

MONTANA STATE UNIVERSITY

# Diversity Report

Academic Year 2021–2022



Incoming Montana State University  
Hilleman Scholars



## Welcome

from MSU's Senior Diversity and Inclusion Officer

It is an honor to present Montana State University's Diversity Report for the 2021-2022 academic year, sharing the incredible work of the MSU community and the progress we have made this year. The report is organized around the five guiding themes from our Diversity and Inclusion Framework, with additional sections highlighting student organizations' diversity efforts and university data. Though it is a brief overview of the numerous efforts taking place, we hope this report will convey the time and care that so many individuals have put towards strengthening a culture of inclusion at MSU.

We understand that excellence in education is best achieved through fostering environments that are diverse and inclusive. Every student, faculty, and staff member brings complex and layered dimensions of identity which contribute to the diversity of our vibrant community. We share a commitment to expanding access to education, building supportive and diverse campus environments, and equipping students with the knowledge and experiences necessary to be successful in a multicultural and pluralistic society. Through the work of Academic Diversity Partners (ADPs) in each college, the Diversity Council, department- and unit-wide diversity committees, and dedicated campus partners, we are expanding communities of practice towards accomplishing our diversity goals.

As you read this report, I hope you will feel inspired by the actions of your peers and colleagues and that you consider ways you would like to become involved in furthering our diversity efforts.

Sincerely,

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



# Campus Climate & Intergroup Relations

## Sense of Belonging, Support, Dialogue

### 1 Diversity and Inclusion Student Commons

The mission of MSU's Diversity and Inclusion Student Commons (DISC) is to increase understanding, promote inclusion, and inspire critical thinking about diversity, as well as to provide support for those who identify with a wide range of diverse identity groups. In spring 2022, the DISC moved into a significantly larger space, allowing the DISC opportunities to reach more students, create new campus partnerships, and offer valuable programming. Check out the new student commons in SUB 185!

### 2 Chosen Name

Because Montana State University recognizes that some members of the campus community use chosen names to identify themselves, the Chosen Name project - which began as a pilot program in 2016—officially launched in Fall 2021. This initiative makes it possible for any MSU students, faculty, and staff to use a name other than their legal name within university systems. While the program was originally intended to meet the needs of LGBTQ+ students, now all members of the four MSU campuses can benefit from its offerings.

*“The Chosen Name Project truly allowed me to feel at home at MSU from day one. It may seem like a small thing, but this project made every time I entered the residence halls or dining halls, submitted an assignment, or met a new professor so much better. Knowing that everyone on campus just knew me as who I was allowed me to be comfortable in myself, and be fully involved in the student experience.”*

*Kaleb, MSU 2021 Graduate and MSU Staff Member*

### 3 Middle East Partnership Initiative (MEPI)

This summer, the Office of International Programs hosted 14 students from the Middle East and North Africa through the MEPI Student Leaders Program, an exchange program that fosters leadership skills and expands participants' understandings of civic engagement and participatory governance. A highlight of this year's program was the connections that student leaders established with the MSU Hilleman Scholars, including informal conversations, sharing personal stories, and discussions of human rights, immigration, and education.

## HIGHLIGHTS

### Recognition of Student Efforts

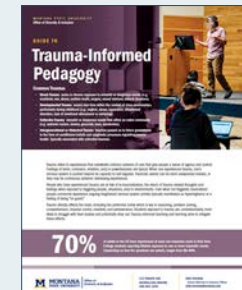
- **Mayuri Singh** was selected as 1 of 151 students internationally as a 2022 Schwarzman Scholar for her leadership around diversity efforts.



*Mayuri Singh*

### Diversity and Inclusion Guides

- The Office of Diversity and Inclusion has published several guides to inclusive practice that can be found at [montana.edu/diversity](https://montana.edu/diversity).



*Diversity and Inclusion Student Commons*



*2022 MEPI Student Leaders with MSU Hilleman Scholars*

## Growth, Teaching, Learning

### 1 Africana Studies Certificate

The College of Letters and Science (CLS) is developing a certificate in Africana Studies, driven by student interest and opportunities for curricular growth. Because of the interdisciplinary nature of Africana Studies, the proposed certificate will be housed in the Department of Liberal Studies. Over the past year, efforts towards establishing the certificate have included:

- The Office of Diversity and Inclusion and CLS provided mini-grants for summer faculty research to support content development around the Africana Studies curriculum.
- Dr. Jelani Mahiri, instructor in Sociology and Anthropology, has offered the first foundations course for the certificate twice, and Dr. Brooke Bocast, Assistant Professor in Sociology and Anthropology, has developed the second course in the foundations sequence.
- The proposal to initiate the development of an Africana Studies certificate was submitted in summer 2022.

### 2 Campus Workshops

The College of Education, Health, and Human Development (EHHD) and campus collaborators hosted Colene Elridge, a Human Resources professional and diversity coach, to lead a series of workshops centered around transforming workplaces through leadership, communication, and engagement. Over the course of two days, around 300 MSU students, staff, and faculty attended sessions to dig deeper into inclusive practices.

### 3 Implementing Inclusive Practices in the Classroom, Research, and Outreach

Along with several campus partners, the Center for Faculty Excellence sponsored a week-long series highlighting ways that MSU faculty and staff are changing the culture through their inclusive practices in advising, teaching, mentoring, podcasting, writing workshops and more. Members of the MSU community can watch the sessions from this series through the Center for Faculty Excellence webpage.

## HIGHLIGHTS

### 2022 President's Award for Gender Equity Recipients

- **Dr. Virginia "Ginny" Bratton**, professor in the Jake Jabs College of Business and Entrepreneurship.
- **Stephanie Wilson**, co-founder of the Asian Student Interracial Association and graduate of the individual interdisciplinary doctoral program.
- **Ellie Jackson**, Department of Cell Biology and Neuroscience student and President of the MSU HEART Initiative.
- **Erika Hernandez**, community health student, McNair Scholar, and volunteer with Proyecto SALUD.
- **Learn about the other recipients of this award:**  
<https://www.montana.edu/diversity/data/genderequity/awards.html>.



Ginny Bratton



Stephanie Wilson

### University-wide Diversity Workshop Attendance

- **In the past year:**  
**458** students, faculty, and staff attended a Safe Zone workshop.
- 110** students, faculty, and staff attended a Diversity Development workshop.
- 683** students, faculty, and staff completed the Indian Education for All course.
- 59.5%** of MSU faculty and staff have complete the IEFA course to date.



Ellie Jackson



Erika Hernandez

## Recruitment, Retention, Recognition

### 1 Caring for Our Own Program

The Caring for Our Own Program (CO-OP), which supports and helps to retain American Indian and Alaska Native (AI/AN) students pursuing nursing degrees at MSU, celebrated 23 years of diversifying the nursing workforce this year. To date, the program has graduated 122 undergraduate students with a national licensure exam (NCLEX) pass rate of 91%. More than 100 of the CO-OP graduates are licensed nurses working in Montana. The CO-OP program addresses the urgent need to recruit, retain, and graduate AI/AN nurses who are prepared to provide quality culturally responsive healthcare to underserved AI/AN populations in rural communities.

### 2 Recruitment Mini-Grants

The Office of Diversity and Inclusion awarded mini-grants up to \$2,000 to support departments' recruitment efforts that enhance the MSU Diversity and Inclusion Framework, specifically around the Access and Success theme. Funds were invested in efforts to infuse diversity and inclusion best practices in the recruitment and hiring processes. This year seventeen proposals were funded to support innovative approaches including diversifying advertising outlets, diversifying search pools, and building relationships to develop diverse professional networks.

### 3 Graduation Celebrations

The Diversity and Inclusion Student Commons (DISC) hosted two graduation celebrations this spring—a multicultural graduation celebration and a lavender graduation celebration. These annual celebrations recognize the achievements of students with underrepresented identities and those who have worked with the DISC during their time at the university. Graduating students are presented with their cultural stoles or lavender honor cords. Thanks to all who attended to show their support for this year's dynamic graduates!

*"I could think of no better way of celebrating graduation with others in my community than with the Lavender Celebration."*

*2022 Lavender Celebration and Multicultural Celebration Participant*

## HIGHLIGHTS

### Increasing Access to Higher Education

- Started through a partnership between the College of Agriculture and Blackfeet Community College, **Indigenous Pathways in Agriculture** now fosters student success through scholarships, tutoring, and mentoring for all Indigenous students in the College of Agriculture.
- **GRE exam scores**, which have been an historical barrier for underrepresented graduate students, are no longer required in MSU graduate applications.
- The **Honor Bound Program**, an initiative of the Honors College, unites high-achieving American Indian students from across the U.S. to build community and increase student success.



*Indigenous Pathways in Agriculture*



*MSU graduate and Assistant Dean of the Honors College Steven Davis, front left, mentors the inaugural class of Honor Bound students.*



Appreciation, Transparency, Visibility

1 Apsáalooke Women and Warriors

The Museum of the Rockies is hosting an exhibit, *Apsáalooke Women and Warriors*, from May through December of 2022. Visitors will learn about the Apsáalooke people, cultural worldviews, and the powerful roles that both women and warriors hold in the community through a unique mix of traditional objects and contemporary Native American pieces from the perspective of guest curator Nina Sanders. Sanders is a curator of historic and contemporary Native American art at the University of Chicago's Field Museum.

2 The Empower Center

The Empower Center, supported by the Norm Asbjornson College of Engineering, provides a physical study space, as well as access to resources, information, and community, and aims to support students academically, socially, and culturally. The center focuses on academic success of students by fostering a supportive learning environment. Over 150 STEM students participated in Empower Center programming in the spring of 2022.

**HIGHLIGHTS**

- Several colleges established **new awards** recognizing contributions around diversity and inclusion.
- **Seven Empower students** received external scholarships with the help of workshops and mentoring.
- Gallatin College MSU has worked with MSU faculty, Montana Language Services, and the Bozeman school district to **translate program flyers and key webpages into Spanish**.




*Empower Center*



Students Building Community

November 2021

The **Queer-Straight Alliance (QSA)** hosts one drag show each semester, with performers and their fans joining from all over Montana to participate. Their drag shows raise awareness and funds for charities, scholarships and events.

February 2022

The **Shameless Shebrew**, co-sponsored by the Jewish Student Association, shared hopeful, heartfelt stories and original folk/pop songs about body acceptance, mental health and wrestling with Jewish traditions. The audience was left empowered to end stigma, foster acceptance, and build a more size-inclusive world.

March 2022

The **American Indian Council's annual Pow Wow**, one of the largest in the state of Montana, returned in person this year. The Pow Wow featured Wild Rose of the Yakima Nation as host drum group, dance and drum competitions, a fun run, alumni brunch, and basketball tournament.

November 2021

**Fuerza Latinx** hosted an ofrenda and film screening to celebrate **Día de los Muertos**. The club created an altar, or ofrenda, in the SUB to honor loved ones who have passed and to connect with their cultural traditions. They also held a film screening of **Coco** to educate further about the holiday and its traditions.

January 2022

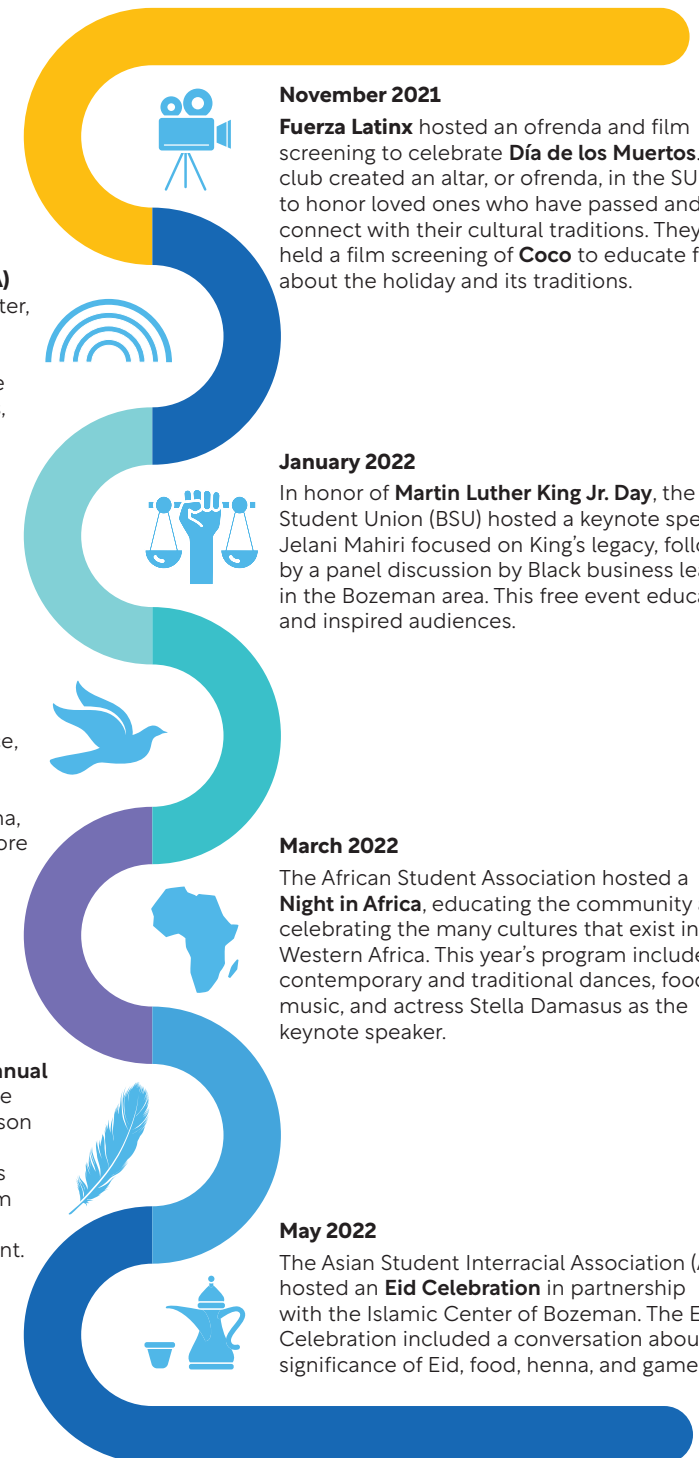
In honor of **Martin Luther King Jr. Day**, the Black Student Union (BSU) hosted a keynote speech by Jelani Mahiri focused on King's legacy, followed by a panel discussion by Black business leaders in the Bozeman area. This free event educated and inspired audiences.

March 2022

The African Student Association hosted a **Night in Africa**, educating the community and celebrating the many cultures that exist in Western Africa. This year's program included contemporary and traditional dances, food, music, and actress Stella Damasus as the keynote speaker.

May 2022

The Asian Student Interracial Association (ASIA) hosted an **Eid Celebration** in partnership with the Islamic Center of Bozeman. The Eid Celebration included a conversation about the significance of Eid, food, henna, and games.



In 2019 Montana State University adopted its strategic plan “Choosing Promise,” which states the university’s mission, vision, and values and lists areas of intentional focus and goals. Among the plan’s goals are those geared toward increasing the enrollment and retention of diverse student communities. The following represents metrics used to measure the university’s progress toward achieving enrollment and retention benchmarks among diverse student groups.

## Choosing Promise: Values

### Excellence

We pursue exceptional outcomes.

### Integrity

We commit to honesty, ethical behavior, and accountability.

### Inclusion

We create a civil, supportive, and respectful environment where difference and diversity are sources of strength.

### Collaboration

We believe that working together produces better outcomes.

### Curiosity

We expect inquiry, exploration, creativity, and innovation.

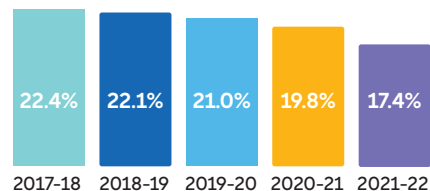
### Stewardship

We care for and conserve the human, economic, physical, and environmental resources entrusted to us.

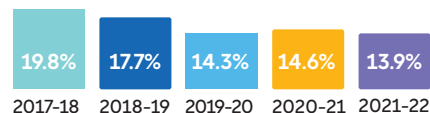
## Enrollment Data

(As a percentage of total undergraduate population)

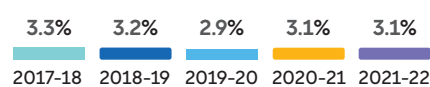
### Economically Disadvantaged (Pell)



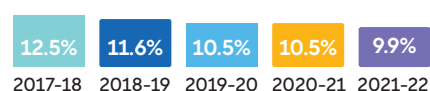
### First Generation



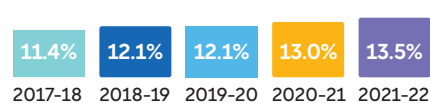
### Veterans



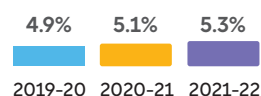
### Adult Learners



### Underrepresented Races/Ethnicities



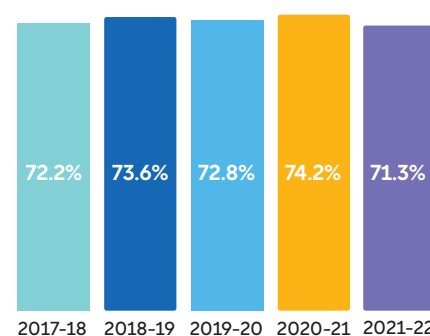
### Disability Accommodations



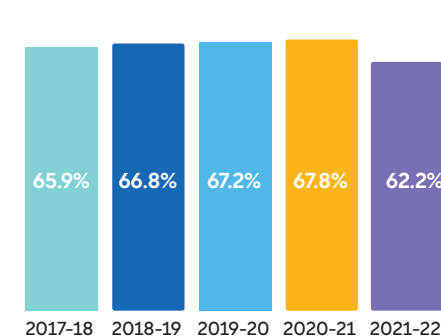
Data provided by the Office of Planning and Analysis. Students can identify with more than one race and/or ethnicity. For additional institutional data, visit [montana.edu/opa](http://montana.edu/opa).

## Retention Data

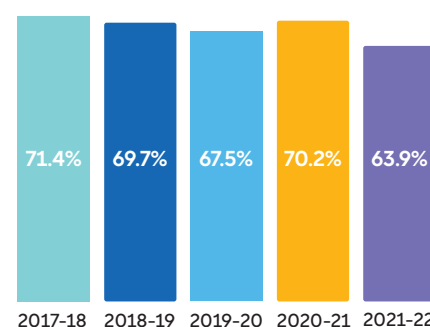
### All Incoming Undergraduates



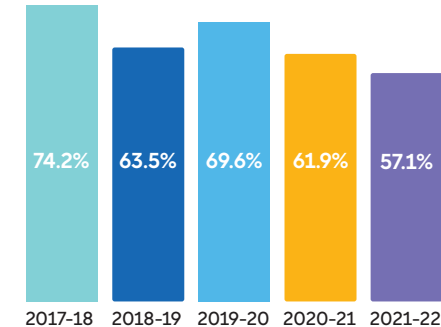
### Economically Disadvantaged (Pell)



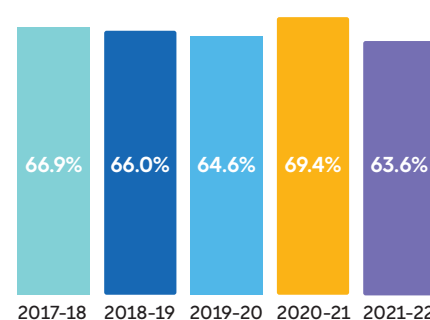
### First Generation



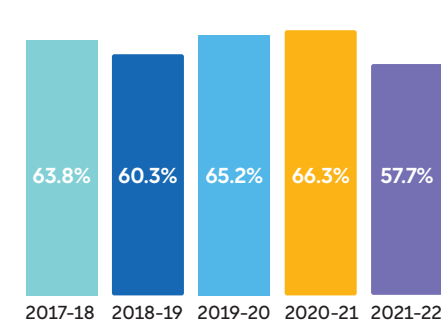
### Veterans



### Underrepresented Races/Ethnicities

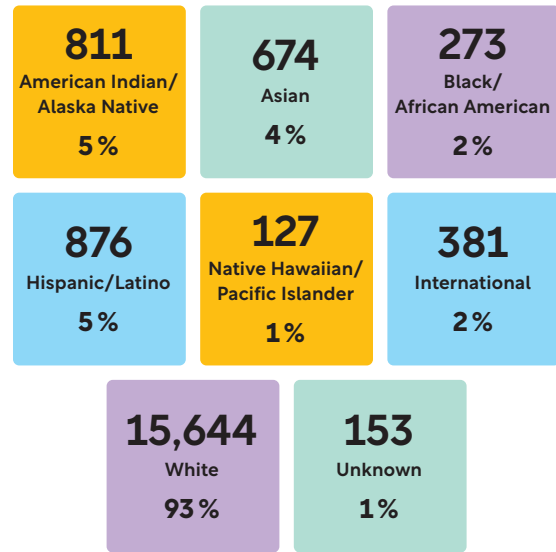


### Adult Learners





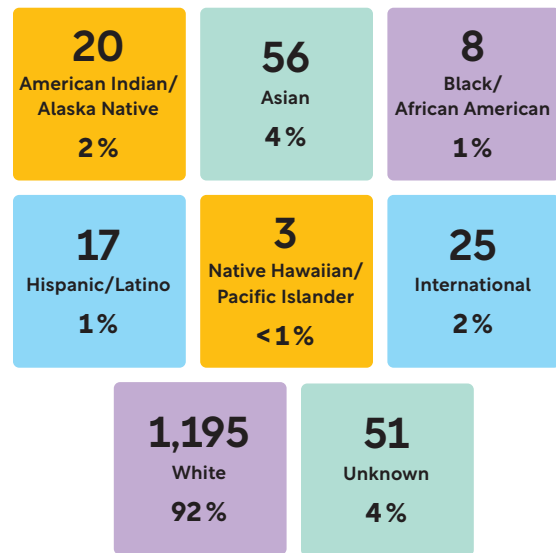
## Students by race & ethnicity\*\*



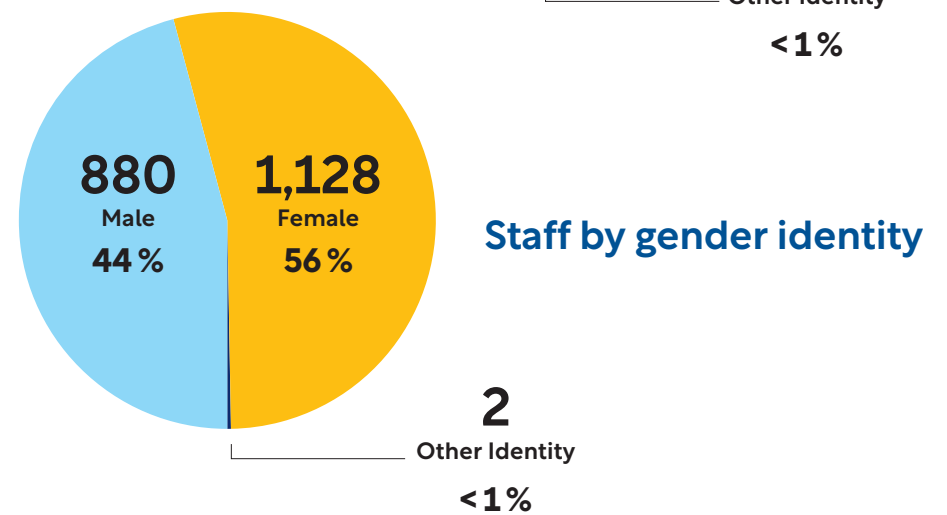
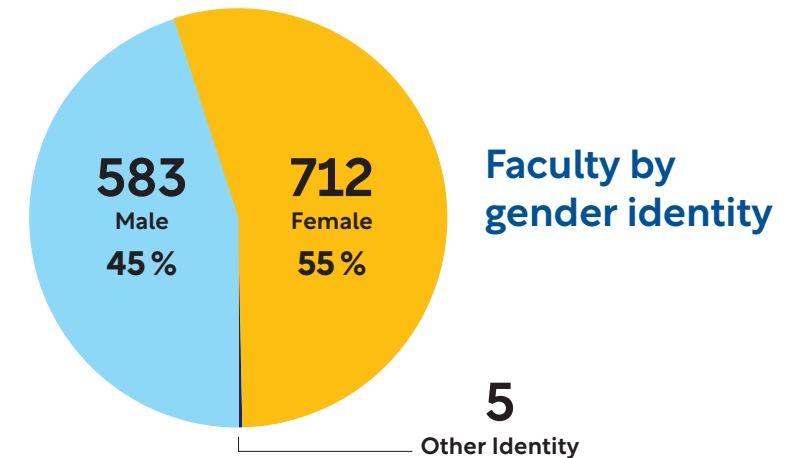
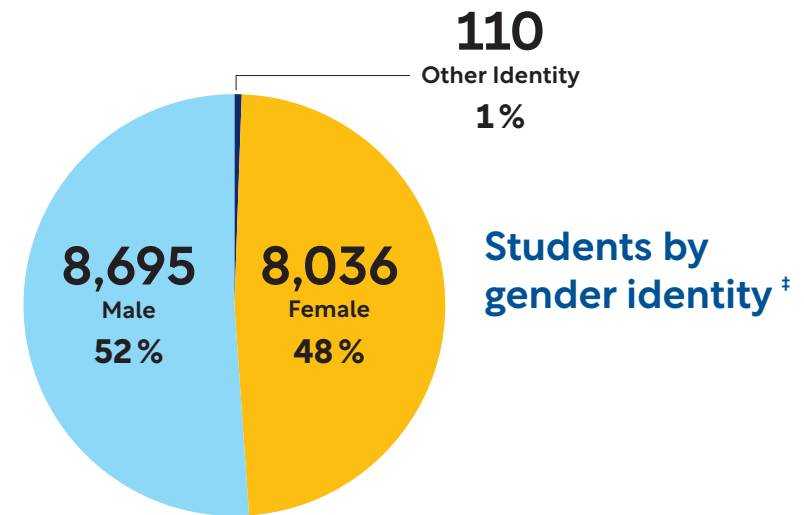
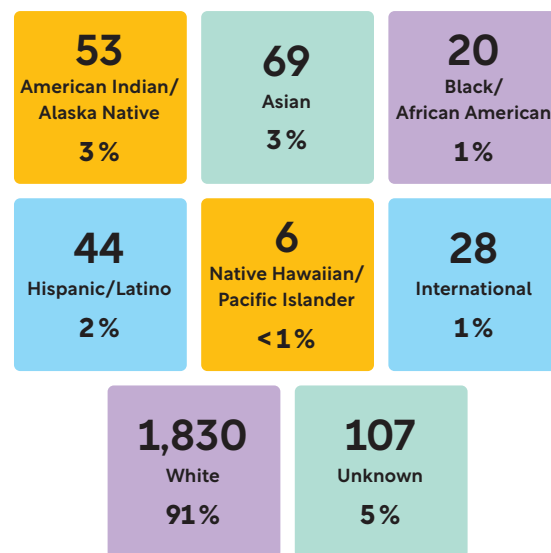
## Students by country of origin†



## Faculty by race & ethnicity\*



## Staff by race & ethnicity\*



\* These are duplicated data (meaning respondents had the option to identify with more than one group) provided by the Office of Planning and Analysis.

† Count includes graduate students

# 2021-2022 Diversity & Inclusion Activities



BIPOC meet and greet hosted by the Diversity & Inclusion Student Commons



A Night in Africa



Catapalooza



Eid Celebration



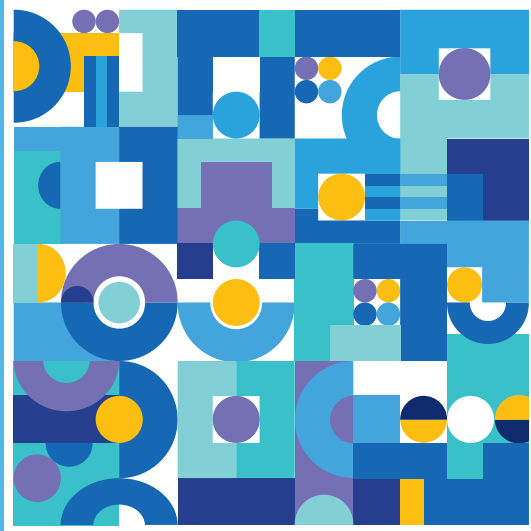
Martin Luther King, Jr. Day



Pow Wow

## Acknowledgements

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



## Office of Diversity and Inclusion

P.O. Box 172105 · Bozeman, MT 59717-2105

### **Ariel Donohue**

Senior Diversity and Inclusion Officer

[ariel.donohue@montana.edu](mailto:ariel.donohue@montana.edu) · 406-994-3004

