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Connection

Mar 2022

A Monthly Insight of Diversity, Equity & Inclusion @MSU Texas

MOSAIC

Connection



current topics >>>

DEI Strategic Plan Updates

On Track

Goal 1.3.1 Development of overall DEI policies to ensure a sustainable diverse environment.

Goal 2.1.1 Include a DEI impact statement as a regular process for all MSU Texas proposals policies, and decisions

Goal 3.6.2 Require supervisors of benefit eligible employees to complete intercultural training through the University - or comparable training - individual assessment and feedback process.

Goal 5.1.1 Fund and establish a Social Justice Resource Center, to serve as a hub for education and advocacy and to build community connections and activities and to liaison with MSU Texas DEI strategic plan.

For more details on goals that are postponed or not started, click [here](#) and on each Goal.

Women's History Month 2022

The National Women's History Alliance has deemed the theme of Women's History Month this year to be "Women Providing Healing, Promoting Help".

Before there was a month dedicated to women's history, there was International Women's Day. The first IWD was March 8, 1911 that was meant to celebrate the economic, social and political achievements of women around the globe. This year's theme for IWD is "#BreakTheBias" and the organizers are encouraging women to tweet pictures of themselves making an X with their arms, signifying

how everyday women break the bias put against them in schools, work and society. In 1978, a school district in Sonoma, California initiated a recognition and celebration of the cultural, historical and societal contributions made by women. As the celebrations spread to other areas, President Jimmy Carter declared in 1980 that the week of March 8 would be National Women's History Week. The following year Congress officially passed a resolution establishing the national celebration. In 1987, the National Women's History

Project successfully petitioned Congress for the celebration to be the whole month of March. This year's theme is "Women Providing Healing, Promoting Hope" and is meant to be "both a tribute to the

"If there's one thing I've learned in life, it's the power of using your voice."
-Michelle Obama

ceaseless work of caregivers and frontline workers during this ongoing pandemic and also a recognition of the thousands of ways that women of all cultures have provided both healing and hope throughout history." You can celebrate Women's History

Month by supporting and shouting out the women in your life and learning more about women's contributions to history and nowadays. Also, consume media that is written by and upheld by women. Dedicate time and resources to organizations that are centered around helping women. For more information about Women's History Month, you can visit <https://www.history.com/topics/holidays/womens-history-month>. For more information on MOSAIC events for this month, click [here](#).

Learn together >>>

Webinars/Advice

Upcoming Webinars @MSUTexas

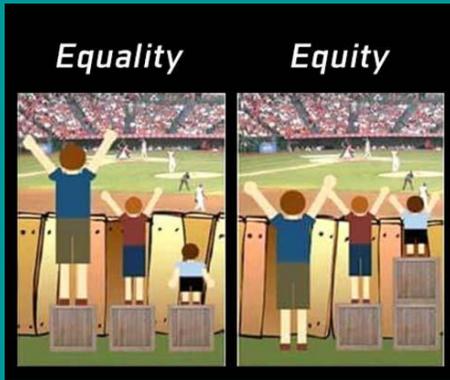
March Critical Conversations:

Managing Difficult Conversations in your Space

Tuesday, March 22

2:30pm, Webinar

[RSVP Here.](#)



DEI Advice

Your space can be diverse and inclusive, but it can also turn to exclusive. Equity means everyone is provided with what they need to succeed. Sometimes you can't change the situation, but you can change the way the situation is handled. Without equity, not only do you risk never moving towards welcoming and appreciation, but you risk backsliding on the progress you have already made.

Questions to ask in your space

- How is everyone being treated?
- Are there differences in how they are being treated?
- What would need to change to ensure that everyone is getting access to equal opportunities?
- How might new conditions or circumstances change how we make decisions?
- Are mindsets and processes that worked before still working?



Students wearing the Black Print t-shirts that the 2022 Black History Month committee created.

Volunteer Opportunities

As MOSAIC grows, so do the volunteer opportunities! Below are committees on which you can serve in Spring 2022.

- Asian American & Pacific Islander Heritage Month
- Hispanic Graduation
- Black Graduation
- DEI Strategic Implementation Committee

For more information and to sign up, email mosaic@msutexas.edu or [click here.](#)

Take Action >>>

Upcoming Events

March 9

Women In Support & Empowerment Booth
11am, CSC

March 22

Bold, Beautiful and Breaking Barriers: Kahlo, Flores, & Otoo
7pm, Moffett Library

March 23

Spill the Tea
6pm, CSC Kiowa

March 26

Women's Empowerment Picnic
4pm, The Quad

March 28

Sister 2 Sister
7pm, CSC Cheyenne

March 28

Barbershop Talks
7pm, WCA: Olympus 130

March 29

Pinata Blast
5:30pm, Jesse Rogers Promenade

March 31

Say Her Name
6pm, Sunwatcher Plaza

April 11

Middle Ground
6pm, CSC Comanche

For more events & information, visit [MustangsLink.](#)



LGBTQ+ STAND Council hosted a Poetry Party in honor of James Baldwin during Black History Month.

Diversity Highlight



Laura Echols-Richter

Women in Leadership Panel March 8, 2022

The MOSAIC Women's STAND Council partnered with the Wichita Falls Museum of Art at MSU Texas to celebrate Women Leaders at MSU Texas and Wichita Falls community. The main goal of the program was to answer the questions: What does a woman in leadership look like? What qualities does she have? What challenges does she face?

Panelists include female leaders from a variety of fields working in both Wichita Falls and the DFW area. These panelists included Jennifer Bradt (Licensed Professional Counselor-Supervisor and Certified Clinical Trauma Professional, Planting Seeds), Laura Echols-Richter (executive minister, Grace Avenue UMC) and Dana Shipley (Director of operations, Gluent).

The panelist each took turns speaking on working in male-dominant fields, mental health, raising children, and encouraging women to be sisters and uplift each other instead of competing with one another.



Jennifer Bradt



Dana Shipley



Bias Incident Report

Have you or anyone you know experienced bias based on their perceived race, gender and/or sexual identity?

MSU does not want you to experience this bias! If you feel you have experienced a bias incident at MSU, [please report using the online reporting form.](#)

Contact MOSAIC

Located in the Clark Student Center, CSC 194.
940-397-4500
mosaic@msutexas.edu

Stay in touch!



[@msutx_mosaic](https://www.instagram.com/msutx_mosaic)

MOSAIC Resources >>>

Located on the MOSAIC website is a [Guide to Pronouns](#). This practice proactively gives each individual the opportunity to define themselves. Learn more about pronouns and common pronouns that are used.



MOSAIC
Cross Cultural Center

In The Next Connection

- >>Asian American & Pacific Islander Heritage Month
- >>Juneteenth
- >>Pride Month

