

Behavioral Expectations Regarding Diversity for Residential Life Student Staff

Our mission as a department includes the goal of developing inclusive communities in the residence halls. These communities should be places where all members feel safe and comfortable and where individuals and groups can develop positive relationships with one another. In order to reach this goal and honor the diversity of all students, it is important that all Residential Life staff members are aware of their roles as both a 'role model' and an 'authority.' In these roles, we have a unique opportunity to impact the positive experiences and educational outcomes of our residents as we recognize and celebrate the diversity within our communities.

Student Staff Expectations

- Realize that you have responsibility as a community leader to be a positive role model. Be aware of any personal biases from your own experience and seek to understand the experiences of other individuals and groups.
- Do not initiate any inappropriate behaviors or actions.
These are actions and behaviors that include reference to any target group on the basis of race, religion, color, national origin, sex, sexual orientation, age, marital status, physical or mental disability, status due to receipt of public assistance, or any other basis prohibited by state or federal law; and
 - *may cause a state of physical or mental distress for an individual or group*
 - *maligns an individual or group (expresses 'evil' with a malicious/hurtful intent)*
 - *is a slur against an individual or group*
 - *demonstrates authority unjustly over an individual or group*
 - *causes any individual or group to feel unwelcome in our community*
 - *exerts intolerance*
- When you encounter inappropriate behaviors or actions, do not participate (do not encourage, do not laugh, etc.). Inform your supervisor about any concerns.
- Whenever possible, take advantage of educational opportunities to share with others why inappropriate behaviors or actions have no place in our community.
- Report all acts of bias-related vandalism as soon as possible to your supervisor and to University Security. Complete an Incident Report and submit it to your Area Director.
- Be aware and sensitive about what you hang or display in the common areas on your floor and in your room.
- Show equal outreach to all community members (including those different from you).
- Be sensitive to social patterns within your community as they develop. At best, try to encourage interactions between individuals and sub-groups; at the least, try to generate an attitude of respect and understanding between individuals and sub-groups.
- Use a consistent standard when making decisions regarding confrontations (e.g. confronting the noise level, not the type of music being played). Confront inappropriate behaviors consistently, do not react differently based on race, religion, color, national origin, sex, sexual orientation, age, marital status, disability, etc.
- Strive for inclusive programming and publicity as you plan and implement events that build community.
- Support one another's efforts in confronting inappropriate behaviors and educating others about diversity.

These expectations apply to all student staff who work for Residential Life.
As a departmental team, we have great potential to make the residence hall communities at Minnesota State Mankato a place for all students to feel safe and comfortable:
a place they can successfully pursue their academic and personal goals.