

INCLUSION *extra!*



GRAND VALLEY
STATE UNIVERSITY
INCLUSION AND EQUITY
DIVISION

Spring 2014

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Inclusion and Equity VP accepts new role in Pennsylvania

The Division of Inclusion and Equity is continually evolving, both in personnel and policy, and are now facing a new transition as Jeanne Arnold will be leaving Grand Valley this summer. Jeanne has accepted a new position as the Chief Diversity Officer at Gettysburg College in Pennsylvania. Jeanne was the first Vice President for Inclusion and Equity here at Grand Valley, arriving in January of 2008. Her position on the senior management team was an example of the priority that Grand Valley placed on the work of this division.

Many goals have been achieved during Jeanne's tenure, such as:

- Adding gender identity and expression to the university's nondiscrimination statement
- Completing the first university-wide Inclusion Implementation Plan
- Implementing the Religious Inclusion Policy and the Disability Accommodation Policy
- Establishing a comprehensive diversity, inclusion and equity curriculum of professional development offerings that has trained, to date, more than 3,000 faculty, staff, and students
- Establishing the university's first Native American Advisory Board
- Successfully completing Grand Valley's fourth climate study and pushing key ideas forward

Jeanne is quick to emphasize that the work will go on, even after her departure on July 31. Looking forward, the division is working with the University Academic Senate to implement the Personnel Procedures Representative (PPR) program for tenure and promotion committees. The PPR concept is similar to the Inclusion Advocate Program in place for search committees. Many other plans and ideas are in discussion and development for advancing Grand Valley's goals in the areas of inclusion for all students, faculty and staff.

Jeanne feels both humbled and honored to have served in this position for nearly seven years. She notes that the unwavering support of the faculty, staff and students has been key to the successes that the division has accomplished. The many kind words and notes of appreciation Jeanne has received since announcing her departure have been heartwarming. The Division of Inclusion and Equity will continue its work with Dwight Hamilton, associate vice president for Affirmative Action, in the position on an interim basis, while the search begins for Jeanne's permanent replacement.

In lieu of a farewell party, Jeanne has asked that any contributions be made to the First Generation Urban Schools Scholarship that she helped established here at Grand Valley.

Jeanne's staff pays tribute

Jeanne,
Since the first time you and I spoke over the phone when you were a candidate for the Vice President for I&E, you and I just "clicked". Who would have thought we had some of the same clothes, wore the same type of makeup and had some of the same issues with our children. I truly believe God knows when to put certain people in your life and for how long. You have been such an influence in my life personally and professionally. I would often tell you that you had the patience of Job from the Bible. Your ability to be level-headed and cool under stressful situations is second to none. Nothing can do justice for the amount of wisdom and experience that I've drawn from you over these 6+ years. I now know and understand that I cannot take everything that people say or do to me that I may feel is offensive to heart. You have helped me to understand that **sometimes** due to the lack of "intercultural training," people may say or do things that are offensive but they honestly are unaware that they are being offensive.

It is remarkable what a little faith can do, and it is the faith that you've shown in me and my abilities that has given me the confidence to take on whatever challenges may come during this transition. Thank you for trusting me to not only be your Executive Assistant but also your friend.

Love,
Jessie

Dear Jeanne,
First and foremost, I want to offer my sincerest congratulations for the new opportunity that stands before you as the inaugural Chief Diversity Officer for Gettysburg College. While our loss is truly their gain, I know you will flourish in your new role. It is difficult to capture all that I will miss about your presence at Grand Valley State University. Your vision for the Inclusion and Equity division and university, coupled with your strategic management expertise, has been both inspiring and comforting for me. I have gone on record with many people stating the undeniable truth that you are one of the best Diversity and Inclusion leaders that I have ever had the pleasure of working with. Your quiet and affirming counsel, mentorship and professional guidance have made me a better leader. Your supportive nature, creative insights and love for this division have made me a better teammate. Most of all, just simply knowing you has made me a better person. I am proud to call you my friend. I look forward to continuing our work toward a more inclusive and equitable society.

Warmest Regards,
Sean

I had the pleasure of meeting Jeanne shortly after she came to GVSU and was impressed by her vision for the Division of Inclusion and Equity. I have been fortunate to be a part of her team.

GVSU has benefited greatly from her visionary leadership. The term "visionary" is sometimes used too loosely, but in Jeanne's case it's entirely appropriate. She has been able to analyze many disparate areas of the university, identify measures to lead our environment to be truly inclusive, and meticulously plan the measures to bring us there.

Our work often requires us to manage crises, navigate conflicting interests, and juggle competing priorities. But even in the most difficult situations, Jeanne remained steady, provided wise guidance, and responded with grace.

GVSU is a better place for her service. We will miss her terribly.

Dwight

Grand Valley State University has been fortunate to have Jeanne Arnold as its first vice president for Inclusion and Equity. She skillfully led Grand Valley in many capacities to strengthen the university's commitment to diversity. With her knowledge and expertise, Grand Valley has moved to the forefront of being an all-inclusive educational environment. I personally have benefited a great deal from Jeanne's leadership, supervision, and friendship, and will miss her.

Kathleen

Increasing Employment Opportunities for Veterans and the Disabled

As a federal contractor, GVSU must now annually assess its efforts to recruit and retain qualified veterans and individuals with disabilities. The Office of Federal Contract Compliance Programs (OFCCP) has issued new affirmative action obligations for federal contractors to help increase the employment opportunities for qualified veterans and individuals with disabilities. Both populations have significantly higher unemployment rates than non-veteran and non-disabled populations.

In making its assessment, GVSU will conduct a yearly utilization analysis for its veteran and disabled employee populations. GVSU will ask applicants to voluntarily self-identify their status as a veteran and/or an individual with a disability. This information will not be shared with search committees and will not be a factor in the decision to hire.

Similarly, during the Spring/Summer term, the Office of Affirmative Action will invite current employees to self-identify whether they are veterans or individuals with disabilities. Under the OFCCP's directives, the Office of Affirmative Action will require this information so that it can be incorporated into its yearly workforce analysis.

Are you “an individual with a disability?”

Under Section 503 of the Rehabilitation Act, an individual is considered to have a disability if he or she has a physical or mental impairment or medical condition that substantially limits a major life activity, or has a history or record of such an impairment or medical condition.

Are you a “veteran?”

Under the OFCCP requirements, GVSU will need to identify veterans in the following categories:

A “*disabled veteran*” is one of the following: a veteran of the U.S. military, ground, naval or air service who is entitled to compensation (or who but for the receipt of military retired pay would be entitled to compensation), under laws administered by the Secretary of Veterans Affairs; or a person who was discharged or released from active duty because of a service connected disability.

A “*recently separated veteran*” means any veteran during the three year period beginning on the date of such veteran's discharge or release from active duty in the U.S. military, ground, naval, or air service.

An “*active duty wartime or campaign badge veteran*” means a veteran who served on active duty in the U.S. military, ground, naval or air service during a war, or in a campaign or expedition for which a campaign badge has been authorized under the laws administered by the Department of Defense.

An “*Armed Forces service medal veteran*” means a veteran who, while serving on active duty in the U.S. military, ground, naval or air service, participated in a United States military operation for which an Armed Forces service medal was awarded pursuant to Executive Order 12985.

The Office of Affirmative Action will soon send self-disclosure invitations to faculty and staff. If you have any questions, please contact Dwight Hamilton at 331-2242.

A Decision on Michigan's Proposal 2

On April 22, 2014, the United States Supreme Court upheld the constitutionality of Michigan's Proposal 2, which restricted affirmative action. By a 6-2 vote, the Court overturned the Sixth Circuit Court of Appeals and provided finality to years of litigation over this issue.

In 2006, Michigan voters approved Proposal 2, which prohibited public entities from utilizing affirmative action that grants “preferential treatment to any individual or group on the basis of race, sex, color, ethnicity, or national origin.”

Unlike the case involving the University of Texas that the Court heard last year which largely upheld the legal framework for affirmative action, Michigan's case solely addressed the political mechanism by which Michigan's Constitution was amended. The question before the Court was not whether affirmative action is

legal, necessary, or meritorious but whether amending the constitution by ballot initiative denied racial minorities of equal protection under the Fourteenth Amendment.

The Court found that it did not. Writing for the majority, Justice Anthony Kennedy held, “This case is not about how the debate about racial preferences should be resolved. It is about who may resolve it.” Justice Kennedy further wrote, “There is no authority in the Constitution of the United States or in this Court's precedents for the Judiciary to set aside Michigan laws that commit this policy determination to the voters.”

GVSU has been in compliance with the Michigan Constitution since the 2006 amendment. Accordingly, our efforts to create an inclusive environment for the enrichment of all of our students will continue unabated by the Court's decision.

16th Annual Spring Pow Wow hosted by GVSU

Grand Valley was proud to host the 16th Annual Spring Pow Wow on April 5th. The Pow Wow was open to all who wished to attend, and this year was held indoors at the Fieldhouse Arena. The new indoor setting was a perfect venue for the day's events, and was enjoyed by hundreds of spectators throughout the day.

Many Pow Wows that are held on university campuses are competitive events, yet the Spring Pow Wow at Grand Valley is a traditional event. Traditional Pow Wows are intended to celebrate the native culture, and have the feel of a large family reunion. The spirit of the Pow Wow is very uplifting, as dancers and drummers travel the Pow Wow trail, performing and reuniting at each event throughout the season.

The Pow Wow is a carefully coordinated all-day event. The Master of Ceremonies acts as the host of the Pow Wow, describing the details of each event to the spectators. The Grand Entry is the procession of all the participants in the Pow Wow, and they enter in a specific order. The Grand Entry is the highlight of the Pow Wow, and occurs twice during the day. The day unfolds with many dancers and drum groups performing their traditional songs celebrating the native culture. Vendors also participate at the Pow Wow, and this year 17 vendors were selling native arts, crafts, and food.

The Pow Wow is promoted throughout the native community, as well as the Grand Valley community. As the Pow Wow committee plans the event throughout the year, they are always looking for ways to improve the day for the performers and spectators. Next year's Pow Wow is already in the planning stages. This is a free event, and a beautiful experience for all who participate. We hope to see you at next year's Spring Pow Wow!



New Affinity Groups that focus on faculty and staff of color are forming

The Inclusion and Equity Division, in partnership with the Office of Multicultural Affairs, is working to help establish diversity Affinity Groups for GVSU faculty and staff. A Latin@ Faculty and Staff Affinity Group has been created, and groups for Black and Asian faculty and staff members are currently in the works. The Latin@ Affinity group is currently co-chaired by Natalia Gomez, professor of Spanish, and Carlos Rodriguez, associate dean of technology and information resources for University Libraries.

Affinity groups provide an opportunity for faculty and staff that share cultural backgrounds to come together for networking and professional development. These groups can also aid in the recruitment and retention of faculty and staff of color, while assisting in student engagement and success.

Each group will develop a charter that will serve as the bylaws and provide guiding principles and practices under which the affinity group will operate. While each group is self-managed, The Inclusion and Equity Division and Office of Multicultural Affairs will provide support as needed.



Natalia Gomez and Carlos Rodriguez are co-chairs for an affinity group for Latino faculty and staff members.

Grand Valley and Partners for A Racism-Free Community

On February 21, 2014, Grand Valley received the designation of Full Partner for the successful completion of the assessment and credentialing process for the Partners for a Racism-Free Community (PRFC). PRFC works with organizations, businesses, schools, congregations, and others to provide tools necessary to build an inclusive and racism-free environment and be positioned to succeed in the new multi-cultural economy.



To obtain PRFC credentialing, organizations engage in a process where they intentionally assess their workplace to create a racism-free environment using six target areas.

The six target areas are:

- Leadership Engagement
- Internal Policies, Practices and Processes
- External Collaborations and Relationships
- Contractor, Supplier or Vendor Practices
- Client, Congregation, Customer, and/or Marketplace Practices
- Measurements and Results

With this designation, Grand Valley is now the largest educational institution to have achieved this level of partnership with PRFC.

New Intercultural Training Workshop: White Privilege and Critical Race Theory

A new Intercultural Training, Learning and Development workshop was introduced in January, 2014. White Privilege and Critical Race Theory explores White Privilege as it relates to different philosophies encompassed in Critical Race Theory. Participants gain an understanding of how racial inequalities can be conceptualized by focusing on the advantages that white people accrue from society and how they relate to the disadvantages that people of color experience. Please visit www.gvsu.edu/seminar for more information regarding this two hour workshop.

Grand Valley Latino/a Student Initiative

Grand Valley has always valued the success of its students and makes a strong effort to meet the needs of individuals as well as the groups in which they identify. New initiatives are being formed in an effort to support our existing students, and to improve Grand Valley's recruitment and retention rate of students of all identities. One area of focus recently has been the Hispanic population. In Michigan, the 2010 U.S. census data showed an increase of over 200% in the Hispanic population as compared to the 1990 census. In West Michigan, the data showed an increase of over 340% in the Hispanic population. In Grand Rapids, approximately 16% of residents self-identify as Hispanic. Currently, 1,025 students (4.25%) at Grand Valley are Latino. The persistence rate of Latino students is 68% as compared to 76% for white students. Grand Valley's research also indicates that Latino students tend to feel less connected to faculty, staff and programs on campus.

As a result of this research, the Provost's Office initiated the Latino/a Student Initiative (LSI). A committee was formed to research current practices at Grand Valley, as well as across the country, in the hopes of improving community partnerships, cultural competency, and academic and social success for Latino/a students. The committee consists of people from various departments at Grand Valley; the Provost's Office, the Division of Inclusion & Equity, Admissions, the Office of Multicultural Affairs, Student Academic Support Services, Financial Aid, and Housing and Residence Life.

The LSI committee is very enthusiastic about increasing and engaging the Hispanic population here at Grand Valley.

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In West Michigan, the data showed an increase of over 340% in the Hispanic population.

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Campus Links Receives Service Recognition

On April 17th, Campus Links, Grand Valley's residential program supporting students with Autism Spectrum Disorder, was given a service recognition award for "Make a Difference Day" at this year's Student Life Awards.

This past fall, Campus Links participated in the university-wide Community Service Learning Center's annual Make a Difference Day. Campus Links was paired with Love INC. located in Allendale, Michigan. As a part of Make a Difference Day, members of the Campus Links program tagged and sorted clothes, did a little light outdoor work, and assisted with incoming donations.

In April, Campus Links planned their own service-learning project with the West Michigan Humane Society. They used this experience as an educational opportunity to learn more about the Humane Society's educational, training, and foster care programs, as well as to receive a "behind the scenes" tour of the facilities.



Utilizing the Intercultural Development Inventory (IDI)

To assist individuals and groups in assessing and developing intercultural competence, the Inclusion and Equity Division introduced the Intercultural Development Inventory® (IDI®) as a tool for use by academic and administrative divisions across the university. The IDI is a statistically reliable, cross-culturally valid measurement tool that provides a comprehensive, assessment-based approach to building intercultural competence in order to accomplish intercultural goals.

The IDI is:

- Holistic – assesses mindsets/skillsets... not personality traits.
- Focused on Intercultural Competence Development
- Actionable
- Applies to individuals, groups and organizations

Utilizing a numerical scoring system, the IDI compares one's perceptions of their intercultural competence (perceived orientation) to associated behaviors (developmental orientation). These scores are also aggregated for groups to create an organizational profile. A "gap" in these orientations that is greater than seven points is considered to be statistically significant, and suggests that there exists opportunities for intercultural competence development. To assist, the IDI also provides an Intercultural Development Plan for individuals and groups that includes suggested strategies to achieve higher levels of intercultural competence. Groups interested in learning more about the IDI should contact Connie Wiers at wiersco@gvsu.edu.

