

INCLUSION **extra!**



Fall 2011

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GVSU Continues Long History of Inclusion-Related Objectives

By Jeanne J. Arnold

Now that Grand Valley State University has celebrated its first 50 years, it's appropriate to look back and reflect on how far we have journeyed on this road to becoming a more inclusive university. GVSU has been very intentional about becoming an institution

"GVSU has been very intentional about becoming an institution where people can feel comfortable and embrace their diversity."

where people can feel comfortable and embrace their diversity. In 2008 GVSU placed great priority on this work by creating the Inclusion and Equity Division to provide central leadership to the efforts, instead of simply adding the work to the jobs of others. We are able to completely focus our time on improving the environment from an inclusion standpoint. We realize this is not an overnight achievement, but rather a long term endeavor as our culture continues to change.

Our history of addressing diversity on campus began with the TRiO Programs that were established in 1970. In 1971 the first Gay Alliance was formed and subsequently GVSU opened the Women's Center, the Office of Multicultural Affairs, and established Disability Support Resources. In 2005 GVSU administered its third climate study, and in direct response to this study, the LGBT (Lesbian, Gay, Bisexual and Transgender) Resource Center was opened. GVSU also added household member benefits in 2008 as an option for faculty and staff. Some of these changes have been controversial,

"GVSU is clear about sending a strong message that this is a safe and inclusive environment where all are welcome."

but we feel strongly about each of these achievements and all the small milestones along the way. GVSU is clear about sending a strong message that this is a safe and inclusive environment where all are welcome. We feel this attracts not only a diverse group of students, but faculty and staff as well.

While we can share a great sense of accomplishment in the strides that have been made, we still have significant work to do. GVSU

recently completed its fourth climate study, and now we will be reviewing the best ways to apply what we have learned. Some issues can be addressed in a short timeframe, while others may require years to implement.

Although nearly 90 percent of respondents reported they felt GVSU was committed to diversity, we have created a "Next Steps" Committee to identify additional ways to be a more inclusive university. The committee is open to anyone who would like to participate in the process. Anyone interested in working on this committee can contact Jessie Holland at 331-2894, or email at hollajes@gvsu.edu. As we look forward to the future of an even more inclusive GVSU, please think about the part you can play in improving the quality of life for all who learn, live, and work here.

Disability Support Services Changes Name, Continues Commitment

NEW NAME Disability Support Resources (DSR)

In keeping with the commitment to empower individuals with disabilities, Disability Support Services reviewed brochures and website material during a 2011 Summer Retreat. In particular, staff reviewed the language used and made the decision that the word "resources" more accurately reflected the mission of the department; being resource partners rather than service providers. In response, they made the decision to replace "services" with "resources" in the name to fully portray their mission and message of empowerment.

Also keeping in line with their mission, Disability Support Resources (DSR) honored the National Disability Employment Awareness Month of October by offering several events to educate students, staff and faculty. The keynote presentation was a lecture by Richard Bernstein, an attorney and well-known advocate for disabled rights.

In 1945, Congress made the first week of every October "National Employ the Physically Handicapped Week" but in 1962, the word "physically" was removed in order to include people with all types of disabilities. In 1988, Congress expanded the week to a month and changed the name to National Disability Employment Awareness Month (NDEAM).

The United States Department of Labor uses October to spotlight the employment of people with disabilities. Grand Valley State University,

however, uses the month to extend beyond employment to include awareness about disabilities in general.

Those interested in learning more of what Disability Support Resources offers as well as upcoming events can find current information at www.gvsu.edu/dsr.



Benjamin Abotchie Ntkeh, a guest from the University of Cape Coast, being shown adaptive workout equipment in the Fieldhouse by campus recreation and wellness staff, Dustin Mier and Amy Campbell.

MLK Commemoration Week to Bring Dynamic Keynote Speakers, Events

The power and magnitude of hearing Dr. Martin Luther King Jr. speak in 1966 is an experience Associate Professor of History and Women and Gender Studies Chair Kathleen Underwood remembers well. The significance of being present to listen to one of the greatest pioneers in the Civil Rights movement is one that is not lost on Underwood and likewise is an experience she said she would like others to share.



Michelle Alexander

The 2012 MLK Commemoration Week keynote speaker, Michelle Alexander, could provide just that. Having been a longtime civil rights advocate, Alexander is gaining ground as a prominent and powerful voice for the Social Justice movement. She is the author of *The New Jim Crow: Mass Incarceration in the Age of Colorblindness* and has appeared on CNN, MSNBC and NPR as a commentator.

Last year Dr. Michael Eric Dyson captivated a packed house at the Louis Armstrong Theatre with his inspiring speech. It was a moment that Office of Multicultural Affairs (OMA) Associate Director Bobby Springer said was empowering. "It was the first time we began GVSU's signature event with someone of that caliber," he said.

Drawing from the success of the last MLK Commemoration Week, both Underwood and Springer agree they want to expand and continue to add more ways to get people involved. "We are centered on meeting the needs of people, and providing events throughout the course of a week gives a greater opportunity for people to participate," Underwood said.

For example, the Day of Service will be at the end of the week and will be more community oriented. In addition, some events will aim to be more intimate and engaging, much like the interaction students had with Judy Richardson after the 2011 march.

"It was a moment that really stood out," Underwood said, "The march traditionally ends in the Fieldhouse but last year it ended in the Grand River Room. Being in a more intimate setting, students really took charge and there was an overall sense of empowerment."

Springer said the committee understands each person has a different starting point and by creating avenues in which people from all backgrounds can be educated and participate is an important value.

The MLK Commemoration Week will run from January 15-21, 2012 and the most current event information is available online at www.gvsu.com/mlk.



Martin Luther King Jr.

CORPORATE ONE AWARD

Grand Valley State University is the proud recipient of the Michigan Minority Supplier Development Council's (MMSDC) 2011 Corporate ONE Award. This prestigious honor recognizes corporate members who are fully engaged and supportive of MMSDC and its mission by meeting the following criteria:

- Fully participating corporate member of a Project ONE module
- Reports annual expenditures with certified minority owner suppliers to MMSDC
- Has an established Supplier Diversity Program
- Sponsored an exhibit at the Michigan Minority Procurement Conference Trade Fair or other major MMSDC event

Congratulations to the Procurement Department for leading GVSU's "award winning" Supplier Diversity initiative.

GVSU Named as Role Model Institution for Its Commitment to Diversity

On October 1, 2011, Minority Access, Inc. honored Grand Valley State University by naming it a Role Model Institution because of its commitment to diversity. Jeanne Arnold accepted the award on behalf of Grand Valley at the Minority Access, Inc. Twelfth National Role Models Conference in Washington, D.C.

Minority Access highlighted GVSU's diversity initiatives in its Best Practices Guide, which is used by institutions that seek models to improve diversity.

Minority Access, Inc. is a non-profit organization that supports individuals, academic institutions, federal, state, and local government agencies, and various corporations to diversify campuses and work sites by improving the recruitment, retention and enhancement of students from underrepresented groups. It has forged a partnership among 166 diverse institutions and facilitates shared experiences and strategies for accessing, retaining, enhancing and graduating minority students, with a focus on student researchers.

Climate Study Results Show Overall Satisfaction

Nearly 90 percent of Grand Valley students and 76 percent of faculty and staff members said they are comfortable with the overall climate in their classes and workplaces, according to results of a campus climate study.



Sue Rankin, Rankin and Associates

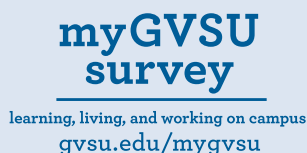
Sue Rankin, of Rankin and Associates, presented findings of the myGVSU Survey during three public meetings on campus in late September.

The myGVSU Survey was an anonymous, online

survey conducted for two weeks in February. Nearly 30 percent of the campus community, or 7,571 people, responded.

Rankin said while the vast majority of survey respondents said they were satisfied with their jobs or college life at Grand Valley, some groups (people of color, women and LGBQ) reported they felt less comfortable on campus with some aspects.

LGBQ was used throughout the report, Rankin said, considering the small sample size of transgender respondents. An executive summary of Rankin's report is online at www.gvsu.edu/mygvsu.



Jeanne Arnold, Vice President for Inclusion and Equity, said, overall the report indicates the university is on track regarding its inclusion implementation plan. Arnold co-chaired the climate study committee with Neal Rogness, Professor of Statistics.

"It's good to have this hard data that affirms what we knew anecdotally," Arnold said. "Affirming it with statistics gives us the confirmation that we're moving in the right direction."

Arnold said a "Next Steps" committee will be established to develop an action plan based on the survey findings. People interested in serving on this subcommittee of the Inclusion and Equity Advisory Board, should submit their contact information to Jessie Holland at hollajes@gvsu.edu.

Nearly 90 percent of respondents reported they felt Grand Valley was committed to diversity. That number is up from 60 percent in 2005, the last time the university community participated in a climate study.

"The increase shows the incredible support around campus for the work you're doing on diversity initiatives," Rankin said during her presentation.

Rogness said the survey findings give the university what it needs to continue to move ahead with diversity initiatives. The myGVSU Survey is the fourth campus climate study. Many positive changes have occurred at Grand Valley since the university started conducting such studies. These changes include establishing the Inclusion and Equity Division, the Team Against Bias and the LGBT Resource Center.

Rankin and her team in Pennsylvania conduct five campus climate studies around the country annually. While she does not compare institutions, Rankin said Grand Valley's classroom climate satisfaction rating of 88 percent is higher than other universities.

TEST YOUR DIVERSITY AND INTERCULTURAL KNOWLEDGE

1. According to the American Psychological Association, approximately what percentage of people have experienced incivility in the workplace?
a. 25-35% c. 50-60%
b. 75-80% d. None - everybody gets along just fine.
2. Cultural competence is comprised of which four components?
a. Bias, Schemas, Learning, Healing
b. Understanding, Training, Knowledge, Change
c. Awareness, Attitudes, Knowledge, Skills
d. Ignoring, Smiling, Whispering, Changing the Subject
3. Which of the following is NOT something that Equal Employment Opportunity Laws provide discrimination protection for?
a. Retaliation c. Height or Weight
b. Disability d. Sexual Orientation
4. Due to current legislation regarding affirmative action, it is illegal for any university in Michigan to target or recruit minority students.
a. True b. False
5. In 2008, the Equal Employment Opportunity Commission (EEOC) received 13,867 charges of sexual harassment. Approximately what percentage of those charges were made by males?
a. 37% c. 9%
b. 16% d. 0%
6. The Americans with Disabilities Act Amendments Act of 2008 (ADAAA) mandates that reasonable accommodations must be provided to students with disabilities. Accommodations for students that can be requested would include all of the following except:
a. Alternative grading scale
b. Extra time on exams
c. Closed captioning for instructional videos
d. Special seating
7. A single incident can create a hostile work environment.
a. True b. False
8. Proposal 2 banned affirmative action in Michigan.
a. True b. False

Answers:

Questions 1, 2: Answers can be found by attending "Respect in the Global Workplace" workshop.

Questions 3, 4 and 8: Answers can be found by attending "Understanding Equal Employment Opportunity and Affirmative Action" workshop.

Questions 5, 7: Answers can be found by attending the "Sexual Harassment Awareness" workshop.

Ghana Delegation Visits Campus

A delegation from the University of Cape Coast in Ghana, one of Grand Valley's partner institutions, visited campus in mid-October.

The delegation included Isaac Amuah, director of the Center for International Education; Rev. Professor Benjamin Abotchie Ntreh, dean, Division of Student Affairs; and Catherine Boison, staff member, Center for International Education.

Hosts for the group were staff members from the Padnos International Center and Division of Inclusion and Equity.

Abotchie Ntreh had special interest in shadowing Grand Valley's Disability Support Resources. He said UCC and other institutions in Ghana recently began enrolling students with disabilities.

Kathleen VanderVeen, director of Disability Support Resources, said staff members showed Abotchie Ntreh assistive technology used to help students with disabilities. He also met with staff members from Facilities Planning to discuss the Americans with Disabilities Act Accessibility Guidelines (ADAAG) requirement for physical access, and the student group Grand Valley Disability Advocates.

The entire delegation met with President Thomas J. Haas, toured Grand Valley's campuses and participated in numerous activities, including the Study Abroad Fair. They also met with students who will be studying at UCC.



Isaac Amuah, director of the Center for International Education, Rev. Professor Benjamin Abotchie Ntreh, dean, Division of Student Affairs; and Catherine Boison, staff member, Center for International Education.

KCP Future Faculty Fellowship Program Taking Applications

In an effort to encourage the number of academically or economically disadvantaged people pursuing careers in higher education, the Michigan legislature created the King/Chávez/Parks (KCP) Future Faculty Fellowship Program. Named after Martin Luther King Jr., César Chávez, and Rosa Parks, the program is part of the larger KCP Initiative established in 1986. Each year in March, applications are reviewed and awarded to a select number of candidates who intend to teach or work in an administrative position at a postsecondary institution.

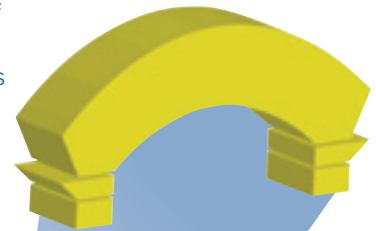
To be eligible, candidates must be a citizen of the United States, not in a current default status on any guaranteed student loan or KCP loan, and must have earned a Masters degree at a public Michigan university.

Funded by the Michigan Higher Education Appropriations Act, candidates may be awarded up to \$20,000. The amount granted is based on the financial need of the candidate. The deadline for applications is March 1, 2012. The application and guidelines are available through the Office of Multicultural Affairs or online at www.gvsu.edu/oma.

The GVSU Homepage Now Features The Inclusion and Diversity Arch Icon

Astute observers may have noticed that GVSU's homepage has a new icon. If you haven't seen it, it's the GVSU Arch labeled "Inclusion/Diversity" and it's located near the bottom of the page. Go ahead and look (we'll wait).

This icon is a portal to the "Inclusion and Diversity at Grand Valley" webpage. Grand Valley's Arch welcomes visitors to our Allendale Campus. Similarly, the Inclusion and Diversity Arch provides a welcoming entrance for the GVSU community, as well as visitors, to a one-stop shop for all information related to inclusion and diversity at GVSU. This information includes the Diversity Directory, the Executive Summary of the myGVSU Climate Study, and a listing of GVSU's inclusion policies. This webpage also links to the Inclusion/Diversity timeline, which highlights the milestones in diversity issues at GVSU over the decades. If you wish to submit additional resources for this website, please contact Jessie Holland at 331-3296.



INCLUSION ADVOCATE/CHAMPION UPDATE

The Division of Inclusion and Equity held its Fall Semi-Annual Meeting on October 13, 2011 at Loosemore Auditorium. Participants received an update on recent developments in affirmative action law and received suggestions on interviewing candidates with disabilities and handling interpersonal conflicts.

Women's Center Springs Into Action with VAWA Grant Funds

Seventeen years ago, Congress passed the Violence Against Women Act (VAWA) in response to the nation's concern regarding dating/domestic violence, sexual assault and stalking. Many action plans came to fruition including eighteen discretionary grant programs that has to date awarded over \$4 billion to various programs nationwide.

For the first time, Grand Valley State University's Women's Center has been selected as one of twenty-three organizations to receive VAWA grant funds. The GVSU Women's Center is set to receive \$265,129 over the next three years to aid in the continued positive transformation of the university's culture and partnerships with other on-campus offices. Grant coordinators Marlene Kowalski-Braun and Theresa Rowland have wasted no time putting the funds to good use having already implemented several of many initiatives.

Through the creation of the Campus Violence Prevention Team (CVPT) made up of faculty, staff and students as well as off-campus partners, programs are already in progress toward ensuring a swift response to violence.

"We are working with on-campus law enforcement, judicial hearing officers and counselors to train them on how to interview victims of domestic violence and how to handle instances in ways that help bring prosecution to offenders," Rowland said.

In addition, the CVPT is also strengthening partnerships with community advocates such as the Ottawa County Sheriff's Department, the Lakeshore Alliance Against Domestic and Sexual Violence, the Kent County Domestic Violence Community Coordinated Response Team, the Center for Women in Transition in Holland and the YWCA of West Central Michigan.

Another program set to launch is geared toward creating a college men's group focused on teaching men how to break out of the "masculine mold" and help deal with male identity development. The goal is to empower men to be allies in the prevention of domestic violence.

"What we want to have are lots of entry points for assistance," Kowalski-Braun said. "We know from surveys and anecdotal evidence that there are people who need help but we are also aware students are not always reporting [instances of crimes against them]."

Kowalski-Braun and Rowland agree there is much to do, but through the VAWA grant and the dedicated team of the Women's Center and their partners, the next three years will bring exciting changes and more avenues of assistance for students and faculty.

GVSU NAMED AS A TOP GAY FRIENDLY UNIVERSITY

GVSU has been named one of the top gay-friendly universities in the nation by the 2011 Campus Pride Climate Index. The Campus Climate Index is operated by Campus Pride, the leading national nonprofit organization for student leaders and campus groups working to create safer, more LGBT-Friendly learning environments at colleges and universities. The LGBT-Friendly Campus Climate Index is a vital tool used by campuses to learn ways to improve their LGBT campus life and ultimately shape the educational experience to be more inclusive, welcoming, and respectful of the LGBT community and its allies.

Campus Pride created the LGBT-Friendly Campus Climate Index in response to the increasing demand for tools and resources to support campuses in assessing LGBT-Friendly policies, programs, and practices. The Campus Climate Index ranks nearly 300 public colleges and universities in their inclusion and friendliness to the LGBT community.

The Campus Pride Climate Index evaluates universities on the following eight LGBT-Friendly factors:

1. Policy Inclusion
2. Support and Institutional Commitment
3. Academic Life
4. Student Life
5. Housing
6. Campus Safety
7. Counseling and Health
8. Recruitment and Retention Efforts

GVSU received an overall 4.5 stars on a 5.0 star scale. It received five star ratings in Support and Institutional Commitment, Academic Life, Student Life, Campus Safety, and Recruitment and Retention Effort.

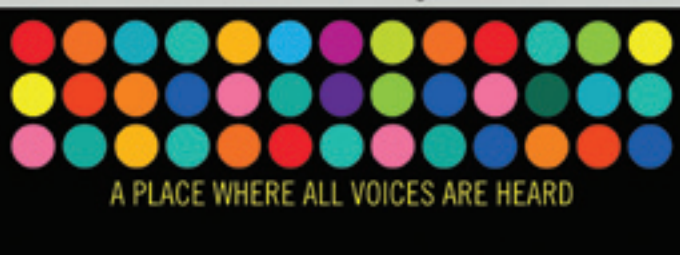
Bias Incident Protocol Revised

The Team Against Bias has revised the Bias Incident Protocol to clarify the procedure for reporting incidents of bias at GVSU. The Protocol was created to enable the GVSU community to engage in educational dialogue and seek constructive responses to address bias incidents.

The Protocol provides individuals that have observed or experienced a bias incident with a procedure to report those incidents. Once the bias incident report is filed, the reporting individual will meet with a representative from either the Dean of Students Office or the Division of Inclusion and Equity. The reporting individual will be referred to supportive resources or services as needed.

The accused, if known, will be contacted by the Dean of Students and/or a designee chosen from the Team Against Bias. The University Judicial System will be utilized if the accused is suspected

Bias Incidents – They're No Joke



of violating the Student Code and a judicial referral will be filed with the Dean of Students. If the act involves an alleged crime, an appropriate referral and request for prosecution will be initiated.

The Bias Incident Protocol can be found on the Team Against Bias webpage (<http://www.gvsu.edu/studentlife/team-against-bias-99.htm>).

Encompass, GVSU's Employee Assistance Program

EAP's are often thought of solely in the context of mental health and substance abuse issues, the true goal of an EAP is to provide support for employees to prevent and manage problems that can negatively impact their work performance and eventually their health. Now, more than ever EAP services, including financial and legal assistance fall under this umbrella. Support cuts down stress which will impact disease and illness.

Offered through GVSU Work Life Connections, Encompass is GVSU's employee assistance program. Faculty, staff and their dependents have access to 5

free counseling sessions with a trained and licensed professional counselor. All visits are strictly confidential and can be set up by calling Encompass directly at 616-459-9180. Encompass is available to help with life's stressors including marriage counseling, relationship challenges, parenting, anxiety, depression, and more.

Work Place Options (WPO), through Encompass, is a resource



referral service for most any life event – from womb to tomb – that faculty and staff will likely encounter during their career here at GVSU. Financial services include a one hour consultation with a financial planner. Faculty, staff and their dependents are eligible for a ½ hour free legal service consultation with an area lawyer and 25% off future visits if the lawyer is retained. Many of GVSU's faculty and staff have found themselves in the sandwich generation – caring for children and elderly parents. WPO provides free resources and referrals to elder care programs and facilities nationwide. WPO will also conduct a tailored search for a child care provider in your area that meets your needs. Looking for someone to clean your house, pet sit, or help to make travel arrangements? WPO, Convenience Services will assist you in finding the help that you need for most any service. For more resources and referrals call 1-800-952-3586 and press number 4.

Visit www.gvsu.edu/healthwellness for a complete listing of services available through GVSU Work Life Connections. Visit the Encompass website, www.encompass.us.com for a wealth of information on life's everyday challenges.

INTERFAITH DIALOGUE PROGRAM LAUNCHES AT GVSU

The term "interfaith dialogue" first began to regularly surface mainstream in the early 2000s; however, the concept has been alive for centuries. Three of the main goals of interfaith dialogue worldwide according to The Institute for Interfaith Dialog [sic] are to promote a sense of unity, find a common ground, and challenge or eliminate stereotypes of different faiths.

Many non-profit organizations and college campuses have dedicated much of their time and resources for such efforts. This fall, thanks to Student Life Assistant Director Aaron Haight, the Dean of Students, the Kaufman Institute and the Office of Multicultural Affairs, GVSU has launched its first year of the interfaith dialogue program. As a long-time advocate for interfaith dialogue and initiatives, this fall is an exciting beginning for Haight. After a conversation with the Dean of Students, Haight went to the University of Michigan to participate in an interfaith dialogue workshop and came back with many ideas of how to promote interfaith initiatives on campus, one being the dialogues.

The program aims to provide an avenue for positive interaction between students, faculty, and even members of the community who have different faiths and beliefs. Consisting of ten small groups containing six to eight participants from varying backgrounds, each discussion group will follow a flexible curriculum to help guide its participants. Facilitators in each group range from students to faculty and staff, and each small group will stay together throughout the course of the year.

"I am hoping participants have great conversations—challenging conversations—and a better sense of understanding in the community," Haight said.

Although enrollment in the program has closed, late participants may still be able to join by emailing Haight at haighta@gvsu.edu.

Sean Huddleston – Director of Intercultural Training, Inclusion and Equity Division

Sean Huddleston brings an experienced background to his new position within the Inclusion and Equity Division.

As Director of Intercultural Training, Huddleston will offer workshops and training to faculty and staff members on intercultural competency and communication. He also plans to collaborate with Student Services offices to offer training for student employees.



Sean Huddleston

Huddleston began working at Grand Valley in July. He had worked as a consultant for the Kent County Convention and Visitors Bureau to attract groups of color to West Michigan and also for Steelcase, leading the corporation's diversity and inclusion efforts within its dealer network.

"I learned about this position and knew it would be a great fit," he said. "There are great diversity initiatives already in place, combined with a campus community that is welcoming and open to continual learning."

He earned a bachelor's degree in interdisciplinary studies from Siena Heights University. He found a passion in diversity training and earned certification as a diversity professional from Cornell University. Huddleston continues to serve as an adjunct instructor for the Certified Diversity Professional Program at Cornell's Industrial Labor Relations School.

At home in Cascade with his wife and three children, Huddleston enjoys cooking, a skill he learned from his parents.

Please feel free to visit the intercultural training website (www.gvsu.edu/intercultural) which includes upcoming workshops, and diversity resources.

Faculty Exchange Program Continues to Enhance Curriculum, Strengthen Partnerships Abroad

In 1970, GVSU established the Office of International Studies and only one year later, the first faculty-led program took participants to Klagenfurt, Austria. Since then, the organization has rapidly been growing, being transformed into the Padnos International Center (PIC). Dozens of partnerships overseas have been created, the most recent being in Concepcion, Chile at South American University: Universidad del Bio-Bio.

Keeping with PIC's commitment to international partnerships and the value of the insight gained with visiting those institutions, grants continue to be awarded to faculty and staff wishing to travel abroad.

GVSU Chief International Officer Mark Schaub said he has been fortunate to visit most of the abroad partners and knows first-hand the benefit and importance of the program. "Many of those who have visited our partners have reported after coming back that there is a change in their behavior and the way they teach. They are encouraged and gain a better sense of their own discipline," he said.

"Many of those who have visited our partners have reported after coming back that there is a change in their behavior and the way they teach. They are encouraged and gain a better sense of their own discipline,"

Mark Schaub - GVSU Chief International Officer

With twenty to twenty-five faculty and staff being funded each year, PIC boasts being the only university in the United States that offers grants for clerical, maintenance and computer technology staff.

Schaub pointed out that ninety-five percent of students at GVSU do not study abroad and the Faculty Exchange Program enriches curriculum to have a broader perspective.

For the students who do study abroad, he added, the program allows for meaningful interaction with faculty and staff who are visiting.

"Some faculty are able to meet with and have lunch with students who are studying overseas and it helps the students feel even more part of the Grand Valley community," he said.

Faculty and staff interested in applying for the program or learning more are encouraged to visit PIC's website at www.gvsu.edu/pic or contact Mark Schaub at schaubm@gvsu.edu.



Mark Schaub -
GVSU Chief International Officer

Ban on Affirmative Action Overturned by Court of Appeals

On July 1, 2011, the Sixth Circuit of the United States Court of Appeals, by a 2-1 vote, overturned Michigan's constitutional restrictions on affirmative action. The Court ruled that Proposal 2, which amended Michigan's Constitution to limit affirmative action, violated the Equal Protection Clause of the Fourteenth Amendment of the United States Constitution.

This decision did not reach the merits of affirmative action itself, but rather addressed the method in which the ballot proposal was enacted. The Court stated that "Proposal 2 unconstitutionally alters Michigan's political structure by impermissibly burdening racial minorities." The Court found that Proposal 2 has a "racial focus" that "works a reallocation of political power or reordering of the political process that places 'special burdens' on racial minorities."

On July 29, 2011, Michigan's Attorney General, Bill Schuette, appealed this decision to the full panel of the Sixth Circuit Court of Appeals. Regardless of how the full panel rules, it is likely that this matter will be appealed to the United States Supreme Court.

Until this matter is resolved with finality, Grand Valley will continue to operate in compliance with the Michigan Constitution, as amended by Proposal 2.

WELCOME NEW EMPLOYEE KRYSTAL OLSON

As a GVSU graduate, Office Coordinator Krystal Olson was looking to stay in the Grand Valley community after her April 2011 graduation. After a position became available, she said she was excited to be part of the team and mission of the Inclusion and Equity Division. Olson began working for Inclusion and Equity in mid-September and already has immersed herself in learning the multitude of different programs and projects Inclusion and Equity offers. Specifically, Olson was drawn to the Climate Study right away not only because of the process in which it was carried out, but also because the results offer valuable insight to the Grand Valley community.

When Olson isn't at the office, she enjoys working out, attending GVSU football games, and spending time with her friends and family. She hopes to one day further her education at GVSU by obtaining her Masters in Adult and Higher Education.



Krystal Olson