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/)
- Quentin Tyler - Associate Dean and Director for Diversity, Equity and Inclusion 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 langs@msu.edu
- Rebecca Grumet – Faculty Excellence Advocate 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