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



Connection



current topics >>>

MOSAIC Poll

The MOSAIC office focuses on valuing diversity and building community by focusing on diversity, equity, & inclusion.

We strive to provide resources for our MSU Texas faculty and staff.

To better serve the community, we want to ask if there are any resources that our community needs. These resources will be located on the MOSAIC website.

Click [here](#) so we can start creating these resources.

If you have any questions, please feel free to email ruby.garrett@msutexas.edu

LGBTQ+ Students in College

Challenges and Questions for helping LGBTQ+ students in College.

Challenges

Impacts of the Pandemic

The ongoing COVID-19 pandemic has increased preexisting challenges for LGBTQ+ college students, such as financial stress, health disparities, housing insecurity, home/family conditions that aren't fully supportive, and a sense of isolation and disconnection from communities and support systems.

Fighting for Racial Justice

LGBTQ+ students of color are impacted by the dynamics of racism, homophobia, and transphobia. College learners need programs and support services that follow intersectional the identities and approaches & honor experiences of all students.

Surge of Anti-Trans Legislation

Policy proposals that restrict transgender and nonbinary people's lives are increasing. It has reduce trans people's access to healthcare, participation in sports, and safety in public spaces on and off campus. Colleges that have transphobic laws damage the mental health of trans, nonbinary, and intersex students, which also creates more work for support staff. These proposed policies are harmful and impact how trans people are perceived and treated, even if they aren't voted into law.

Not Feeling [Insert Identity] Enough

Sharing space with other LGBTQ+ people can be empowering, but it can also cause students to compare themselves to others in ways that impact their self-worth and confidence. This can spur feelings of not being queer/trans enough. This is a valid experience, which can be mitigated by supportive community-centered spaces that assure students of their progress & honor their journeys.

Finding Community & Relationships

Establishing meaningful relationships is an important aspect of LGBTQ+ students' college experiences and overall well-being. However, finding community can be difficult if LGBTQ+ students don't have access to welcoming spaces based on shared interests beyond having similar identities, such as hobbies or academic programs. Both in-person and online spaces can provide opportunities for LGBTQ+ students to make connections. Digital spaces can allow students to explore their identities in ways that are safer and more comfortable than doing so in person.

Questions Cont. on last page...

LGBTQ+ students
deserve to study in
educational
environments that
empower, support
their personal
growth, & invest in
change that
improves
their lives.

Learn together >>>

Critical Conversations & Upcoming Trainings

Wednesday, October 12

Critical Conversations: Engaging with Gen Z (virtual) 2pm

Have you noticed the lack of participation in your classrooms or leadership events? This conversation will focus on the challenges and opportunities that higher education is facing with this new generation. This conversation is based on the book, [Generation Z LEADS](#).

[Click here to register for the conversation.](#)

Wednesday, November 2

Mitigating Unconscious Bias (in-person and virtual)

What is unconscious bias and how does it affect how we interact with one another? How does it impact our decisions or how we engage in our work? In this training, participants will learn about the types of unconscious bias, and how it may influence communication and decision-making. There will be interactive activities and examples that will help better understand this concept. Participants will also learn a variety of ways in which we can mitigate the impact of unconscious bias in our professional and personal lives.

In-person 10:30am, CSC Wichita

Virtual 2pm, [click here to register](#)



Gender Neutral Bathrooms

Gender neutral restrooms can be found in buildings on campus. You can find gender neutral restrooms in the following locations

- Clark Student Center (near computer lab)
- Legacy Commons (near MPR)
- Centennial (1st floor family restroom)
- Moffett Library (1st floor)

Want to request a gender-neutral restroom? Or have questions?

Email mosaic@msutexas.edu or call 940-397-4500.

Take Action >>>

Upcoming Events

October 10

Sister 2 Sister
Barbershop talks
6pm, Moffett Library

October 14

Mindfulness Walk
4pm, Sikes Lake Center
Loteria Night

5pm, Comanche

October 17

Jubilee
7pm, Moffett Library

October 19

Hot Topics: Education
6pm, Wichita

October 20

Unboxed: Credit matters that matter
3pm, Kiowa

October 29

Priddy Scholars Homecoming Tailgate
2pm, Memorial Stadium

November 1

Dia de Los Muertos
6:30pm, Atrium

November 3

Social media smarts for today's digital world
3pm, Kiowa

November 7

Jubilee
7pm, Moffett Library

November 9

Hot Topics: Land acknowledgements
6pm, Wichita

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

Challenges and Questions for helping LGBTQ+ students in College.

5 Questions LGBTQ+ students consider that Universities should answer.

- 1. Do you see yourself represented at the university?**
 - a. Is there representation of the LGBTQ+ community on campus?
 - b. Brochures? On the website? Resources?
- 2. What types of programs and initiatives are taking place on campus?**
 - a. Are there ongoing initiatives that aim to improve LGBTQ+ students' lives?
 - b. Are there gender-inclusive housing and restrooms, educational workshops, and anti-discrimination policies?
- 3. Is there a center or designated staff member providing LGBTQ+ student support?**
 - a. Many campuses have physical spaces for LGBTQ+ students to gather, study, or access resources and staff whose primary job is supporting LGBTQ+ students. Those spaces and designated staff can indicate that a school is intentionally focusing on meeting LGBTQ+ students' needs.
- 4. Is there an LGBTQ+ student organization or other student-led space?**
 - a. Getting involved in a student organization can connect LGBTQ+ students to new friends, provide educational opportunities not available in a classroom, and give them an outlet for expressing themselves. Spaces run by students may also teach valuable skills related to program planning, budgeting, fundraising, and leadership.
- 5. Have many anti-LGBTQ+ incidents occurred at the university?**
 - a. If there were incidents, how did the university respond?
 - b. Was there quick action, policy change, and collaboration with LGBTQ+ students and staff afterwards?

Resources

<https://www.bestcolleges.com/resources/lgbtq-student-guide/>

<https://www.campuspride.org/prospective-student-resources/>

https://pnpi.org/wp-content/uploads/2022/06/LGBTQ_Factsheet_June2022.docx.pdf

Observances

LGBTQ+ History Month occurs in October to observe lesbian, gay, bisexual, transgender, and queer history. It also honors the history of the struggle for gay rights.

In 1994, Rodney Wilson, a Missouri high school teacher, believed a month should be dedicated to the celebration and teaching of gay and lesbian history. The month, which garnered early support from organizations such as GLAAD and the Gay, Lesbian and Straight Education Network (GLSEN), was initially chosen to include the well-established National Coming Out Day on Oct. 11 and the anniversary of the first march on Washington by LGBT people on October 14, 1979. For more information, visit

<https://www.glaad.org/blog/celebrate-lgbt-history-month>

[Click here to read about LGBTQ+ Pride Flags and their history.](#)



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](#)

Next Connection

>>> [LGBTQ+ resources](#)

>>> [Upcoming trainings](#)



MOSAIC
Cross Cultural Center