**MU DEI Resources**

Information below may help you craft your DOE PIER Plan or find and connect with related resources.

**MU from a DEI lens:**

The University of Missouri (MU) is a public, land-grant research university in Columbia, Missouri, and the flagship campus of the University of Missouri System. Founded in 1839, MU was the first public university west of the Mississippi River, and in 1862 was designated by the Morrill Act as a land-grant university. MU has been a member of the Association of American Universities (AAU) since 1908 and is classified a very high research activity doctoral university (R1). US News and World Report ranked MU #121 out of over 1,800 universities and colleges. MU alumni, faculty, and staff include Fulbright Scholars, Rhodes Scholars, Truman Scholars, Governors of Missouri. U.S. Congresspersons, and Nobel Prize winners. MU enrolled over 31,000 students in 2022 and offers over 300 degree programs across 13 colleges. Of those enrollees, almost 5,000 (16%) are first-time college students and approximately 5,600 (18%) self-identified as an ethnic minority. MU has a long history of engaging with and supporting its citizens; from sustaining the local economies through innovation and job creation, to more recent efforts that have established it as a leader in engagement and research impact work.

**Research training and support programs:**

A successful grant requires successful engagement of a diverse pool of researchers. MU promotes diversity and inclusion at all levels of the research environment. The MU Principles of Community express the institution’s commitment to uphold the ideal of creating an inclusive and intellectually vibrant community by understanding and valuing both our individual differences and common ground. Below are descriptions of several STEM-related diversity, equity, and inclusion (DEI) programs at MU, by career level. These programs show MU’s commitment to developing an effective pipeline to keep diverse groups engaged with the STEM research disciplines throughout their career.

*Undergraduate.* The Discover Program engages Mizzou freshmen and sophomores from underrepresented groups and first-generation backgrounds to explore and promote their interest in graduate education, holding monthly meetings and assisting them with applying to the McNair Scholars program. In 2021-22, the Discover Program had 76 active participants. MU McNair Scholars is a federal TRiO Program designed to prepare academically talented MU juniors and seniors from low-income, first-generation backgrounds and/or from groups underrepresented in graduate education for doctoral study. There were 30 McNair scholars in the 2021-22 cohort, and 94% completed a comprehensive research project as part of their preparation for future graduate study. Missouri Louis Stokes Alliances for Minority Participation (MOLSAMP) is an NSF-sponsored program designed to broaden participation in STEM disciplines and increase the number of students receiving baccalaureate and graduate degrees in STEM disciplines. There were 21 MOLSAMP participants from MU in 2021-22.

*Graduate.* Graduate Scholars of Excellence aims to increase recruitment and retention of a diverse graduate and professional student community at MU. The program, open to underrepresented students currently pursuing a doctoral degree at MU, includes mentorship, career guidance, and connections to campus resources. In 2021-22, 25 students participated in the program, which includes at least 7 hours of monthly program activities. The Southern Region Education Board (SREB) Doctoral Scholar Program provides multiple layers of support to minority students working toward their doctorates to become faculty members. At MU, the program is currently supporting 4 MU SREB doctoral scholars (2022) by providing financial assistance, research funding, career counseling, and scholar directory for networking and recruiting. Since the program’s founding in 1993, it has supported more than 2,000 scholars in more than 30 states. The Multi-Institutional mEntoring Network for Transforming Organizational culture (M.E.N.T.O.R.) is a collaborative project between land-grant universities that empowers faculty leadership teams to develop mentoring programs in STEM-related fields. As part of the program, MU received a $25,000 grant, which was used to support five doctoral students in STEM to mentor 20 STEM undergraduates.

*Postdoctoral.* The Preparing Future Faculty – Faculty Diversity (PFFFD) Postdoctoral Program recruits exceptional postdoctoral scholars for a 2-year fellowship. For the fall semesters, participants attend a weekly seminar course on topics that include faculty responsibilities, academic job search preparation, course design, mentoring, and leadership and communication skills. Over the course of the Program, participants develop a portfolio and practice communication in mock interview sessions. In the spring semesters, participants meet with faculty from regional universities to network, with the opportunity to formalize a mentoring relationship with faculty at other institutions. The goal of the program is to prepare postdoctoral scholars for tenure-track faculty positions and increase faculty diversity at Mizzou. The Postdoctoral Education Advisory Committee (PEACE) is comprised of MU faculty and leadership with expertise in postdoctoral education, as well as the current Chair of the MU Postdoctoral Association. This committee meets annually, if not more often, to discuss and make recommendations for postdoctoral issues and opportunities, as well as review applications for the MU Postdoctoral Research and Teaching Awards and the MU Postdoctoral Grant Program. The MU Postdoctoral Association offers free events during National Postdoc Appreciation Week (e.g., Introduction to Writing a Teaching Statement, CV and Cover Letter preparation session) and Travel Awards towards meeting, conference or training program attendance. Mu provides free, organizational membership in the National Postdoctoral Association, which aims "to improve the postdoctoral experience by supporting a culture of inclusive connections” and offers publications, toolkits, and webinars focused on advocacy, career development, diversity, international experiences, mentoring, and more. The MU Research Enhancement Program (REP) provides additional support to faculty with active grant funding to hire postdoctoral scholars. REP is coordinated by the Office of Postdoctoral Education in the Graduate School. MU Faculty are competitively selected to be REP Faculty Scholars and participate in a call to hire REP Postdocs. The REP Faculty Scholar serves as the REP Postdoc’s research sponsor and mentor. REP Postdocs are provided with a competitive salary and professional development funds. Professional development for REP postdocs includes grant writing training, personalized guidance in finding funding, and support in the process of submitting for NIH K99 and other early career awards. REP provides postdoctoral scholars with unique opportunities to prepare for a faculty career.

*Students with disabilities.* The MU Disability Center ensures that students have an equal opportunity to learn by providing accommodations to guarantee equal access to courses, programs, services, facilities and activities offered through the university; reasonable and appropriate accommodations and academic adjustments with the goal of diminishing the effect of a disability on academic functioning; and appropriate confidentiality during this process. Further, the Disability Center has the responsibility to ensure that all programs, courses and services through the university, when viewed in their entirety, are offered in the most integrated and appropriate setting; provide information regarding policies and procedures to students with disabilities and ensure its availability in accessible formats upon request; provide or arrange for reasonable and appropriate accommodations/academic adjustments for students with disabilities on an individualized basis upon request, with documentation verification; maintain appropriate confidentiality of records and communication concerning students with disabilities except where disclosure is permitted or required by law or is authorized by the student; and treat all students with respect and courtesy. Students are responsible to request accommodations in a timely manner; meet the university’s qualifications and essential technical, academic and institutional standards; provide proper documentation that confirms disability, identifies functional limitations and provides support for the requested accommodations; and meet with faculty and request assistance through other campus resources. In addition, the Office of Student Engagement and Campus Activities offers involvement opportunities, leadership training and volunteer experiences with an emphasis on developing transferable skills for future employment. MU has more than 600 recognized student organizations and many opportunities for students at all levels to connect with fellow Tigers who share interests and passions. One such group is the Mizzou Disability Coalition, whose purpose is to educate on disability as a form of diversity and advocate for accessibility at the university and in the community.

*Faculty and leadership.* The Louis Stokes Regional Center of Excellence Study of STEM Innovation (SOSI Center) is an NSF initiative that supports inter-institutional collaboration between MU, Understanding Interventions that Broaden Participation in Science (UI), and the University of Michigan. The program trains campus leaders in how to support recruitment and retention of minority undergraduate and graduate students in STEM. The SOSI Center uses interactive workshops, panel discussions, and individual coaching to provide scholarship-based training on how to implement change in their own practices. For the first year of the program, MU hosted 60 registrants in a multi-day virtual Summer Institute, which was designed to help program leaders understand the challenges of facilitating the success of underrepresented students in STEM, and how to better create, implement and evaluate programming to foster change.

**Commitment to Preventing Discriminatory Practices**

MU has an established Equal Employment/Educational Opportunity and Nondiscrimination Policy, which protects against discrimination based on race, color, national origin, ancestry, religion, sex, pregnancy, sexual orientation, gender identity, gender expression, age, disability, protected veteran status, or any other status protected by state or federal law. MU’s Nondiscrimination Policy applies to any phase of its employment process, any phase of its admission or financial aid programs, other aspects of its educational programs or activities, and instances occurring in other settings, including off-campus, if there are effects of the conduct that interfere with or limit any person’s ability to participate in or benefit from the university’s educational programs, activities or employment. Notices of Nondiscrimination are posted online and in physical locations throughout campus. MU Standards of Faculty Conduct also include nondiscrimination policies and procedures to address violations.

To help meet policy requirements, there is a designated Equity Officer at MU, whose duties include monitoring and oversight of the overall implementation and compliance with the university’s Equal Employment/Educational Opportunity and Nondiscrimination Policy. Additionally, students, faculty, and staff have several mechanisms available to report discrimination, harassment, and retaliation. These include direct reporting to the Equity Officer, anonymous reporting to a 24/7, year-round Bias Hotline and corresponding website, the UM System Integrity and Accountability Hotline, and reporting resources through the MU Office of Institutional Equity (formerly the Office for Civil Rights and Title IX). In addition, new faculty receive a targeted, intentional introduction to the MU Inclusion, Diversity and Equity resources during their orientation upon joining the university.

The ***MU Office of Inclusion, Diversity & Equity (IDE)*** is deeply committed to diversity as a valuable component of Mizzou’s campus life, community and culture. At Mizzou, diversity is the rich variety of personal characteristics that we bring to our study, work, and other campus activities. These include differing identities, abilities, backgrounds, experiences, and perspectives. MU values the uniqueness of every individual and strive to ensure each person’s success and stands firmly convinced that by sharing and rallying our unique characteristics in service of our core campus values of respect, responsibility, discovery and excellence, we can make Mizzou a better place to learn, work, serve, and innovate. MU actively fosters a living, learning, and working community where everyone is valued and inspired to reach their full potential.

*Inclusive Excellence Framework.* The Inclusive Excellence Framework reaffirms the University of Missouri’s commitment to growing and sustaining a diverse and inclusive learning, living, and working environment. The university strives to be a 21st century learning community defined by excellence through the affirmation of differences in the composition of its leadership, faculty, staff, and students; the configuration of its policies, procedures, organizational structures, curricula, and co-curricular programs; and the fabric of its interpersonal relationships. This diversity framework expresses a plan for enacting the university’s larger mission and for its values.

IE’s Five Dimensions

1) Access and Success

Goal: Achieve a more diverse and inclusive undergraduate, graduate and professional student body, faculty and staff. This dimension refers to the objectives and strategies used to increase or maintain compositional diversity among the university’s constituent groups and includes activities related to recruitment and retention of our students, faculty and staff.

2) Institutional Climate and Intergroup Relations

Goal: Create and sustain an organizational environment that acknowledges and celebrates diversity and employs inclusive practices throughout its daily operations. This dimension refers to the objectives and strategies that enable the institution to create a climate that is supportive and respectful and that values differing perspectives and experiences.

3) Education and Scholarship

Goal: Engage students, faculty, staff, alumni and volunteers in learning varied perspectives of domestic and international diversity, inclusion, equity and social justice. We accomplish excellence in education and scholarship by offering courses, creating learning and creative opportunities and designing curricula with attention to inclusion. Targeted professional development activities directed to improving the multicultural competencies of faculty and staff will contribute to a learning and research environment where innovation and creativity thrive.

4) Institutional Infrastructure

Goal: Create and sustain an institutional infrastructure that effectively supports progress in achieving diversity goals in the University Strategic Plan. Institutional infrastructure refers to the policies, resources, organizational structures, and the use of metrics and other evidence to drive intentional decision making around diversity, equity and inclusion.

5) Community Engagement

Goal: Leverage MU’s mission as an AAU land-grant institution to improve outcomes and reduce disparities for historically underrepresented and underserved populations in Columbia and surrounding communities, Missouri and beyond. MU is committed to partnering with our communities, which reflects and complements our historic engagement through MU Extension with targeted partnerships to create a community that pursues excellence by enacting inclusion and equity.

## *Inclusive Excellence and Strategic Initiatives.* The Office of Inclusive Excellence facilitates and supports the mission of the Division of Inclusion, Diversity & Equity by providing program assessment, educational resources, and marketing and communication services to IDE’s functional areas. Additionally, as experts in their fields, our team members serve as consultants to the university community, University of Missouri System and local community.

### Funding Initiatives

IE currently offers three funding initiatives to support the university:

* [IDE Excellence Grant Initiative for Students](https://diversity.missouri.edu/our-work/ide-excellence-grant-initiative-for-students/)
* [IDE Excellence Grant Initiative for Employees](https://diversity.missouri.edu/our-work/ide-excellence-grant-for-employees/)
* [Faculty Inclusive Excellence Fund (FIEF)](https://provost.missouri.edu/personnel/fief/)

## Education & Development

Our educational and professional development offerings can be viewed through the Inclusive Excellence Framework dimension of Education & Scholarship. Our goal is to engage students, faculty, staff, alumni, and volunteers in learning varied perspectives of domestic and international diversity, inclusion, equity, and social justice.

* Diversity Peer Educators
* Emerging Leaders Proram
* Graduate Scholars of Excellence (GSE)
* Hiring – Acadmeic
* Hiring – Staff
* Men of Color, Honor and Ambition (MOCHA)
* Relationship and Exual Violence Prevention Educational Programs (Includes Green Dot)
* Safe Space Training (LGBTQ)
* SOSI Center
* STEM Cubs
* Women of Color, Honor and Ambition (WOCHA)
* [Guide to Faculty Recruitment](https://diversity.missouri.edu/education-development/guide-to-faculty-recruitment/)

The ***Office of Institutional Equity*** enforces the university’s non-discrimination policies, educates the community about our policies and practices, connects people to resources that can support them if they experience discrimination or retaliation, and listens to the concerns of the campus community. OIE responds to all forms of sex/gender-based incidents, including sexual assault, sexual harassment, dating/domestic violence, stalking, and pregnancy discrimination. Mizzou policies also prohibit discrimination on the basis of race, color, national origin, ancestry, religion, sexual orientation, gender identity, gender expression, age, disability, and protected veteran status.

*Education and Programming*

U Got This! Student Training is an online video-based program that provides critical information about sexual assault, consent, dating and domestic violence, stalking, bystander intervention, and much more.

*Syllabus Statements*

Educators: Use your syllabus to educate on and show support for the university’s non-discrimination policy and provide resources for your students. See our [example syllabus statements](https://equity.missouri.edu/education-prevention-and-outreach/sample-syllabus-statements/) for use or models.

*Sexual Violence Education Resources*

In addition to the resources below, the [Relationship and Sexual Violence Prevention (RSVP) Center](http://rsvp.missouri.edu/) provides sexual violence prevention and education resources.

* [What is Abuse? Warning Signs and Tips](http://www.thehotline.org/is-this-abuse/abuse-defined/)
* [Was I sexually assaulted?](https://rainn.org/get-information/types-of-sexual-assault/was-it-rape)
* [Safety Planning](https://rainn.org/get-information/sexual-assault-prevention/safety-plan): Tips for keeping safe and reducing the risk of future harm.
* [Loveisrespect.org](http://www.loveisrespect.org/): Safety planning and more.

***Social Justice Centers***

Mizzou has five Social Justice Centers on campus, under the Division of Inclusion, Diversity & Equity:

* [Gaines/Oldham Black Culture Center](https://gobcc.missouri.edu/) (GOBCC)
* [Relationship and Sexual Violence Prevention (RSVP) Center](https://rsvp.missouri.edu/)
* [Multicultural Center](https://multiculturalcenter.missouri.edu/) (MCC)
* [LGBTQ Resource Center](https://lgbtq.missouri.edu/)
* [Women’s Center](https://womenscenter.missouri.edu/)

The Centers strive to create environments and offer programs, services, resources, and opportunities that contribute to a sense of belonging for underserved and underrepresented students, faculty, and staff. The Centers also contribute to the academic, social, and personal development of students and provide opportunities for educational, cultural, and leadership development. Staff from the Social Justice Centers engage in advocacy, education, and support for students, faculty, and staff. The Centers are home to a number of student organizations and also provide employment and training opportunities for students.