

Division of Inclusion & Equity | Fall Update



In this issue:

- [Message from Vice President Jesse M. Bernal](#)
- [Framework for Equity & Inclusion & Strategic Plan Open for Comment](#)
- [myGVSU Campus Climate Survey: coming soon!](#)
- [Religious Inclusion at GVSU](#)
- [Meet the Students Working in the Division this Year](#)
- [University policies being revised](#)
- [DSR Pilots Shuttle Service](#)
- [We want to promote your event!](#)
- [Inclusion and Equity Advisory Council Nominations](#)
- [Co-Sponsorships & Grant Application Open - Closes 10/30!](#)



Message from

Vice President Jesse M. Bernal

As GVSU's new Vice President for Inclusion and Equity, I am honored to have spent the last six months getting to know more and more about this great and diverse community.

My work and commitment has focused on social justice and what it means for our institutions to support the transformation of lives, families, and communities. I have felt so fortunate to find so many allies and partners in this work at GVSU.

GVSU has been a pioneer and leader among universities to institutionalize support to advance equity and inclusion. This commitment is foundational to who we are as a community and embodied in the entrepreneurial spirit that built our communities in West Michigan. Equity and inclusion are integral to Grand Valley's mission: to educate students to shape their lives, their professions, and their societies, and to enrich the community through excellent teaching, active scholarship, and public service.

As we move forward, I encourage us all to strive to become even more committed equity-minded educators, administrators, and community members. We all, together, can continue to ensure that equity is embedded as a



pervasive university-wide principle, and can all engage in a continual process of learning and questioning assumptions, supporting our campus to be more reflective of the communities around us, and an environment in which institutional climate allows all members of the community to thrive as their authentic selves.

I hope each of you will review materials in this newsletter and our website (www.gvsu.edu/inclusion), and learn about our renew and continued efforts to advance equity and inclusion at GVSU. I also welcome ongoing dialogue and feedback with all members of the community as we continue to enhance our work in key areas.

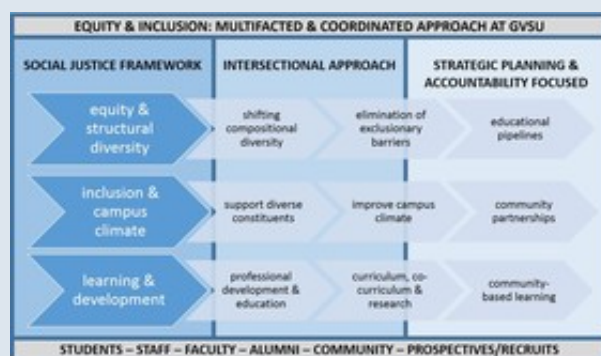
When I arrived at GVSU, I asked us to set a high bar for our work to advance equity and inclusion moving forward — that we will be the national model for equity and inclusion in higher education. I hope you will all join me, and the rest of the division, in continuing to move us toward this goal.

See Vice President Bernal's full message [here](#).

Everyone has a stake in this work – equity and inclusion makes each member of our community better and is fundamental to what it means to be a Laker.

Proposed Framework for Equity and Inclusion at GVSU and I&E Strategic Plan

The Division of Inclusion and Equity formed a steering committee this summer to assist in a strategic planning exercise. The steering team included students, faculty and staff members from various divisions and units to help guide the next phase of the division's work.



The committee developed a draft *Framework for Equity and Inclusion at GVSU* and draft Strategic Plan for the division, both are now open for comment and feedback from the entire community.

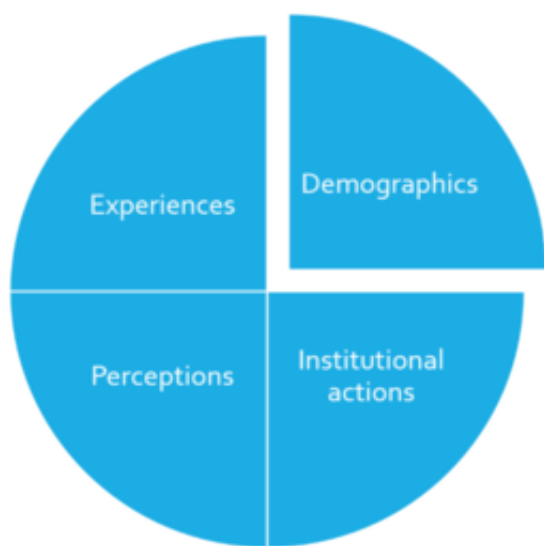
[Review the drafts in full, and provide feedback here.](#)

The committee began with a clear vision: we want GVSU to be a model for equity and inclusion in higher education. This means we not only implement and improve on best practices, but we take risks and are bold at doing things differently. We not only follow national trends, but are a trend-setter. We contribute to and set the local, state and national discourse around the responsibilities of universities for equity and inclusion. We also ensure equity is embedded across campus, engrained in all of our functions and decision-making, and is relevant and innovative.

While the division takes a leadership role in advancing this framework through its divisional strategic plan, the participation of the entire campus is essential to its success. Equity and inclusion makes each member of our community better and is fundamental to what it means to be a Laker.

The framework guided identification of strategic priorities for the division for 2015-2016. These are dynamic and

living documents, and open to the entire community for input and feedback. To read the drafts and provide comments, go to www.gvsu.edu/inclusion/strategicplan2015.



Upcoming Climate Survey

Students, faculty and staff members will be invited to participate in a confidential campus climate survey in November, answering questions about what it's like to live, learn and work at Grand Valley.

The [myGVSU Campus Climate Survey 2015](http://www.gvsu.edu/inclusion/mygvsu) will have differences and similarities to the survey distributed in 2011. The 2015 survey will be shorter and participants should be able to complete it in 20 minutes or less. Each person who completes the survey will be entered to win one of a ten incentives, including \$2,000 tuition grants for students and \$1,000 professional development grants for faculty and staff members. If faculty and staff combined response rates are 60% or greater, an two additional tuition grants will be awarded to students.

MyGVSU 2015 will be open from November 12-22. Emails will be sent with personalized links to the survey.

Three open forums on campus to discuss the survey and answer questions will be held, beginning in late-September. Visit www.gvsu.edu/mygvsu for dates, times and locations.

Results of the 2011 survey showed nearly 90 percent of students and 76 percent of faculty and staff members said they are comfortable with the overall climate in the classes and workplaces. However, people of color and LGBT community members had less positive experiences. Thirty percent of the campus community responded in 2011. **We hope for 100% participate this year!** Responses have informed several positive changes on our campus ([see informed efforts here](#)). **Your voice matters at GVSU. Be heard by participating!**



Religious Inclusion at GVSU

The Division of Inclusion and Equity works to ensure that GVSU has a coordinated and sustained effort to advance its commitment to inclusiveness and community. This includes efforts to support religious diversity and interfaith community development.

Resources to support the diverse faith and spiritual lives of students, faculty and staff members, and to promote intergroup dialogue around faith are essential components of a healthy campus climate.

As a reminder, Grand Valley maintains a [Religious Inclusion Policy](#) that acknowledges the right of students, faculty and staff members to engage in religious observances. The university is committed to accommodating that right.

The policy encourages faculty members to avoid scheduling exams or assigning work that would be due on religious holidays. University-wide events should be planned after consulting the calendar. Resources related to interfaith and religious inclusivity, including a calendar of religious holidays, an online religious accommodation request form as well as a copy of the policy can be found at gvsu.edu/inclusion/interfaith.

Meet the students working in the Division of Inclusion and Equity this year!

Revisions to University Policies

This fall the Division of Inclusion and Equity will revise current policies and procedural documents related to harassment, discrimination, and sexual misconduct into one consistent and clear policy for students and faculty and staff members.

Our goal is to provide a single, accessible, user-friendly document for the campus community to find information regarding Grand Valley's values, resources, policies, and procedures. GVSU will move beyond mere compliance and operate within a framework of equity, inclusiveness and social justice.

To do this work in a way that truly serves the community, we need your input! Stay tuned for opportunities to provide feedback and engage with us in this process.

[Follow us on Twitter @GVSUInclusion](#)



DSR pilots shuttle service

Disability Support Resources is piloting a van shuttle service this semester. The expanded service includes a dedicated shuttle with drop-off and pick-up locations. All users must be registered with DSR, an application is available online at gvsu.edu/dsr, click on "Van Service."

The shuttle will be on call Monday-Friday during peak times: 7:30-9 a.m., and 3:30-5:30 p.m. Riders can request or schedule a shuttle by calling (616) 331-2490. Click [here](#) for more details.

We want to promote your event!

We want to help promote your campus events related to diversity, inclusion, and social justice! Contact Andrew at plaguean@gvsu.edu to have your event appear on our [Division events calendar](#) and promoted on our [Twitter](#).

Inclusion and Equity Advisory Council Nominations

This fall, the Division of Inclusion and Equity will form an **Inclusion and Equity Advisory Council** in an effort to increase engagement in I&E functions, initiatives, and decision-making. The council will include students, faculty and staff members, and external community members representing diverse communities, constituency groups, and perspectives. Importantly, the council will provide meaningful guidance and accountability for the division's strategic plan and assist in identifying annual priorities or needed course-corrections for ongoing strategic planning.

The council will convene sub-councils focused on student, faculty and staff communities, as well as other items identified by the division and councilmembers. The full council will meet twice per semester, with sub-council meetings scheduled as needed. A one-year commitment is expected, and terms are renewable, annually, for up to three consecutive years.

To nominate yourself or another member of the community (on-campus or external community members), please go to: <http://goo.gl/forms/BaBqwxHzeL>. **Nominations must be submitted by October 15 to be considered.** For questions or comments, please contact Beverly Grant, interim assistant vice president for inclusion and equity, at grantb@gvsu.edu or (616) 331-3296.

Grants & Co-Sponsorships Available (Closes 10/30)

The Division of Inclusion and Equity is excited to co-sponsor initiatives and programs established by registered student organizations, official faculty/staff associations, university departments, offices or programs, or faculty and staff members.

Co-sponsorships and grants are provided based on alignment with the [University's](#) or [division's strategic plan diversity goals](#), availability of funds, and volume of requests. **The division is particularly interested in providing financial support for innovative, new, and dynamic efforts.**

We acknowledge and appreciate the time and effort spent in creating and offering events and activities that will enhance campus climate through the educational, social programs or application of classroom knowledge (learning outcomes).



Funding priorities for 2015-2016 include:

1. Efforts that advance an intersectional identity approach. Grand Valley's framework for equity and inclusion considers and affirms the role of multiple complex identities in social contexts and interlocking systems of power, privilege, and oppression. The university considers multiple dimensions of identity.
2. Collaborative activities and events with other university or community groups.
3. Activities that clearly articulate outcomes and metrics for success.

Applications for co-sponsorships or grants to support such events and activities are available by submitting a request at <http://goo.gl/forms/2r4hxSSsO2> or sending an email to grantb@gvsu.edu.

Beginning in fall 2015, all sponsorship or grant requests are required to include a detailed budget request, clearly identified outcomes, and identified partner units/organizations.

Applications are accepted only between September 1, 2015 and October 30, 2015 and January 15, 2016 and February 5, 2016.

1 Campus Drive
4035 James H. Zumberge Hall
Allendale, MI 49401

