

The University of Southern Mississippi School of Social Work

Inclusion, Diversity, and Equity

We are committed to fostering, sustaining, and strategizing toward racial inclusion, diversity, and equity (S.T.R.I.D.E.). As a school, we will adhere to this commitment by taking strong positions, taking action, providing help, and being clear on expectations from all affiliated with the School of Social Work at the University of Southern Mississippi (USM). This statement is couched within the National Association of Social Workers (NASW) Code of Ethics. Lastly, this statement is intended to offer our position, plans of action, and expectations for students, staff, faculty, and field partners.

What is Our Position?

All students, staff, and faculty are welcome in any School of Social Work setting. We disavow all racism, xenophobia, homophobia, sexism, Islamophobia, anti-Semitism, classism, ableism, and hate speech or actions that attempt to silence, threaten, and degrade others. We recognize that discrimination can be direct or indirect and take place at both institutional and personal levels. Expressions or actions that disparage a person are contrary to the mission of S.T.R.I.D.E. and the school and will not be tolerated.

How do we Implement Action behind our Position?

We are committed to supporting our students and fostering an environment that is free of bias, discrimination, and harassment. We will work to promote an anti-discriminatory environment where everyone should feel welcome. During class, your instructors will not shy away from the uncomfortable. The faculty urge you to have the courage to be uncomfortable in class discussions. In exchange for your courage, we will work to ensure a classroom environment that supports your taking these intellectual and emotional risks.

What does Providing Help Look Like?

If you feel that our courses, programs, or department fall short of this commitment, we encourage you to engage in dialogue with your instructor, staff, or administrator. Your instructors will always be in the process of learning about diverse perspectives and identities. If something was said or done that made you feel uncomfortable, please talk to an instructor, administrator, or university partner about it. Alternatively, you may file a Statement of Complaint with the **Office of Affirmative Action & Equal Employment Opportunity** in person or online at: <https://forms.usm.edu/human-resources/view.php?id=13153>. You may also contact the **Office of Multicultural Programs and Services (Hattiesburg Campus)** to submit complaints in person or online at: <https://www.usm.edu/student-affairs/cares.php#report>.

Our Expectations

We expect that learning needs will be addressed both in and out of class. The diversity that students bring to class will be viewed as a resource, strength and benefit. Courteous behavior and responses are expected at all times. It is likely you may not agree with everything that is said or discussed in the classroom. We expect you to be able to disagree without becoming disagreeable. Civility and respect for the opinions of others are very important in an academic environment.