



Gender Equity Alliance

MONTANA STATE UNIVERSITY

ANNUAL REPORT

2022 - 2023



MONTANA
STATE UNIVERSITY

Office of
Diversity & Inclusion



Over 50 members

Lead: Nika Stoop
Diversity Council Rep:
Sara Teklehaimanot

OUR FIRST YEAR

We envision a welcoming and equitable campus environment in which people of all gender identities are empowered, valued, and supported.

Created in March 2022, the Gender Equity Alliance, formerly known as the President's Commission on the Status of University Women, cultivates gender equity at Montana State University by addressing barriers, developing relationships with partners, and creating shared accountability for sustainable change.

Purpose:

We represent diverse voices with intersecting identities across the gender spectrum in:

1. Championing professional development that creates an inclusive campus environment and gender equity in metrics, assessment, policies, practices and procedures.
2. Promoting visibility and transparency around policies, practices, procedures and groups that support gender equity.
3. Recognizing and celebrating contributions from the entire MSU community – undergraduate and graduate students, staff, faculty, groups and allies – that cultivate gender equity.
4. Providing opportunities for the community to share their questions, concerns, or ideas around issues related to gender equity.

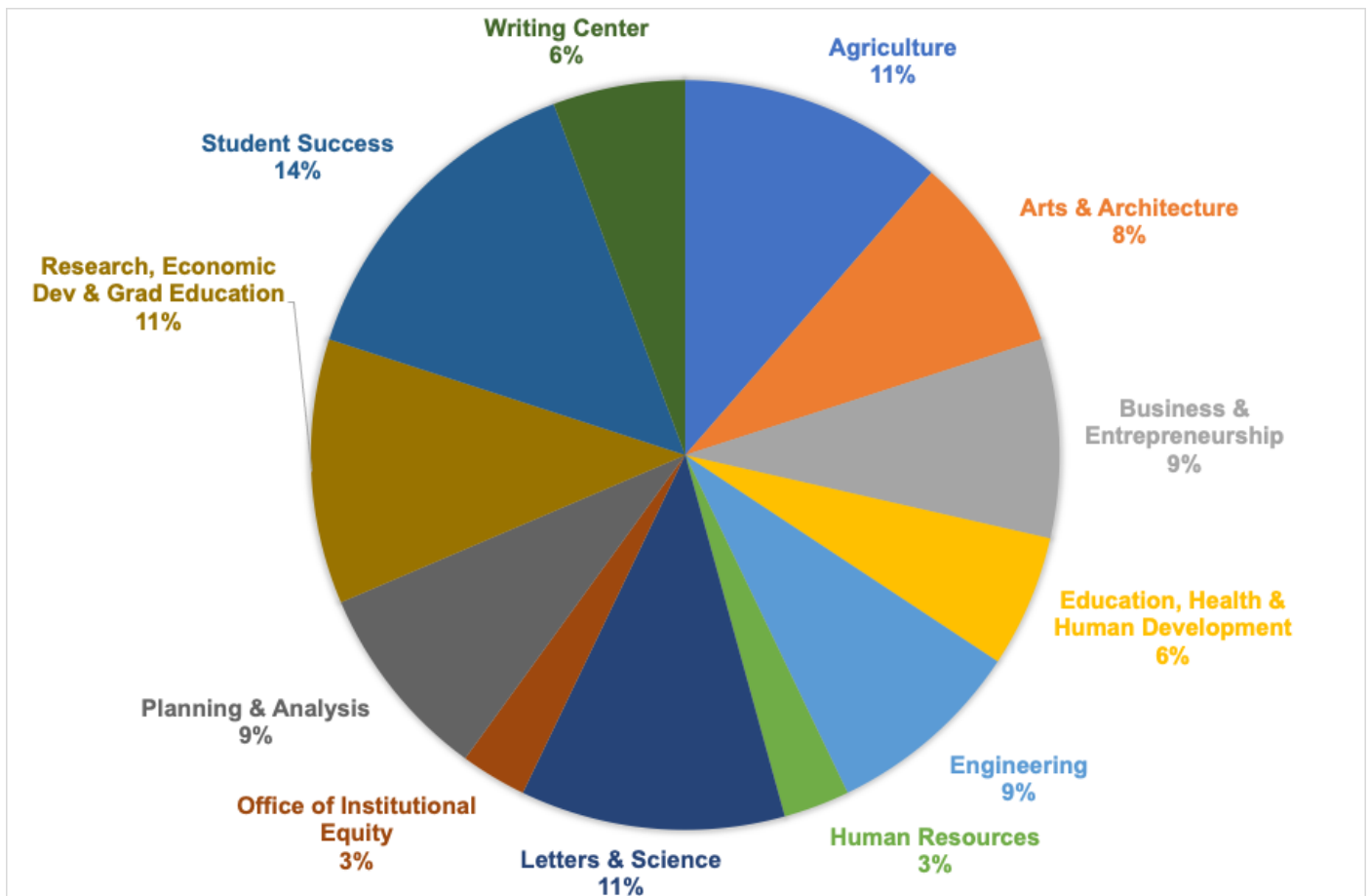
PLANNING

In the spring of 2022, we recruited over 50 members to join the alliance (GEA) and developed a web presence. We were also offered a seat on the the Diversity Council of the University.

In June 2022, the Gender Equity Alliance had a planning session to create a sense of community and shared purpose, expand the understanding of the history and what activities are currently ongoing at MSU around gender equity, and identify projects that the Alliance will want to undertake in the next year. We had 37 participants at the meeting from many different departments across MSU.

Key Outcomes:

- Attendees expressed a strong interest in building an informal community from the Gender Equity Alliance for social connection and networking.
- Projects to work on for 2022 - 2023
 - President's Award for Gender Excellence Committee – Betsy Danforth
 - Safe and Inclusive Fieldwork Guidelines – Tracy Gatlin and Nicole Motzer
 - Communications – Susan Andrus
 - Equity and Inclusion at the Department level – Ariel Donohue



Ways to Engage:

- ONE ALL ALLIANCE MEETING PER SEMESTER
- MONTHLY INFORMAL GATHERINGS
- PROJECT MEETINGS

SAFE AND INCLUSIVE FIELDWORK GUIDELINES

One of the projects identified was the Safe and Inclusive Fieldwork Guidelines project that created a guide that meets the new requirement, instituted in January 2023, for NSF grants that demonstrates how MSU will “... provide a safe and inclusive workplace...” in the unique situation of fieldwork. The GEA project leaders worked with Camie Bechtold, Chief Compliance Officer, and Kyleen Breslin, Director of the Office of Institutional Equity, to create an institutional plan for off-campus and

off-site research where such a plan is required by an awarding agency such as NSF. This plan establishes standards, education and communication expectations. MSU promotes environments of learning and research of high integrity and where respect and safety are at the forefront.

The plan includes review of policies, required education, a written Communication, Response, and Safety Blueprint, review of resources and a verification by all members of the research team that they have completed required components of the plan.

The timeline below is intended to assist Team Leaders with understanding the process and timing for meeting the NSF requirements around Safe and Inclusive Working Environments for Off-Campus & Off-Site Research requirements.

TIMELINE

Prior to Submission	Once Funded	Prior to Departure	After Return
<ul style="list-style-type: none"> • Develop a Blueprint for site specific research • PI/Team Leader should review the institutional plan website and complete verification of review. • In OSP ePCF, submit verification email as a miscellaneous attachment. 	<ul style="list-style-type: none"> • Distribute website information to team members for review and verification. • Review Blueprint for any updates or adjustments. 	<ul style="list-style-type: none"> • Distribute and review Blueprint with team members. • Collect team members' verification emails or otherwise confirm all have reviewed the website information. • Distribute Blueprint to Department Head (best practice). 	<ul style="list-style-type: none"> • Trip leaders should debrief to identify issues or areas of improvement and adjust future blueprints accordingly. • All participants can expect to receive an anonymous, optional survey about their experience within one year.

BRYCE HUGHES



Bryce Hughes, associate professor in the Department of Education in the College of Education, Health and Human Development, has served on several committees related to gender equity, including the Advance research team and Queer Faculty and Staff Association. He also led a task force through the Office of Diversity and Inclusion to diversify course content and co-developed a workshop about preventing microaggressions in the classroom. In 2018, he received the Lavender Leader Award for working to improve the campus climate for LGBTQ students.

OLIVIA GERVACIO JAKABOSKY



Olivia is a senior graduating in May with a degree in Conservation Biology and Ecology and minors in Sociology and Global Studies. She founded and serves as President of the Asian Student Interracial Association (A.S.I.A.) student organization and works as a Program Assistant for MSU's DISC. She has served on ASMSU's Diversity, Equity and Inclusion Committee, as the Honors Presents Lecture Series Coordinator and as a Smarty cats Tutor. In her work with the Friendship Center in Helena, Olivia provided a safe haven for people affected by domestic and interpersonal violence.

MADELYN CORTES



Maddy will graduate in May with a degree in Sociology and a minor in Women's, Gender and Sexuality Studies. Maddy is passionate about her coursework, her time with the VOICE Center as a Survivor Advocate, and her work with the Oh Hi Collective. Serving as a Sexual Health Community Education intern with the Oh Hi Collective has led her to research and activism around the concept of incorporating pleasure in the conversation around healing from sexual and interpersonal trauma. Maddy has attended violence prevention workshops, completed Indian Education for All, Diversity, Equity and Inclusion as well as a trauma-informed Advocate Training.

KATRINA LYON



Katrina is a Ph.D. candidate in Microbiology and Immunology. Her work as both a Graduate and Undergraduate Assistant have led her to realize her passion for science. Katrina is committed to diversity and inclusion around drug testing, experiments and patient care. As a leader in the Bozeman 500 Women Scientists group, and through her leadership roles with WISE at MSU, she has participated in numerous outreach efforts, conferences, and efforts to promote diversity in STEM both at MSU and in the broader community. Katrina has also used her proficiency in Spanish to improve accessibility to science in the Latinx community.

President's Award for GENDER EQUITY

Designed to honor members of the MSU community who have worked to improve issues related to gender, equity, diversity and inclusion.