

To the Board of Governors, faculty and staff, fellow students, media, and Springfield community, thank you for your time and presence at today's meeting.

“ It is the policy of Missouri State University to maintain the campus as a place of work and study for faculty, staff and students free from discrimination and harassment in violation of the University's policies. ”

Because I agree with this statement I stand in affirmation of the resolution I propose to you today:

Resolved: The University ought to be held accountable for its commitment to Diversity and Inclusion.

I will provide you with three policies as outlined in the Missouri State Policy Library as we state these cases

Definitions of terms in the resolution as well as a fact sheet can be provided upon request

Nondiscrimination Policy

Approved by Board of Governors: July 16, 2014

Missouri State University is a community of people with respect for diversity. The University emphasizes the dignity and equality common to all persons and adheres to a strict nondiscrimination policy regarding the treatment of individual faculty, staff, and students. In accord with federal law and applicable Missouri statutes, the University does not discriminate on the basis of race, color, religion, sex, national origin, ancestry, age, disability, or veteran status in employment or in any program or activity offered or sponsored by the University. In addition, the University does not discriminate on any basis (including, but not limited to, political affiliation and sexual orientation) not related to the applicable educational requirements for students or the applicable job requirements for employees.

Prohibition of Discrimination and Harassment Policy

The University will respond to instances of discrimination or harassment in accordance with the Office for Institutional Equity and Compliance Complaint Procedures (Op1.02-2) and will respond appropriately to those who violate this policy, up to and including dismissal from the University or termination of employment.

To achieve this end, the University believes it should foster a learning, working and living environment free from discrimination and harassment on any basis not related to the applicable educational requirements for students or the applicable job requirements for employees.

The University's educational mission is promoted by professionalism. Professionalism is fostered by an atmosphere of mutual trust and respect. Actions of faculty, staff, students and others affiliated with the University that harm this atmosphere undermine professionalism and hinder fulfillment of the University's educational mission. Trust and respect are diminished when those in positions of authority abuse their power. Those who abuse their power in such a context violate their duty to the University community.

According to the the cultural climate: One major obstacle that must be addressed is the perception by some “majority group” (i.e., white, male, heterosexual, Christian) students, faculty, administrators, staff

and community members that microaggressions neither exist nor matter and that diversity is “much to do about nothing.” Consequently, any diversity planning should prioritize strategies for expanding the involvement, education and awareness of those on campus who have remained on the sidelines thinking diversity is about “them” and not “us”.

Reasonable Person Standard

(As defined by the Cornell University Law School)

The hypothetical reasonable person behaves in a way that is legally appropriate. Those who do not meet this standard -- that is, they do not behave at least as a reasonable person would -- are considered negligent and may be held liable for damages caused by their actions.

- a. Whether particular physical, non-verbal, or verbal conduct constitutes prohibited discrimination or harassment in violation of this policy will depend upon all of the circumstances involved, the context in which the conduct occurred, and the frequency, severity, and pattern of the conduct.
- b. Isolated or single-incident inappropriate behavior typically does not constitute prohibited discrimination or harassment. However, in those incidents where the behavior complained of is sufficiently egregious, it may constitute a violation of this policy.

While i commend the university on these policies created, i fail to believe that they are being adequately applied as minority student on this campus after my experiences as as the information provided in the climate study.