

MSCF Racial Equity and Diversity Committee: Core Value Statement

We strive to be an equitable and inclusive community that embraces and values all members, regardless of sex, gender identity or expression, sexual orientation, race, ethnicity, religion or ability. We believe that an organization, whether a college or a union, characterized by diverse perspectives and experiences is a stronger, more resilient organization.

On our Campuses:

We believe a diverse faculty on our campuses is essential to a vibrant educational environment. We believe that faculty hiring practices should recognize and prioritize the value of diversity. We believe that retaining a diverse faculty is equally important. We believe that every faculty member is entitled to a workplace climate that is inclusive and respectful of his or her identity. We believe that promotion and tenure decisions on our campuses should consciously strive for equitable treatment of faculty of all identities. We believe that professional development opportunities should be distributed equitably to all faculty.

In our Union:

We believe that equity and inclusion are also essential to the strength of MSCF. We affirm the value of every single member. We believe in consciously nurturing active membership among MSCF members of diverse backgrounds through mentoring and leadership pathways, ensuring equitable treatment of faculty concerns by local chapters, and placing equity and inclusion at the forefront of all MSCF processes and decisions.

We are committed to creating and sustaining a diverse and equitable work environment for our entire faculty, by acting as a voice and advocate.