

# **MSC 2016-2021 MSC Diversity Plan**

## Introduction

This plan was created through the analysis of contemporary theories on the effects of diversity and culture on an organization's ability to achieve its mission. Findings are categorized into three main areas to best reflect the MSC's commitment to diversity as it aligns with the university: Accountability, Climate and Equity. This Diversity Plan is based in theory and data-driven, setting a vision for the next five years that will be achieved through initiatives.

### **Diversity Commitment Statement**

The Memorial Student Center promotes an inclusive culture through discussion and education, encouraging students to explore new perspectives that address issues related, but not limited to, race, ethnicity, gender, sexual orientation, class, ability, language, nationality, religion, age, status, and globalization.

### **Diversity Vision Statement**

The Memorial Student Center will strive to be the leader in diversity efforts among the Division of Student Affairs through programming and the development of leaders in the pursuit of creating a diverse marketplace of ideas.

### **Diversity Values**

**Community** – The Memorial Student Center strives to be a collective of unique individuals with shared interests and goals.

**Inclusivity** – The Memorial Student Center is committed to creating spaces and a culture that promote collaborative growth.

**Transformational Change** – The Memorial Student Center will strive to create a culture that promotes the progressive and changing campus climate.

**Cultivate Passion** – The Memorial Student Center celebrates an environment that fosters creative, progressive, and innovative ideas for programs and leadership development.

### **Connection to the University's Efforts**

Texas A&M and the Division of Student Affairs along with the Office of the Vice President and Associate Provost for Diversity created a Diversity Plan which outlines three primary goals for Texas A&M in regards to Diversity. In order to best fulfill Diversity as a value of the Memorial Student Center, and align with the values of the University, a connection was drawn in the previous Diversity Plan, and is maintained in this document, to the University's efforts by adapting those three primary goals:

**Accountability** – Ensure that Memorial Student Center committees, students, and staff members actively consider TAMU Diversity initiatives in all of their efforts.

**Climate** – Ensure that the Memorial Student Center provides a welcoming environment for all students, staff, faculty, former students and guests.

**Equity** – Ensure that all students and staff in the Memorial Student Center are treated equitably.

### **State of Diversity in the MSC**

In addition to diversity being a value to the MSC Student Programs Office, a brief report of diversity efforts as it relates to the department's membership, programming, and financials has been included. The metrics provided below do not accurately represent all of the department's diversity efforts. Moving forward, the initiatives listed in this plan will serve as the tool to better measure, track, and evaluate our diversity efforts based on literature grounded in diversity theory and organizational management.

#### **Recruitment and Selection**

Collected by the advisor to the Executive Vice President for Diversity and Committee Development, the following numbers reflect the demographics of our department's membership, both students and staff.

- As a means of comparison, we have collected the following demographic information from the Department of Student Life Studies on the student body of Texas A&M University:
  - Gender: 47% Female, 53% Male
  - Race: 3% African American, 14% Hispanic, 6% Asian/Pacific Islander, 21% Unknown, and 55% White
- Based on information stored in the ELIAS management tool, on March 2015 UINs representing student members of the MSC were taken and provided to the Department of Student Life Studies for review. Based on that information, we were able to gather the following statistics:
  - Gender: 56% Female, 45% Male
  - Race: 4% African American, 20% Hispanic, 7% Asian/Pacific Islander, 1% American Indian/Alaskan Native, 7% Unknown, and 61% White
- In regards to professional staff in the MSC, the following statistics were provided by our Human Resources liaison:
  - Gender: 76% Female, 24% Male
  - Race: 10% African American, 7% Hispanic, and 83% White

Development in the areas of analyzing student majors, classification, and first generation status is an area for future reporting to ensure that the Memorial Student Center is in line with the student body's demographics.

#### **Programming**

Based on the department's understanding and practice of diversity, a review of diversity programming was conducted by the MSC Senior Associate Director who directly oversaw the past Chief Operating Officer, now known as the Executive Vice President of Programs. Based on this review, the following information was collected:

- 14% of 2014-2015 programs provided a space for participants to engage in critical conversations related to issues of diversity, including race, gender, status, ability, class, religion, the environment and international issues

Furthermore, the issues addressed in this number reflect the potential in developing and/or crafting programs that address issues such as sexual orientation, class, age, and language.

#### **Financial**

Based on FY15, \$441,909 was invested in programs that promoted diversity conversations. This number reflects the programs above that were identified as diversity-related programming, going off of the number reported in the programming section. Additionally, this number makes up 11% of the total programming budget of the Memorial Student Center. There is value in further exploring the breakdown of how the monies were invested, fundraised, and allocated.

## Diversity Initiatives

**Ongoing Initiatives:** These are initiatives that are currently in place, established in the 2010 Diversity Plan.

<b>Accountability</b>	<ul style="list-style-type: none"> <li>● <b><i>The Diversity Plan</i></b> – The Diversity Plan is created every 5 years, and presents a form of measurement to track success and achievement during the upcoming years.</li> </ul>
	<ul style="list-style-type: none"> <li>● <b><i>Diversity Training</i></b> – Training that provides tangible activities and tools for committees of the Memorial Student Center to establish an understanding of diversity, formerly found in Unity Team.</li> </ul>
	<ul style="list-style-type: none"> <li>● <b><i>Unity Dinner</i></b> – Unity Dinner serves as an informal introduction to Diversity and its application within the Memorial Student Center by engaging student leaders in a conversation about the importance of diversity in their upcoming roles.</li> </ul>
<b>Climate</b>	<ul style="list-style-type: none"> <li>● <b><i>Climate Survey</i></b> – The Climate Survey measures equity and climate within the organization and is conducted bi-annually.</li> </ul>
<b>Equity</b>	<ul style="list-style-type: none"> <li>● <b><i>Recruitment</i></b> – An initiative formed to evaluate the current recruitment practices in the response to increase inclusivity of recruitment efforts for the committees within the Memorial Student Center.</li> </ul>

**New Initiatives:** These initiatives are immediate point of emphasis for the Memorial Student Center and our diversity efforts.

<b>Accountability</b>	<ul style="list-style-type: none"> <li>● <b><i>Prioritization of Efforts</i></b> – This initiative creates continuity from year to year in an attempt to coordinate the efforts of our students and focus on the overall goals of the Diversity Plan. Student-staff partnerships will evaluate how their goals align with the Diversity Plan and concentrate their efforts on those that best meet the needs of their current environment.</li> </ul>
	<ul style="list-style-type: none"> <li>● <b><i>Timelines</i></b> – Timelines and/or checklists must be created for any and all events produced for the external or internal purposes of promoting diversity.</li> </ul>
	<ul style="list-style-type: none"> <li>● <b><i>The Diversity Scorecard</i></b> – The scorecard is a management tool that ensures accountability to the diversity initiatives, vision, and values of the organization. It will allow the organization to identify strengths, trends, and weaknesses, allowing for more effective and efficient means of improving the organization.</li> </ul>
	<ul style="list-style-type: none"> <li>● <b><i>Transition Materials</i></b> – It is a requirement for all outgoing officers to create transitions material for any and all diversity events, programming, trainings, etc.</li> </ul>
<b>Climate</b>	<ul style="list-style-type: none"> <li>● <b><i>Professional Training Tied to the Production of a Formal Report</i></b> – To strengthen professional development opportunities, the knowledge gained at trainings sponsored by the MSC should be reported following the completion of the program and spread information to maximize the investment.</li> </ul>

	<ul style="list-style-type: none"> <li>● <b><i>Increase Approachability</i></b> – To increase the approachability of full-time staff, part-time student workers and student officers to increase overall transparency and strengthen the MSC network.</li> </ul>
	<ul style="list-style-type: none"> <li>● <b><i>Establish SPO Programming</i></b> – Programming within shared spaces strengthens the culture of the organization by uniting all students and staff members regardless of committee ties.</li> </ul>
	<ul style="list-style-type: none"> <li>● <b><i>Focus Groups</i></b> – Focus groups will be performed on a rotating schedule in order to allow for qualitative research on the climate of the Memorial Student Center.</li> </ul>
<b>Equity</b>	<ul style="list-style-type: none"> <li>● <b><i>Evaluate Current Selections Processes</i></b> – To reduce perceived or actual discrepancies which currently exist within our selections processes for membership and officer positions.</li> </ul>

**Future Initiatives: These initiatives are meant to be pursued over the course of the five year plan after discussion and further development.**

<b>Accountability</b>	<ul style="list-style-type: none"> <li>● <b><i>Memorial Student Center Partnerships</i></b> – Future executives and officers should identify organizations or persons to establish beneficial connections in making progress on diversity issues.</li> </ul>
<b>Climate</b>	<ul style="list-style-type: none"> <li>● <b><i>Increase Prevalence of Common Shared Experiences</i></b> – Intentionally increase the number of experiences that members of different MSC committees share throughout their term of membership.</li> </ul>
<b>Equity</b>	<ul style="list-style-type: none"> <li>● <b><i>Evaluation of Current Monetary Processes</i></b> – Begin to evaluate the way in which monies are allocated and explore how the Memorial Student Center’s various funds aid in the support of diversity-related programming. This evaluation process will cover financial budgeting, fundraising practices, and how the Memorial Student Center encourages diversity programming and initiatives.</li> </ul>

### Conclusion

The Diversity Plan outlines initiatives that will be implemented and explored over the next five years, as well as background information on diversity within the Memorial Student Center. The Diversity Plan is a shared responsibility of the Memorial Student Center while tasking the EVP of Diversity and Committee Development, and their advisor, with administrative oversight of this document. This Diversity Plan is to be analyzed every year and annual addenda to the plan are to be produced in order to ensure the 2021 Diversity Plan is as effective as possible. Addendums are to be produced annually to document progress and serve as an additional resource to the Executive Team of the Memorial Student Center and any member interested in learning more about the Diversity Plan and the Memorial Student Center’s diversity efforts.