

INCLUSION AND EQUITY UPDATE

April 2010

First Year of Inclusion and Implementation Plan Ends in Success!

All college and non-academic area Inclusion and Implementation Plans (IIPs) are in. Engagement in the individual plan writing process has been outstanding. Feedback and revisions continue for some.

Others are already working diligently on implementation. Creativity and commitment will be essential to realizing the goals we have set for ourselves through 2011.

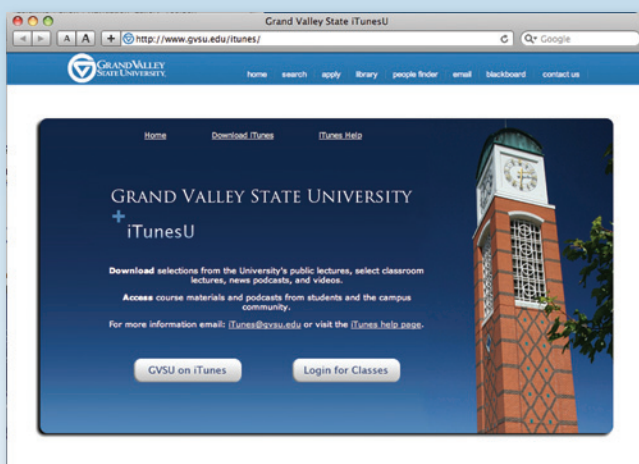
We are all partners in this important work of enhancing the

inclusive nature of our university culture. There is so much we can learn from each other by sharing ideas, successes and challenges. To that end, IIPs will be posted on the Inclusion and Equity website as initial feedback is incorporated. Please take the time to review other IIPs to identify opportunities for encouragement and collaboration.

This is a long-term change effort where each goal we reach is an accomplishment and cause for celebration. Bravo Grand Valley!

IIP ACTION AREA 4: ORGANIZATIONAL LEARNING

Inclusion and Equity Now On iTunes U



Find videos of Inclusion and Equity events like the MLK Breakfast, A Conversation with Dennis Banks and Inclusion Advocate Orientation in our new store on iTunes U.

Apple designed iTunes U as a section of the iTunes store for universities to share resources with their communities. It is a public store and all of the content is free. There is content from universities around the world and the concept has grown. The service is also offered to K-12 educational systems. A helpful video is available for checking out the iTunes U features: <http://www.apple.com/education/itunes-u/>

GVSU started its site in October 2008 and the site grew to be included in the public list as of January of 2010. To access iTunes U, you need a computer (Windows, Mac or Linux) with the iTunes program installed. This is a free download from Apple (www.apple.com). If you start at the site:

<http://itunes.gvsu.edu> there is a link to the download the iTunes program and a link to the GVSU site.

Another way of accessing the GVSU public site is through the iTunes Store:

- Launch iTunes
- Click the link to iTunes U
- Select Colleges and Universities and you will see the directory of listed sites
- Click on the site you would like to view

If you have questions, you may click on the GVSU iTunes U help site or send an email to: itunesu@gvsu.edu



SPOTLIGHT FOR SPRING

Graduate Studies Office Creates “The Kimboko Award”

Grand Valley State University is committed to providing... “a rich, inclusive learning and working environment that attracts, retains, and supports a diverse community” (Goal 2, *Strategic Plan 2010-15*). Through inclusion, GVSU fosters diversity of thought, education and research in areas such as culture, race, ethnicity, gender, socio-economic status, sexual orientation, age, and abilities.

The Kimboko Award has been established to recognize Grand Valley graduate faculty who have made significant contributions in distinctive and outstanding teaching, research or creative work, and service or outreach in moving GVSU graduate education toward being a more diverse and inclusive community. The award recognizes the accomplishments of Dr. Priscilla Kimboko, GVSU’s first Dean of Graduate Studies, and the spirit of her work in accomplishments by our graduate faculty.

CRITERIA:

The award will recognize outstanding accomplishments and general impact in any or all of the following areas:

Teaching: development and implementation of effective teaching strategies that advance understanding of underrepresented groups in the discipline or across disciplines, to include activities such as classroom instruction, supervision of student scholarship, theses or dissertations, and graduate student mentoring.

Research or Creative Work: generation of new knowledge or creative work that advances understanding of underrepresented groups in a field of study; knowledge that has the potential to improve the quality of life among underrepresented groups in the field of study.

Service/Outreach: activities that promote the professional and/or academic advancement of underrepresented groups in the faculty’s discipline; contributions to diversity and equal opportunity in the university through activities such as recruitment and mentoring of faculty and students; activities that promote the well-being of underrepresented communities in the faculty’s discipline.

ELIGIBILITY:

Full-time regular faculty at GVSU engaged in graduate education.

SELECTION PROCESS:

Graduate and Professional Student Association officers and the Dean of Graduate Studies will evaluate nominations and applications, select finalists, and recommend one award winner to be presented at the Graduate Student Celebration held at the end of fall and winter semesters.

For more information or to nominate someone, please contact Mike Soltis, president of GPSA at soltismi@gvsu.edu

Each *Inclusion and Equity Update* will spotlight an effort in the GVSU community that supports our mission of equity and inclusion here at Grand Valley. If your department, division or organization would like to be considered for our Spotlight for Fall, email hollajes@gvsu.edu

IIP ACTION AREA 1: ACCESS AND EQUITY

The Institute for Healing Racism

Since the Inclusion and Equity Division was established, we have hosted six Institute for Healing Racism (IHR) workshops, an intensive course designed to enable participants to recognize, address, and eliminate personal and institutional racism, and eight Inclusion Advocate/Champion orientations. Five of the IHR’s were facilitated by Munirah Mawusi. The last session was facilitated by Tamber Moore. As of March 30, 2010, there are 122 Inclusion Advocates and 37 Inclusion Champions. A list of the Inclusion Advocates and Inclusion Champions can be found on the Inclusion and Equity website <http://www.gvsu.edu/inclusion/> under “Popular Pages.”

Those who are interested in taking a community IHR should contact the Grand Rapids Area Chamber of Commerce at 616-771-0321, the Woodrick Diversity Learning Center at Grand Rapids Community College at 616-234-3390, or Grand Rapids Area Center for Ecumenism (GRACE) at 616-643-0117.



Tamber Moore, Woodrick Diversity Learning Center

Training Highlights

Intercultural

Inclusion Advocate Professional Development Bi-Annual Meeting – Impact of Media on Diversity & Inclusion Advocate Blackboard Site– January 29, 2010

“Personnel Procedures Representative Orientation” – Pilot Program COIS and CLAS – February 5, 2010; March 4, 2010

Inclusion Advocate Professional Development Bi-Annual Meeting – LGBT Cultural Competence & Cross- Cultural Adaptability Inventory (CCAI) – March 24, 2010

“Respect in the Global Workplace” – GVSU Muskegon Regional Center – March 26, 2010

“Respect in the Global Workplace” – GVSU Charter Schools and Local Public School Principals – March 31, 2010

“Intercultural Leadership – Panel Presentation” – Young Women Leaders Conference – GVSU Women’s Center – April 9, 2010

“Respect in the Global Workplace” – GVSU Excellence Series – April 15, 2010

Affirmative Action

“Sexual Harassment Awareness” – GVSU Pew Campus Security – January 26 and 28, 2010; February 21 and 28, 2010

“Institute for Healing Racism” – February 25 and 26, 2010

“Sexual Harassment Awareness” – GVSU Facilities Services – March 8, 2010

“Sexual Harassment Awareness” – GVSU Public Safety – March 11, 2010

“Sexual Harassment Awareness” – GVSU Freshman Academy & Multicultural Cohort Programs – March 15, 2010

Disability Support Services

“Working with Students with Disabilities in Higher Education” - Kent Intermediate School District’s Transition Council, January 19, 2010

“Working with Students with Disabilities” workshop – GVSU Writing Center, January 25, 2010

“Overview: Disability Support Services” – GVSU Geology Department, January 29, 2010

“Working with Students with Disabilities” workshop – GVSU Writing Center, February 1, 2010

“Average vs. Normal” - Fireside chat, GVSU Women’s Center, February 10, 2010

“Continuing the Conversation with Faculty about Students with Disabilities: A Case Study Approach” – GVSU Pew Faculty Teaching & Learning Center, February 24, 2010.

Upcoming Training Events

Intercultural

“Respect in the Global Workplace” – GVSU Copy Center and Book Store – June 9, 2010

“Respect in the Global Workplace” – GVSU Traverse City Regional Center – June 29, 2010

Disability Support Services

“Understanding the ADA” –GVSU Copy Center and Bookstore, June 16, 2010

IIP ACTION AREA 4: ORGANIZATIONAL LEARNING

New Native American Advisory Board



From left top: Shannon Martin, Levi Rickert, Roger Williams, George Martin, Charles Putnam, Ron Yob, Patricia Stow Bolea, and Dee Ann Sherwood Bosworth

“Gchi Booskamgaad” is the name of the new Native American Advisory Board, chosen by elder and board member, George Martin. Introducing the new name George said, “In the Anishinaabe language words have seven meanings. This name means many things...vast, large, great, huge, grand valley.”

George invited the board members to speak the new name, while facing each of the four directions, beginning in the east, then to the south, west and north. The name has spiritual significance; we are honored to receive the name from George.

The members are:

Mr. Derek Bailey, Tribal Chairman, Grand Traverse Band of Ottawa and Chippewa Indians, ‘95 and ‘98

Dr. Patricia Stow-Bolea, Associate Professor, GVSU School of Social Work

Ms. Amy Vega Boyd, Advisor, GVSU Trio Talent Search Program, ‘05

Mr. Hunter Genia, Behavioral Health Administrator, Saginaw Chippewa Indian Tribe, ‘92 and ‘99

Dr. Jon Jellema, Associate VP for Academic Affairs, GVSU Provost’s Office

Dr. Simone Jonaitis, Executive Director, GVSU Continuing Education

Mr. George Martin, Elder, Veteran

Ms. Shannon Martin, Director, Ziibiwing Center of Anishinabe Culture & Lifeways

Mr. Charles Putnam, GVSU Undergraduate Student, Native Student Association Officer

Mr. Jason Quigno, Stone Sculptor

Mr. Levi Rickert, President, Wamimi, Inc.

Ms. Lorraine Shananaquet, Health Representative for the Match-E-Be-Nash-She-Wish Health & Human Services

Mr. Lee Sprague, Consultant, The Sierra Club

Mr. Roger Williams, Elder, Veteran

Mr. Ron Yob, Tribal Chairman, Grand River Band of Ottawa Indians, ‘80

Ms. Dee Ann Sherwood Bosworth, GVSU Director of Intercultural Training (Division’s liaison to the Board), ‘97, ‘03, ‘07

IIP ACTION AREA 2: CAMPUS CLIMATE

Survey Says: Results Are In!

Thanks to the Grand Valley community for taking the time to respond to Inclusion and Equity’s short survey. We appreciate your input and are reviewing comments and suggestions. Below are a few themes that emerged from the survey; however, the entire survey results and comments are posted on the Inclusion and Equity web site: www.gvsu.edu/inclusion

- Suggestions for communication efforts for the ongoing diversity and inclusion activities
- Highlight strides the university is undertaking
- Ideas for more faculty involvement with Inclusion Implementation Plans
- Need for ongoing training

Assistant Vice President For...What?



By Dwight K. Hamilton, J.D.

Since my arrival here in early January, I've had the pleasure of meeting many people in the GVSU community. When I introduce myself as GVSU's new Assistant Vice President for Affirmative Action, I occasionally get a curious look along with the statement, "I thought we don't have affirmative action in Michigan anymore."

Well, not quite.

Most people are familiar with the 2006 ballot initiative Proposal 2 that, upon its passage and among other things, amended Michigan's Constitution to prohibit public universities like GVSU from discriminating or giving "preferential treatment" to an individual or group "on the basis of race, sex, color, ethnicity, or national origin."

While the amendment eliminated many measures that Michigan's public universities once used to foster diversity, the view that affirmative action was eradicated is somewhat of an overstatement.

For example, the amended Constitution states that it does not prohibit "actions that must be taken to establish or maintain eligibility for any federal programs, if ineligibility would result in a loss of federal funds." Because the federal government has its own affirmative action requirements and GVSU is a recipient of federal funding, I am responsible for maintaining and annually reporting on the University's Affirmative Action Plan.

GVSU maintains its commitment to diversity in a global sense and does so in a manner consistent with federal and Michigan law. It does not grant preferential treatment on the basis on race, sex, color, ethnicity, or national origin in its admission, scholarship, or employment decisions.

I am also happy to report that despite Proposal 2, I keep very busy. As part of the Inclusion and Equity Division at GVSU, I assist the University in its efforts to create an open and welcoming environment and promote diversity in a global sense. In addition to ensuring that GVSU meets its federal affirmative action reporting requirements, I conduct training on harassment and equal opportunity issues, conduct fact finding of harassment and discrimination issues, and help lead in the implementation of the University's diversity mission.

In many ways, GVSU is a leader in inclusion issues and I am pleased to be part of its efforts.

IIP ACTION AREA 2: CAMPUS CLIMATE

New University Climate Study Committee Formed

Co-chair: Neal Rogness, President of the LGBT Faculty Staff Association, Associate Professor of Statistics

Co-chair: Jeanne Arnold, Vice President for Inclusion and Equity

This will be the fourth climate study completed by the university. Periodically, the university conducts a study of the faculty, staff, and students to assess how these members feel about the university environment. Of particular interest is how various diversity subgroups view the university on a number of 'barometric' measures. For instance, does a particular subgroup feel less welcomed or less safe? The climate study can help uncover meaningful ways in which the university can strive to be even better than it already is.

The persons who serve on the committee will help review the prior climate studies done at GVSU (and perhaps some done by other institutions as well) to identify best practices and to help develop methodology for the upcoming climate study.

-Neal Rogness, Co-chair

Members at the Time of Publication:

Maximo Anguiano, Graduate Student
Chris Barbee, Director of Alumni Relations
Deborah Bayer, Undergraduate Student
Gina Beach, Undergraduate Student
Kelly Campbell, Affiliate Professor of Advertising & Public Relations
Lynell De Wind, Librarian of Archives and Special Collections
Jayne Dissette, Academic Systems Supervisor
Rob Franciosi, Professor of English
Nancy Giardina, Assistant Vice President for Academic and Student Affairs
Karen Gipson, Chair, Associate Professor of Physics
Aaron Haight, Assistant Director for the Office of Student Life
Larry Hamlet, Undergraduate Student
Marlene Kowalski-Braun, Director of Women's Center
Kaitlyn Lemon, Undergraduate Student

Michael Macaluso, Adjunct Professor of Sociology
Tony Mariuz, Student Senate Diversity Affairs
Bart Merkle, Vice Provost and Dean of Students
Jerry Montag, University Registrar
Martha Moore, Senior Accountant
Debbie Morrow, Senior Librarian
Dana Munk, Assistant Unit Head, Associate Professor of Movement Science
Tom Norman, Information Technology Staff Member
Christen Pearson, Associate Professor of English Linguistics and TESOL
Mary Spalding, Administrative Assistant for Advising Resources and Special Programs
Kathleen VanderVeen, Director of Disability Support Services
Rebecca Walker, Associate Professor of Mathematics
Michael Wambach, Assistant Professor of Health Professions
Cindy Zehner, Office Coordinator for Anthropology Department