



## 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 be the 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.

#### 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.

#### 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 and respected.
- Cultivating open lines of communication at all levels of our PSM community.
- Communicating 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 and/or harassment.**
- **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 and Sexual Misconduct: Mandatory Reporting Guide, Office of Institutional Equity - <http://titleix.msu.edu/files/documents/2018-04-30%20RVSM-Mandatory-Reporting-Guide.pdf>
- College of Agriculture and Natural Resources Office of Diversity, Equity and Inclusion - <https://www.canr.msu.edu/diversity/anr.dei@msu.edu>
- Inclusion and Intercultural Initiatives - <http://www.inclusion.msu.edu/>
- Office of Institutional Equity - <https://oie.msu.edu/>
- MSU Work-life Office - <https://worklife.msu.edu/>
- Office of the University Ombudsperson - <http://ombud.msu.edu/>
- Office of LGBTQ Resources <http://lbgtrc.msu.edu/>
- Quentin Tyler - Associate Dean and Director for Diversity, Equity and Inclusion [tylerque@msu.edu](mailto:tylerque@msu.edu)
- Suzanne Lang - Associate Dean for Faculty and Administrative Affairs, and Director of Faculty Development in the College of Agriculture and Natural Resources [langsu@msu.edu](mailto:langsu@msu.edu)
- Rebecca Grumet – Faculty Excellence Advocate [grumet@msu.edu](mailto:grumet@msu.edu)
- Resource Center for Persons with Disabilities <https://www.rcpd.msu.edu/>
- 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](https://civilrights.msu.edu/assets/documents/knowmoreposter_interactive.pdf)

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

Approved by PSM Faculty September 24, 2018

