows focusing on diversity issues, world politics, and underrepresented voices.
MU		Student Life Film Crew	Video production services specifically for GOBCC, Women’s Center, RSVP, MCC, and more to engage and provide greater representation of underrepresented groups
MU		Services for Social Justice areas	
MU		Diverse Hiring Practice	When hiring for paid positions in Student Media, interview panels are made up of a diverse group to provide a welcome environment to all candidates, encourage greater diversity of thought, and establish expectations of diversity from day one.
MU	Student & Auxiliary Services/Division of Student Affairs	Campus Committee Participation	ü Heather Birk, SAS Marketing Manager, Cynthia Bradshaw, SAS Training and Development Coordinator and Paul Musket, Associate Director for Technology, University of Missouri Campus Stores, serve on the Student Affairs Inclusion Collective.
MU			ü Dr. Michelle Froese serves on the MU Faculty Equity Resolution Panel and Dale Sanders serves on the MU Student Equity Resolution Panel.
MU			ü Dr. Jeff Zeilenga is a board member of the MU Family Impact Center.
MU			ü Sherry Pollard, Director, University of Missouri Campus Stores, participated in a campus diversity audit focus group.
MU		Campus and Community Support	SAS provides financial and/or merchandise contributions to academic departments and campus organizations to support their program initiatives including, but not limited to: MU Black Law Students Association fundraiser; MU Women’s Law Association; 2015-2016 Black History Month poster competition; MU Wheelchair Relay 2016; MU Thompson Center and Mizzou Pascale’s Pals events (Autism Awareness); MedZou fundraisers (supports free healthcare in the local community); United Way events; The Mizzou Store carries Philanthro-Tees, a program that provides a retail venue for student organizations to sell their merchandise via consignment in support of philanthropic and charitable efforts.

MU		<b>Professional Development Session</b>	The Importance of Inclusivity: Embracing your Coworkers and Customers.
MU		Professional Development Session	Universal Design in the Workplace
MU		Missouri Student Unions Programming	It's Not the Unions without U (large-scale program to encourage participants to share their identities. A column banner is being created to display in the MU Student Center to show support of all identities.)
MU		Student Development	One of the core competencies is Intracultural Knowledge, Inclusion and Equity
MU		Programming	During the planning process of programs, student leaders are asked to consider if the program would be accessible, would all students feel welcome to attend and participate, and what is the message we are sending with the intent of the program? If we recognize activities within the program are not accessible, the students are challenged to think about equal opportunities to participate in the overall program.
MU		MyLearn Trainings	A Manager's Guide to Diversity, Inclusion & Accommodation.
MU			Diversity on the Job: The Importance of Diversity & the Changing Workplace.
MU		Missouri S&T Store (operated by the University of Missouri Campus Stores)	Donate to International Affairs annually; support and donate to the Parade of Nations; participate in New International Student Orientation every semester.
MU		UMSL Triton Store (operated by the University of Missouri Campus Stores)	Staff participate in Bafa' Bafa'; Campus Safe Space Training, and Ask Listen Refer Training
MU		UMKC Bookstores (operated by the University of Missouri Campus Stores)	Staff participate in Safe Space Training, Green Dot 2.0, and Ask Listen Refer Training.
MU	<u>Truman School of Public Affairs</u>	Recruitment of faculty and staff	Diverse composition of hiring committees Advertisements in associations such as Conference on Minorities in Public Administration Special recruitment of minority candidates
MU		Inclusive climate	International dinner held annually
MU		Recruitment of students	Outreach to HBCUs and HSIs and other minority-serving institutions and international universities and governments; Work to secure scholarships and other forms of financial assistance to support under-represented and international students
MU		Curriculum	New Public Affairs course developed
MU		Collaborations	MOUs with institutions inside and outside the US to allow for student-faculty exchange and joint research

MU	College of Veterinary Medicine	VOICE	Veterinarians One in Culture and Ethnicity – student group whose mission is to promote diversity in the profession
MU		Broad-spectrum	LGBTQ veterinary student group
MU		Curriculum Level Outcomes – 10 Multicultural and diversity awareness	One of the 10 core outcomes identified by faculty that make the basis for our curriculum for the DVM degree
MU		Diversity Committee	Committee composed of faculty, staff and students who seek ways to promote diversity
MU		Hosted faculty seminar on Universal Design for learning	Faculty and staff development seminar for visible and invisible disabilities
MU		Cultural competence workshop	Four hour workshop for every second year veterinary student on culturally competent communications and practices
MU		Recruited and hired URM faculty	Used campus incentives to facilitate hiring a URM faculty for our college and a spousal accommodation in the School of Nursing
MU		AAVMC Diversity on Air	A national initiative by the America Association of Veterinary Medical Colleges; we promote group viewings and discussions
MU		AAVMC Diversity committee	The College provides representatives to the America Association of Veterinary Medical College diversity committee; the goal of the committee is to enhance diversity in the profession nationwide
MU		Hosted faculty and staff workshop	Greg Holliday (UM System) facilitated a panel discussion on diversity at MU
MU		Student Accommodations	Support a variety of ADA documented accommodations; support and maintain a separate testing center on site.
MU		Service animal discount program	Veterinary care is provided for service animals at a discounted rate
MU		Student Recruitment	College employs a student recruiter who is charged with seeking out a diverse professional applicant pool
MU		Holistic application review	Applications are reviewed in a holistic manner to allow for the potential for increased class diversity
MU		Student Scholarships	A limited scholarship pool is available for incoming minority students