

INCLUSION **extra!**



Fall 2012

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Marching towards the fifth anniversary

By Jeanne J. Arnold



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As the Division of Inclusion and Equity marches toward its fifth anniversary, I am pleased to announce that we are now fully staffed. Dr. Adriel Hilton will join the division as assistant vice president for Inclusion Initiatives, effective November 26, 2012.

Dr. Hilton comes to GVSU from Upper Iowa University (UIU) in Fayette, Iowa, where he served as executive assistant to the president of

UIU and chief diversity officer. Dr. Hilton is a graduate of Morehouse College. He holds a master's degree from Florida A&M University and a doctorate from Morgan State University.

As I reflect upon our institution's progress over the past five years, several milestones come to mind. Below is a snapshot of what the university has accomplished during these five years.

We are certainly proud of the many milestones the university has achieved since the inception of the Division of Inclusion and Equity. However, we have to continue to march forward if we are to fully promote inclusion, equity, and intercultural learning in all aspects of university life.

The division will be celebrating its fifth anniversary with a reception sometime in the new year. Faculty and staff are invited to attend. It will be an excellent opportunity to learn more about and become involved in GVSU's inclusion efforts.

More details to be announced.



Notable Milestones

2008	2009	2010	2011	2012
<ul style="list-style-type: none"> Jeanne Arnold is hired as Vice President for Inclusion & Equity Household Member Benefits Program is implemented Gender identity and expression is added to the university's non-discrimination statement 	<ul style="list-style-type: none"> GVSU puts the Inclusion Implementation Plan into action Native American Advisory Board is created Inclusion & Equity Advisory Board is created Inclusion Advocates program is revised to require enhanced certification processes 	<ul style="list-style-type: none"> Intercultural Competence and Experience Certificate Program is created (later renamed Intercultural Training Certificate) GVSU's Anti-Harassment Policy is revised to refine the process by which investigations of harassment and discrimination are addressed Part-time career coach position is established in Human Resources 	<ul style="list-style-type: none"> GVSU conducts its fourth climate study: myGVSU Survey GVSU receives Diversity Award from Minority Access, Inc. GVSU receives the Corporate ONE Award from the Michigan Minority Supplier Development Council for providing procurement opportunities for minority businesses Gender Identity and Expression Committee is formed Religious Interfaith Calendar is made available online Disability Support Resources introduces Learning Specialist Program Jeanne Arnold and Marlene Kowalski-Braun publish article entitled: "The Journey to an Inaugural Chief Diversity Officer: Preparation, Implementation and Beyond" in "Innovative Higher Education" GVSU is named one of the top gay-friendly universities in the nation 	<ul style="list-style-type: none"> GVSU joins the Hispanic Association of Colleges and Universities (HACU) GVSU elects to cancel classes in observance of the Martin Luther King Jr. holiday beginning in 2013 Disability Support Resources sponsors pilot program for students diagnosed with Asperger's Syndrome Division of Inclusion & Equity launches Intercultural Communities of Practice (dialogue groups) GVSU offers new workshop from Intercultural Training: "Culture and Power" Jeanne Arnold and Dwight Hamilton are inducted as an honorary member of GVSU's Beta Delta Chapter of Iota Iota Iota GVSU is included in the top 20% of colleges and universities around the country for being "military-friendly" GVSU receives five-star rating on the LGBT-Friendly Campus Climate Index by Campus Pride



Cultural learning events offered for the international, the friendly and the curious

International Faculty and Friends (IFF) held a reception on September 5 to kick off its monthly presentation and discussion events. This series brings together faculty and staff to explore the over 50 diverse cultures that are represented at the university.

Each event features a different culture or country and is led by a faculty or staff member who shares their personal experiences. IFF program chair, Professor Edward Aboufadel, describes the events, saying, "When they're at their best, there's a socializing part of it, and that's actually part of what we're trying to accomplish to do some networking and build community. The speaker puts together a nice talk, you learn some history, then there's a nice food piece which can be a meal or a dessert."

Events have evolved in recent months from restaurant-centric to often featuring homemade meals created by the speakers. "Typically we would go out to an ethnic restaurant and have show-and-tell with objects from the country," says Aboufadel. "Early on almost every event was like that – we'd go to San Chez or Tokyo Grill. But in the past year we've done more on-campus events. People were interested in doing a little more cooking of their own."

Mark Schaub, executive director of the Padnos International Center (PIC), will be co-chairing the IFF committee next year with Karel Swanson, program coordinator of Structured Learning Assistance and adjunct instructor of University Studies.

"It's a chance to ask what are often 'dumb' questions, because many of us don't know what it would be like to grow up in other countries," Schaub says. "Questions that may be perceived as dumb are often fine."

Aboufadel agrees with this assessment. "If you have some kind of formal academic event, then you're not sure about asking some things. But this is more informal; it's really meant to get to



A World Map in Lake Michigan Hall shows countries of origin of GVSU faculty. Eighteen percent of GVSU faculty have an international background.

know the person. I think [Schaub] is right, you can ask 'dumb' questions about the country that's the topic and nobody's going to laugh at you."

The relaxed atmosphere, and the eagerness to learn on the part of participants, have been big reasons why Swanson has been attending IFF events for four years. She is steadily increasing her role as a volunteer leading up to her co-chair position next year. "It seems like the people who come are all just very curious and have a real zest for learning about other cultures and people groups," she says. "We're all kind of child-like in our approach to these events. Anything that people have to offer, we gobble it up."

The IFF events have a special place in GVSU's overall efforts to nurture a diverse, inclusive campus. "Grand Valley has an ongoing initiative to internationalize the campus and this is a piece of that," Aboufadel says. "You can do something like that in such a sterile way, or you can try to get people together to have a good time, and that's what we're trying to do."

To those who have considered trying an IFF event, Swanson says, "I would encourage people who are curious or contemplating, just give it a try, come and join us. We usually win people over – if they come once, they say, 'I never knew these were so much fun. They are really enjoying themselves.'"

New faculty and international faculty are particularly encouraged to participate as a way of connecting with one another. Spouses are also welcome, even when their GVSU counterparts aren't able to attend.

Eighteen percent of GVSU faculty have an international background, and Padnos International Center strives to ensure Grand Valley's campus gains the full benefit of this rich diversity.

2012-2013 IFF Event Schedule:

14 November

Mexico, with Jay Cooper (COE)

7 December

Italy, with Kiara Pipino (COM)

23 January

South Africa, with Danielle DeMuth (WGS)

February (date TBA)

Scotland, with Hilary Mackay (CHM)

March (date TBA)

Intercultural Festival, with Christine Renner and the Faculty Teaching & Learning Center

For more information, please visit www.gvsu.edu/pic or contact Alissa Lane at laneali@gvsu.edu.

Students and faculty find communities at Academic Success Institute

Faculty and staff members involved in the first academic boot camp for Freshman Academy students enjoy watching participants build community connections.

The Academic Success Institute ran August 17-22, prior to the 50 participants attending Transitions. Sulari White, director of Freshman Academy, said students spent their days working in groups of ten that were led by a faculty member.

Sessions throughout the day focused on study skills, math, reading and writing. The institute's curriculum comes from Pacific Crest, and its founder, Dan Apple, was on campus to help facilitate.

Apple's pre-semester boot camp has been used for several years by the Fredrick Meijer Honors College. Jeff Chamberlain, director of the Honors College, said the program helps first-year students acclimate quickly to the campus community and feel less intimidated about approaching faculty members.

The goals were similar for Freshman Academy students, White said. Housed in the Student Academic Success Center (SASC), the Oliver Wilson Freshman Academy supports students who demonstrate potential for academic success and who come from underrepresented high schools, or are the first in their families to attend college.

White received a Presidential Teaching Initiative Grant from the Pew Faculty Teaching and Learning Center to host the institute; support also came from Brooks College of Interdisciplinary Studies.

Ayana Weekley, assistant professor of Women and Gender Studies, served as a primary faculty member; she had ten students and four faculty members who served as assistant coaches in her group. The students' ability to break down large projects and focus on tasks will serve them well into the semester, said Weekley. "When they're feeling overwhelmed and, say, they can't read every word assigned to them, they'll remember the skills they learned and how to effectively read texts," she said.



Like many of the faculty members involved in the institute, Weekley sees many Freshman Academy students in her introductory courses. "I wanted to intentionally support the students. It's nice to be able to see familiar faces when you walk into class on the first day," Weekley said.

Danielle Henry, a first-year student from Southfield, said while the institute was intense, she appreciated the hands-on mentoring from faculty members. "They worked so closely with us and taught me how to be more precise in my writing and how to be an efficient reader," Henry said.

Henry added that she continues to visit the SASC almost every day, to take advantage of the computer space, visit with academy staff members or talk with sophomore mentors.

Faculty members involved include Gordon Alderink, John Bruni, Margery Guest, Jennifer Jameslyn, Jamie Langlois, Hazel McClure, Medar Serrata, Scott Stabler, Rik Stevenson, Ayana Weekley, Joel Wendland and Wendy Wenner.

Inclusion and Equity co-sponsoring premiere of "An Identified Enemy"

The Division of Inclusion and Equity is proud to co-sponsor the world premiere of "An Identified Enemy" at the Louis Armstrong Theatre on November 9, 2012 at 7:30 p.m.

"An Identified Enemy" is the story of Jamie Foster, an Iraq War veteran and college student. Jamie "struggles to uncover the fate of a young Iraqi who befriended him and saved his life only to disappear after being kidnapped by U.S. intelligence agents."

This play was written by GVSU alumnus and distinguished playwright Max Bush ('72). Bush wrote the script with the assistance of Iraq War veterans and further developed the play with a company composed of 25 GVSU students.

"An Identified Enemy" is being produced by the School of Communications. Veterans and their families receive free admission to this 90-minute drama. In addition to the November 9 premiere, other performances are November 10, 15, and 16 at 7:30 p.m., and November 11 and 17 at 2:00 p.m.

For more information, please visit www.gvsu.edu/theatre.



GVSU student Jeremy Llorence (left) works on the new script with playwright Max Bush.

Task force meets with ACE liaison

The International Task Force, co-chaired by Mark Schaub and Carol Sanchez, will assess the university's goals in regards to international education. The committee met with a liaison from the American Council on Education (ACE) to begin shaping their year-long task.

Barbara Hill, ACE's senior associate for internationalization, said initial meetings were meant for the committee to be reflective and intentional about student outcomes and university resources.

Grand Valley is among a cohort of colleges and universities that has joined the ACE's Internationalization Laboratory. Since it was established in 2003, nearly 60 institutions have participated in ACE labs. Others in the cohort are Becker College, Indiana University-Purdue University Indianapolis, Merrimack College, University of Mississippi, Villanova University, Texas Christian University, University of Minnesota Duluth and Virginia Commonwealth University.

Hill also met with President Haas, Provost Davis and the Provost's Cabinet (formerly the Deans Council) during her visit.



Pictured is the Internationalization Task Force, along with ACE representative Barbara Hill.

Grand Valley staff members named to "Who's Who"



Jeanne Arnold, vice president for Inclusion and Equity; **George Grant Jr.**, dean of the College of Community and Public Service; and **H. James Williams**, dean of the Seidman College of Business, were included in the latest edition of "Who's Who in Black Detroit," released on September 12. It is the first time the book included a "Grand Rapids" section.

"Spotlight" on the Division of Student Services

As a new feature of the Inclusion Extra!, we are highlighting different areas within the university that have demonstrated outstanding leadership and support of inclusion and equity. For this issue, we have selected the Intercultural Training Committee of the Division of Student Services.

This committee was appointed by the Vice Provost for Student Affairs/Dean of Students, Bart Merkle, in the spring of 2010. The committee was initially charged with creating a more inclusive and welcoming environment and providing intercultural professional development opportunities for members of the Division of Student Services.

The eight member committee represents various offices within the division. Since its inception, the committee has conducted organizational assessments to improve the intercultural knowledge and skills of its staff members. It has also helped to maintain an inclusive work environment within the division by various forms of communication including posting relevant articles and announcements on their webpage. The committee has also convened a reading club for interested division members, which includes the community reading for the university and a summer discussion group on a book selected by the committee.

Two major components of the committee's work are the annual Intercultural Retreat and the Intercultural Professional Development Series. The Intercultural Retreat serves as a venue to explore issues of interculturalism on a more in-depth basis. The Intercultural Professional Development Series provides monthly workshops focused on learning about intercultural issues identified by members of the division.



Intercultural Training Committee from left to right: Diana Pace, Leena Holt, Theresa Rowland, Carrie Christian, Rhonda LeMieux, Janean Couch, and Kristie Scanlon. Not pictured Fred Mooney.

Intercultural Communities of Practice

The Inclusion and Equity Division recently launched a new program called “Intercultural Communities of Practice” (ICoP). This program consists of ten dialogue groups with participants from different cultural backgrounds and world views who meet once a month. Led by a facilitator, the goals of each ICoP are (1) to help participants develop a deeper understanding of diverse perspectives and practices, (2) to increase engagement and the freedom and ability to make choices, (3) to continue to foster equality at GVSU, and (4) to further enhance creative processes in supporting an inclusive campus.

The volunteer facilitators were trained to lead open and respectful discussions on intercultural issues. The facilitators represent various GVSU departments which provide the ICoP groups with many diverse experiences and perspectives.

While the intercultural training workshops continue to provide important foundational education and intercultural skill building, the ICoP provides faculty and staff with the opportunity to continue the discussion beyond the workshops.



Intercultural Communities of Practice Facilitators

Back row: Brandon DeHaan, DeWayne White, Sean Huddleston, JoAnn Preston, Joseph Vugteveen, and Andy Beachnau

Front row: Alisha Davis, Ed Wierzbicki, Katie Clark, Leena Holt, Becca Hambleton, Colette Seguin Beighley, Sue Sloop, Keri Becker, Patty Stow Bolea, Marlene Kowalski-Braun, and Krystal Vanden Bosch

Grand Valley receives top rating as LGBT-Friendly Campus

GVSU has received a five-star rating in Campus Pride's 2012 LGBT-Friendly Campus Climate Index. This is the highest rating possible for colleges who report on the actions they have implemented to create an LGBT inclusive environment and tops last year's 4.5 star rating.



Campus Pride is “the leading national nonprofit organization for student leaders and campus groups working to create safer and more LGBT-friendly learning environments at colleges and universities.” Campus Pride considered GVSU's policies, programs and practices concerning sexual orientation, gender identity/ gender expression, and eight other LGBT- friendly factors, including campus safety, student life, and academic life.

“Much of the work that allowed us to move from 4.5 to 5 stars was done through the Gender Identity and Expression Committee, as charged by the Vice President for Inclusion and Equity, Jeanne Arnold,” stated Colette Seguin Beighley, director of the LGBT Resource Center. “For nearly two years, the committee has examined policies across campus as they pertain to accommodating transgender students, faculty, and staff members. Though the committee is completing its final recommendations which will be presented to the Senior Management Team, many of the departments and units across campus have already complied with these recommendations after learning of the changes that needed to be made.”

Campus Pride created the Campus Pride Index to create a national standard of LGBT and Ally inclusive policies, programs and practices. The Index is a measurement tool to improve the quality of life for LGBT and Ally people on college campuses and to assist campuses in becoming more LGBT-friendly.

“But I’m a Person of Faith”



Doug Van Doren

On October 23, Reverend Doug Van Doren presented a seminar entitled “But I’m a Person of Faith” to Grand Valley faculty and staff. Van Doren’s seminar examined personal faith and the dynamics of power within the context of one’s professional role. He explained how to exercise personal faith in a way that is supportive of others as well as oneself. Van Doren shared his experiences in assisting church congregations from around the region reconcile their views and opinions regarding openness and acceptance of gays and lesbians within the church. Van Doren is the pastor of Plymouth Congregational Church of Christ in Grand Rapids, MI.

Religious Inclusion and Consensual Relationship policies are being finalized

The Senior Management Team (SMT) has approved a Religious Inclusion Policy and a Consensual Relationship Policy. These policies were also presented to the Provost's Cabinet, the Executive Committee of the Academic Senate, and the AP Committee for their input.

The Religious Inclusion Policy acknowledges that "although the university does not observe religious holidays, it recognizes that there are a number of religious holidays that affect significant numbers of our students, staff, and faculty." This policy is intended to provide clarity and guidance to students, staff, and faculty who seek accommodation when their religious observances conflict with educational or professional obligations. The policy also references the holidays observed by different faiths and asks the GVSU community to consider them before scheduling campus events to ensure inclusiveness. In the past, members of the GVSU community have felt marginalized when campus events coincided with religious holidays, effectively preventing their participation.

The Consensual Relationship Policy expands upon language found in the Anti-Harassment Policy, which states that "consenting romantic and sexual relationships between faculty/staff and their students or between supervisors and their subordinates are inappropriate." Under the new policy, such relationships must be disclosed and the inevitable conflicts of interest that arise when said relationships exist (e.g. responsibilities for grading, supervising, granting promotions, disciplining, etc.) must be removed.

University cancels classes for Martin Luther King Jr. holiday

Grand Valley announced this past summer that it will cancel classes on Martin Luther King Jr. Day. The university will still be open for business on the holiday, January 21, 2013.

Kathleen Underwood, co-chair of the MLK Executive Planning Committee, said, "While no classes will be held, plans are underway to develop activities on and off campus to provide students, faculty and staff time to honor the life and work of Martin Luther King Jr." Some of these activities include, service learning projects, presentations by various speakers, as well as the traditional breakfast and silent march.

University faculty members are taking this opportunity to develop ways to honor the legacy of Dr. King in their course syllabi and by offering suggestions on ways to celebrate MLK day.



Partners for a Racism-Free Community presentation

On September 13, Sean Huddleston, director of Intercultural Training, Learning, and Development presented at the Partners for a Racism-Free Community Lunch and Learn Series. Over 60 community leaders attended this event. The theme of Sean's presentation was "Race, Culture and Power." Sean discussed power dynamics in intercultural groups, the impact of power on shaping culture, knowledge, and values, and the importance of leveraging values of inclusion and equity in the workplace.



DSR disability awareness presentation



Amy Matthews

On October 23, Amy Matthews, associate professor in the Psychology Department gave a presentation entitled: Autism spectrum disorders: In the news and on campus. Matthews' presentation was in conjunction with October celebrations associated with Disability Awareness Month.

The Centers for Disease Control (CDC) reported that 1 in 88 children are diagnosed on the autism spectrum, which is a 23 percent increase from just two years earlier. "It would be hard not to notice all the media attention paid

to autism spectrum disorders (ASD) over the past few years," said Matthews. "The increased interest is due to many factors including the rapid increase in the rate of ASD along with the intriguing nature of the disorder." In recent years, there has been an increased focus on ASD funding and research targeted towards understanding the causes and treatment options.

"Because 70% of individuals now identified with ASD are under age 14, communities are not fully prepared for the surge of young adults who will be seeking college, employment, and living opportunities in the community. And although universities, such as GVSU, have had students on the spectrum enrolled as students for years, these students who are academically capable often struggle with campus life."

To assist this student population, the Disability Support Resources (DSR) office recently launched a pilot program called Campus Links. Campus Links supports students diagnosed with Asperger's Syndrome, which is on the autism spectrum. Students in the program live on campus and are committed to checking in daily with a peer mentor who helps them to navigate some of the social aspects of college life.

Matthews added, "As we anticipate a rising number of students with ASD on campus, it behooves us to become knowledgeable and skilled at not only accepting their differences but embracing their potential to enrich and enliven the campus community."

Inclusion and Equity members in the classroom

Members of the Inclusion and Equity Division frequently provide training and programming to the GVSU community. Currently, several members of the Inclusion and Equity Division are further applying their expertise in the classroom.

Jeanne Arnold, vice president for Inclusion and Equity, along with co-instructor Monique Jonaitis, are teaching ITC 100-Introduction to Intercultural Competence as part of GVSU's Intercultural Training Certificate Program. This course introduces students to the concept of cultural competence, and provides them with the knowledge and application of skills necessary to succeed in diverse settings.

Dwight Hamilton, assistant vice president for Affirmative Action, is teaching PA 376-Personnel Policy and Administration. This course covers relevant issues in human resources management for public and non-profit agencies, such as equal employment opportunity, recruiting, and collective bargaining.

Kathleen VanderVeen, director of Disability Support Resources, is teaching two courses this academic year. Currently, she is teaching COM 201-Speech, which covers public speaking strategies such as, speech preparation, delivery, informative and persuasive strategies, and how to listen and respond to others messages. During the winter term, VanderVeen will teach ITC 100-Introduction to Intercultural Competence.

Sean Huddleston, director of Intercultural Training, Learning, and Development, is teaching two courses for Cornell University in the Certified Diversity Professional program. Sean teaches a one-day course on Developing an Effective Supplier Diversity Management Program and a two-day course on the Essentials of Developing and Delivering Diversity Training.



Campus Links mentees and mentors attend orientation lead by DSR and the Autism Education Center.