Cultivating a SSAFE Community

*Department of Plant, Soil and Microbial Sciences (PSM)*

We are committed to upholding Michigan State University’s core values of *Quality*, *Inclusiveness*, and *Connectivity* through *Student, Staff and Academic Faculty Equity* (SSAFE).

- *Quality*: PSM continually strives to be the best
- *Inclusiveness*: PSM values differences and welcomes all into our community
- *Connectivity*: PSM strengthens relationships to enhance our creative impact

**PSM SPARTANS WILL strive for QUALITY by:**

- Remembering that we are in an educational setting and teaching/learning is paramount.
- Embracing change to do better while remaining grounded in MSU core values and mission.
- Leading/managing with positivity, respect, and sensitivity to power differentials.
- Supporting colleagues and coworkers as it takes multiple skill sets to achieve success.
- Conducting ourselves in a professional manner in our interactions within our department, college, and MSU Campus community.

**PSM SPARTANS WILL be INCLUSIVE by:**

- Accepting that we are all unique and that embracing our uniqueness enhances our workplace.
- Collaborating as a community regardless of our background, personal beliefs, differing thoughts, and perspectives.
- Respecting others’ opinions/identities, especially when discussing controversial topics.
- Respecting cultural differences while working to recognize and manage our own biases.

**PSM SPARTANS WILL strive for CONNECTIVITY by:**

- Recognizing that we work better when we work as a team and that each member of the team is valued and respected.
- Cultivating open lines of communication at all levels of our PSM community.
- Communicating personal and professional boundaries.
- Avoiding assumptions and generalizations.
• Creating a supportive environment for all individuals of the PSM community, including those who have experienced instances of discrimination and/or harassment.

• Working to resolve conflict whenever possible.

• Avoiding condescending language and redirecting conversations that may be inappropriate for the workplace.

• Using authority responsibly and only in advancing the mission of PSM and CANR.

Resources for your consideration:


• College of Agriculture and Natural Resources Office of Diversity, Equity and Inclusion - [https://www.canr.msu.edu/diversity/anr.dei@msu.edu](https://www.canr.msu.edu/diversity/anr.dei@msu.edu)

• Inclusion and Intercultural Initiatives - [http://www.inclusion.msu.edu/](http://www.inclusion.msu.edu/)

• Office of Institutional Equity - [https://oie.msu.edu/](https://oie.msu.edu/)

• MSU Work-life Office - [https://worklife.msu.edu/](https://worklife.msu.edu/)

• Office of the University Ombudsperson - [http://ombud.msu.edu/](http://ombud.msu.edu/)

• Office of LGBTQ Resources [http://lbgrc.msu.edu/](http://lbgrc.msu.edu/)

• Quentin Tyler - Associate Dean and Director for Diversity, Equity and Inclusion [tylerque@msu.edu](mailto:tylerque@msu.edu)

• Suzanne Lang - Associate Dean for Faculty and Administrative Affairs, and Director of Faculty Development in the College of Agriculture and Natural Resources [langsu@msu.edu](mailto:langsu@msu.edu)

• Rebecca Grumet – Faculty Excellence Advocate [grumet@msu.edu](mailto:grumet@msu.edu)

• Resource Center for Persons with Disabilities [https://www.rcpd.msu.edu/](https://www.rcpd.msu.edu/)

• Faculty and Academic Staff Handbook [https://hr.msu.edu/policies-procedures/faculty-academic-staff/faculty-handbook/index.html](https://hr.msu.edu/policies-procedures/faculty-academic-staff/faculty-handbook/index.html)

• Know More Poster [https://civilrights.msu.edu/_assets/documents/knowmoreposter_interactive.pdf](https://civilrights.msu.edu/_assets/documents/knowmoreposter_interactive.pdf)

MSU is an affirmative-action, equal-opportunity employer.

Approved by PSM Faculty September 24, 2018