



Diversity Means More
Than **HUE** at ATSU



Background

Safe Zone Creed

I will aspire to positively influence and encourage all people.

I will earnestly avoid judging anyone on the basis of any condition, characteristic, or circumstance. I will make every effort to keep an open mind and value all forms of diversity.

I will strive to maintain good, positive, and honest relationships, and shall not have or create any enemies. And finally, I will challenge any ideas that do not support a positive or constructive learning environment.

Mission

The mission of ATSU's Safe Zone for All program is to identify, educate, and support allies. Allies are individuals within ATSU's community who consider themselves to be open and knowledgeable about valuing diversity, cross-cultural communication, and multicultural issues and who choose to be visible supports and advocates with those who may be outside the dominant culture. Safe Zone allies are ATSU students, faculty, or staff who have successfully completed the Safe Zone for All basic training and choose to support and advocate for others. Allies will display a Safe Zone for All emblem on their person, outside their office door, or in their workspace.

History

Safe Zone is a nationally recognized program designed to create a network of visible allies for LGBTQ community members and to promote inclusive, non-discriminatory behavior. A small group of caring employees founded ATSU's program in the early 2000s; a desire for an even more inclusive approach led to the name "Safe Zone for All." This was a grassroots effort by a few trailblazers. In 2013, institutional resources were provided to lift this program into the University operations infrastructure for sustainable success. As part of ATSU's diversity vision toward cultural proficiency, Safe Zone for All has become a pillar for demonstrating a welcoming and inclusive environment as charged by the 2015-20 University diversity strategic plan.



Overview

What is Safe Zone for All?

The purpose of the Safe Zone for All program is to create Safe Zone for All allies, visible ambassadors who ensure the campus climate feels safe, receptive, and accepting to community members, regardless of any human condition, characteristic, or circumstance.

How it works

Allies are points of contact and advocates for diverse and unique students, faculty, and staff. Allies display their Safe Zone for All emblem on their person or in and around their workspaces, becoming beacons of acceptance and demonstrating their support and advocacy for cultural competency. These allies will listen to a person's situation and circumstances and provide support in the form of encouragement, advice, information, and/or referral. Students, faculty, and staff who fear rejection or judgment because of who they are or where they come from may approach a Safe Zone for All ally and know they will not be judged or rejected.

What is a Safe Zone for All ally?

To ally is to unite or join for a specific purpose. A Safe Zone for All ally is a person who works to end oppression in his or her personal and professional life through support of, and as an advocate with and for, oppressed people.

An ally is commonly referred to as:

- A friend
- An advocate
- A supporter
- One who believes or supports another's idea
- A compatriot
- A smiling face and a warm, true heart
- A bright light at the end of the tunnel
- Someone who stands up or speaks out for and supports others in order to end oppression, prejudice, or gain rights

Modified from Poynter, K., & Schroer S. (1999)



Official ALLY of ATSU

“ALLY” represents key principles or actions that participants in Safe Zone for All are encouraged to embrace.

A: Awareness

Being aware of the issues and challenges faced by historically underrepresented groups and individuals.

L: Listening

Actively listening to the experiences and perspectives of others without judgment or interruption.

L: Learning

Continuously educating oneself about diversity, inclusivity, and cultural proficiency.

Y: Yielding

Able to yield one's privilege, power, or influence to create a safe and equitable environment for all.





Getting involved

How to access the Safe Zone for All course

Please email Diversity & Inclusion at diversity@atsu.edu to enroll in the virtual course.

Become a master ally

Master allies provide basic and advanced trainings to Safe Zone for All allies. Master allies have specific advising, education, and evaluation responsibilities. Educated allies who express an interest to advance and become a master ally must complete an application and the master ally development process.

Master allies have good communication and organizational skills, are dependable, display a willingness to learn, have an interest in group dynamics, and are skilled in conflict resolution.

Prohibition of discrimination, harassment, and retaliation

ATSU does not discriminate on the basis of race, color, religion, ethnicity, national origin, sex (including pregnancy), gender, sexual orientation, gender identity, age, disability, or veteran status, or any other status protected by applicable law. Dating violence, domestic violence, sexual assault (e.g., non-consensual sexual contact/intercourse), stalking, harassment, and retaliation are forms of discrimination prohibited by ATSU. Any person with questions concerning ATSU's nondiscrimination policies is directed to contact Lori Haxton, MA, vice president for student affairs (660.626.2236; lhaxton@atsu.edu), or Donna Brown, assistant vice president of human resources (660.626.2790; dbrown@atsu.edu). Questions may also be mailed to either office at 800 W. Jefferson St., Kirksville, MO 63501. Any person with questions concerning ATSU's Title IX compliance may contact John Gardner, PhD, MEd, Title IX and civil rights coordinator, (660.626.2113; johngardner@atsu.edu), 800 W. Jefferson St., Kirksville, MO 63501.



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ATSU believes excellence
requires understanding, affirming,
and valuing human difference.

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For more on ATSU's commitment
to diversity, visit atsu.edu/diversity

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