



Cultivating a SSAFE Community

Department of Plant, Soil and Microbial Sciences (PSM)

We are committed to upholding Michigan State University's core values of *Quality, Inclusiveness, and Connectivity* through **Student, Staff and Academic Faculty Equity** (SSAFE).

- *Quality*: PSM continually strives to do their best
- *Inclusiveness*: PSM values differences and welcomes all into our community
- *Connectivity*: PSM strengthens relationships to enhance our creative impact

PSM SPARTANS WILL strive for QUALITY by:

- Remembering that we are in an educational setting and teaching/learning is paramount.
- Embracing change to do better while remaining grounded in MSU core values and mission.
- Leading/managing with positivity, respect, and sensitivity to power differentials.
- Supporting colleagues and coworkers as it takes multiple skill sets to achieve success.
- Conducting ourselves in a professional manner in our interactions within our department, college, and MSU Campus community.
- Remaining transparent and providing clarity for decision making processes
- Striving to maintain honesty, trustworthiness, and dependability.

PSM SPARTANS WILL be INCLUSIVE by:

- Accepting that we are all unique and that embracing our uniqueness enhances our workplace.
- Collaborating as a community regardless of our background, personal beliefs, differing thoughts, and perspectives.
- Respecting others' opinions/identities, especially when discussing controversial topics.
- Respecting cultural differences while working to recognize and manage our own biases.
- Eliminating barriers to allow access and success for all

PSM SPARTANS WILL strive for CONNECTIVITY by:

- Recognizing that we work better when we work as a team and that each member of the team is valued, respected, and heard.
- Cultivating open lines of communication among all levels of our PSM community.
- Communicating and respecting personal and professional boundaries.



- **Avoiding assumptions and generalizations.**
- **Creating a supportive environment for all individuals of the PSM community, including those who have experienced instances of discrimination, harassment, and/or bullying.**
- **Working to resolve conflict whenever possible.**
- **Avoiding condescending language and redirecting conversations that may be inappropriate for the workplace.**
- **Using authority responsibly and only in advancing the mission of PSM and CANR.**

Resources for your consideration:

- Relationship Violence, Sexual Misconduct, and Stalking: University Reporting Protocol: <https://civilrights.msu.edu/assets/documents/Reporting%20Protocols.pdf>
- College of Agriculture and Natural Resources: Office of Diversity, Equity and Inclusion: <https://www.canr.msu.edu/diversity/>
- Institutional Diversity and Inclusion: <http://www.inclusion.msu.edu/>
- Office for Civil Rights and Title IX Education and Compliance: <https://oie.msu.edu/>
- MSU Work-life Office: <https://worklife.msu.edu/>
- Office of the University Ombudsperson: <http://ombud.msu.edu/>
- The Gender and Sexuality Campus Center: <https://gscs.msu.edu/>
- Resource Center for Persons with Disabilities: <https://www.rcpd.msu.edu/>
- CSS Graduate Student Handbook: https://www.canr.msu.edu/psm/uploads/files/pdf/CSS%20handbook_Final_10.1.21.pdf
- PLP Graduate Student Handbook: https://www.canr.msu.edu/psm/uploads/files/pdf/PLP%20handbook_Final_10.1.21.pdf
- Faculty and Academic Staff Handbook: <https://hr.msu.edu/policies-procedures/faculty-academic-staff/faculty-handbook/index.html>
- Know More Poster: https://civilrights.msu.edu/assets/documents/knowmoreposter_interactive.pdf
- MSU Relationship Violence and Sexual Misconduct and Title IX Policy: <https://civilrights.msu.edu/assets/documents/RVSM%20and%20Title%20IX%20Policy.pdf>
- Rebecca Grumet Ph.D. – CANR Faculty Excellence Advocate: grumet@msu.edu
- Quentin Tyler Ph.D. – Associate Dean and Director for Diversity, Equity and Inclusion: tylerque@msu.edu
- Kelly Millenbah Ph.D. – Dean for CANR; Director of Academic and Student Affairs: millenba@msu.edu

MSU is an affirmative-action, equal-opportunity employer.

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