

Every speaker who comes to MSU presents an opportunity for the University to reinforce its diversity goals. Presenters need to be aware that diversity is a priority for MSU and that we expect them to play a role. When you consider or engage a speaker for an MSU event, please take the following three steps to help make them aware of our expectations:

1) Inform them of the University's active commitment to diversity, and share the following definition:

*Diversity at Minnesota State University, Mankato is a commitment to create an understanding and appreciation of diverse peoples and diverse perspectives; a commitment to create an academic, cultural, and workplace environment and community that develops mutual respect for all and celebrates our differences.*

*Meeting this commitment requires a transformation of the University Community to respect, teach, and learn from differences that can separate rather than unite the University Community as a genuine learning, teaching and living community dedicated to the education of all. These differences may include, but are not limited to, gender, ethnicity, race, national origin, socio-economic status, religion, sexual orientation, abilities/disabilities, age, physical appearance, marital/partnered status, and veteran status.*

*Meeting this commitment also requires action from the entire University Community to end discrimination and prejudice by and toward all people and groups.*

2) Make it clear that the University expects all presenters to help advance this strategic priority, realizing that different presentations allow for this to different degrees.

3) Offer specific examples of how presenters can achieve this--e.g., a guest should ensure that examples used reflect a diversity of voices and experiences; a workshop facilitator should use visuals that include people of different ethnic backgrounds, genders, ages and abilities.