

INCLUSION AND EQUITY UPDATE



NOVEMBER 2009

Making Connections: Inclusion Implementation Plan (IIP) and the New University Strategic Plan

In the Fall of 2008 a three year Inclusion Implementation Plan (IIP) 2008-2011 was introduced to the campus community as the natural next step in Grand Valley's journey toward creating an inclusive campus. This plan has been part of the strategic vision ever since the university came together to create the Inclusion and Equity Division. The IIP was designed to provide guiding principles as well as structure and timelines for completing the plan.

Colleges and divisions were given the flexibility to select their areas

of focus and to design objectives and measures for each goal. While each individual approach to implementing inclusion may be unique, IIP authors were asked to include elements in four areas of focus: 1) Access and Equity; 2) Campus Climate; 3) Diversity in Curriculum/Co-Curriculum; and 4) Organizational Learning. These four focus areas are also the central goals of the Inclusion and Equity Division.

As the first year of the IIP (2008-2011) comes to an end, we are right on track. All non-academic

areas submitted their individual IIPs by the summer 2009 deadline. College IIPs are due by the end of fall 2009 semester. Kudos to the entire university community for the genuine commitment and enthusiasm in moving our first university-wide inclusion plan forward. The Inclusion and Equity Division will be reviewing the plans and providing feedback.

Progress and challenges will be reviewed and reported out annually through 2011. Please let us know your creative ideas

for celebrating Grand Valley's successes along the way.

This work is an excellent fit with the newly updated University Strategic Plan. The IIP and the University Strategic Plan will be integrated into one document in 2012, further embedding an inclusion and equity focus into the university's daily operations.



The Inclusion and Equity Division visited the Annis Water Resources Institute for their annual retreat. From left to right:

Dee Ann Sherwood Bosworth, Director, Intercultural Training
Mary VanPopering, Testing Coordinator, Disability Support Services
Jeanne Arnold, Vice President, Inclusion and Equity Division
Jessie Holland, Executive Assistant, Inclusion and Equity Division
Shontaye Witcher, Assistant Director, Disability Support Services
Kathleen Vanderveen, Director, Disability Support Services
Jason Osborne, Assistant, Disability Support Services
Patrick Wilson, Graduate Assistant, Disability Support Services
Jeff Sykes, Assistive Technology Coordinator, Disability Support Services

GOAL: ORGANIZATIONAL LEARNING

Four New Core Trainings

Four new core trainings have been developed. To request a training for your work area contact Dee Ann Sherwood Bosworth at 331-5034.

Respect in the Global Workplace

In an increasingly fast-paced, complex, and diverse workplace, respect is a critical factor. Effectiveness in global learning and working environments require increasing levels of intercultural competence and communication skills. Respect in the Global Workplace is a 60-90 minute interactive, multi-media workshop for faculty and staff. Participants will discuss how cultural differences may impact how we perceive ourselves and each other, as well as how we define respect. Participants will explore the workplace impact of disrespect as well as the benefits of creating a culture of respect that values both differences and similarities.

Understanding Equal Employment Opportunity and Affirmative Action

This 30-60 minute workshop is designed to provide information on Grand Valley's policy and procedures for resolving equal opportunity complaints of discrimination.

Sexual Harassment Awareness

This 60 minute workshop will provide participants with an understanding of Grand Valley's anti-harassment policy, appropriate/prohibited conduct, and the roles of both employees and managers in sustaining a harassment free environment.

Understanding the Americans with Disabilities Act (ADA) as amended by the ADA Amendment Act (ADAAA) 2008

This workshop reviews laws that provide protection from discrimination for individuals with disabilities and defines some key terminology used in those laws. It also explores communication methods with and about persons with disabilities, procedures for requesting accommodations, and the resources available at Grand Valley.

Intercultural Training Highlights

Grand Valley State University

Campus Dining (Respect in the Global Workplace) – August, 2009

New Faculty Diversity and Inclusion Training – August, 2009

Simulation Center, School of Health Professions (Respect in the Global Workplace) – August, 2009

Transitions Student Leaders (Diversity and Inclusion Training) – August, 2009

Clinical Laboratory Science (Respect in the Global Workplace) – October, 2009

Facilities Services (Respect in the Global Workplace) – October, 2009

Community

Miller Johnson Law Firm (American Indians IOI: The Relevancy of American Indians Today) – May, 2009

Borgess Health System (Respect in the Global Workplace: From Higher Education to Health Care) – August, 2009

Anishinaabek Back to School Expos – In partnership with Financial Aid and Office of Multicultural Affairs – August, 2009

Thanks to all who served on the former IAC!
Welcome new Advisory Board members!

GOAL: ACCESS AND EQUITY

Personnel Review Committee Task Force

Task force — George Grant, Jon Jellema, Cynthia Mader, Shaily Menon, Diane Kimoto, Jeanne Arnold, and Dee Ann Sherwood Bosworth

Natural next step to Inclusion Advocate Program

- Inclusion mechanism for personnel review committee

Two pilot programs: winter semester

- Title: Personnel Procedures Representative (PPR) Program

- PPR pilot for both unit and college level personnel review committees — COIS volunteered

- PPR pilot for college level personnel review committee only — CLAS volunteered

- Dean appoints 1–3 individuals from existing personnel review committees

- Role of PPR assures that the committee follows written procedures governing reviews

Ensures that proceedings are free of inappropriate comments or assumptions that could bias the review of any candidate (for promotion/tenure), especially those from underrepresented groups

- Characteristics of PPR

Perceptive, insightful about schemas, unconscious bias, can recognize inconsistencies in the process, etc., comfortable approaching the chair or the dean regarding issues

GOAL: ACCESS AND EQUITY

New Advisory Board for the Inclusion and Equity Division

The members of the New Advisory Board for the Inclusion and Equity Division are:

Allison Adams, Assistant Professor of Hospitality and Tourism Management	College of Community and Public Service
Monica Allen, Affiliate Instructor of the Management Department	Seidman College of Business
Damon Arnold, Director of Student Services for Laker Academics	Athletics
Lynn Blue, Vice Provost and Dean of Academic Services and Information Technology	Academic Services and Information Technology
Tom Butcher, University Counsel	University Counsel
Ashlee Cunningham, Undergraduate Student	
Connie Dang, Director	Office of Multicultural Affairs
Lynell De Wind, Director of Administrative Services	University Libraries
Milt Ford, Director of LGBT Resource Center	LGBT Resource Center
Arvin Hernaez, Undergraduate Student	
Jon Jellema, Associate VP of Academic Affairs	Office of the Provost
Jann Joseph, Associate Professor of Biology, Associate Dean of Professional Development and Administration	College of Liberal Arts and Sciences
Marlene Kowalski-Braun, Director	Women's Center
Paul Leidig, Director of School of Computing and Information Systems	Seymour and Esther Padnos College of Engineering and Computing
Claudia Leiras-Laubach, Assistant Professor of Nursing	Kirkhof College of Nursing
Cynthia Mader, Associate Professor of Education	College of Education
Regina McClinton, Associate Professor of Biology	People of Color Network
Rachel Peterson, Assistant Professor in Liberal Studies	College of Interdisciplinary Studies
Anna Platt, Customer Service Clerk	Records
Mark Schaub, Executive Director	Barbara H. Padnos International Center
Michael Soltis, Undergraduate Student	Student Senate
Autumn Trombka, President of Student Senate	Student Senate
Kathleen VanderVeen, Director of Disability Support Services	Disability Support Services
Mingyu Wu, Assistant Professor of Health Professions	College of Health Professions
Linda Yuhas, Director of Compensation and Employment Services	Human Resources
Graduate Student, To be determined	

GOAL: DIVERSITY IN THE CURRICULUM/CO-CURRICULUM

MLK Task Force

Task force – Fred Antczak, Jeanne Arnold, Milt Ford, Natalia Gomez, Marlene Kowalski-Braun, Kin Ma, Mark Schaub, Arnie Smith-Alexander, Bobby Springer, and Veta Tucker

2010 commemoration (transition year) – Co-Chairs: Bobby Springer and Jeanne Arnold, Executive Planning Committee

Will continue:

- GRCC/community collaboration for Monday afternoon speaker at Allendale and Monday evening program at GRCC – Theme: Wealth to Revitalize

Changes:

- University-wide breakfast/community building activity to educate the importance of the holiday
- Establish a university-wide planning committee of faculty, staff, and students to work on breakfast, messaging on suggestions for curricular/co-curricular activities, develop sub-committee planning structure for 2011 commemorations and beyond, position paper on keeping university open or closed for holiday, etc.

GOAL: ORGANIZATIONAL LEARNING

Native American Advisory Board

In keeping with the Inclusion Implementation Plan, the Inclusion and Equity Division will launch a new Native American Advisory Board. The purpose of the board is to provide expertise and guidance to the university in areas such as indigenous science, culture, history, and contemporary issues through increased dialogue and interaction. The benefits to the university community include: improved access to an often “invisible” community, strengthened relationships with the Native American community, increased intercultural competency, accurate information for development of curricula and decision-making, and enhanced student, faculty, and staff learning experiences.

GOAL: ACCESS AND EQUITY

On-going Inclusion Advocate Orientations

The Inclusion and Equity Division is providing orientation for the new Inclusion Advocate program. The program has been designed to offer two levels of participation: an Inclusion Advocate, who serves on candidate search committees with specific responsibilities, and an Inclusion Champion, who makes a professional commitment to broadly support an inclusive hiring and retention process. Orientation registration for both Inclusion Advocates and Champions is available at www.gvsu.edu/seminar/. Inclusion Advocates and Champions will receive a certificate from the Inclusion and Equity Division upon completion of program requirements for the respective roles.

The Inclusion and Equity Division is now the official home for: Allies and Advocates and Team Against Bias (TAB).



Dr. Kathleen Underwood, Associate Professor of History, Women & Gender Studies Chair, and member of the STRIDE team, presents research on reducing gender bias in hiring decisions as part of the new Inclusion Advocate Orientation.



Jeanne Kincaid, nationally known disability lawyer, answers faculty's questions during her presentation on DeVos campus October 21, 2009.

GOAL: ACCESS AND EQUITY

Disability Support Services

Student Academic Success Model

Based on the principles of Grand Valley's First Year Task Force's Blueprint for Student Success, Disability Support Services has created its Student Academic Success Model. It identifies academic landmarks for its participants with intentional interventions to guide students toward degree completion and graduation. A new faculty mentoring component is currently being developed.

Testing Space for DSS secured

Disability Support Services has increased space for its participants. Located at 200 STU, the DSS offices offer students dedicated alternative testing

space between the hours of 8 a.m. and 5 p.m., Monday through Friday.

Testing and other services may be arranged by contacting the DSS office at 616-331-2490 or e-mail at acadspt@gvsu.edu.

Additionally, Disability Support Services has expanded its reach to include faculty and staff. Those who wish to disclose an ADA disability and are in need of an accommodation can begin the process by filling out a confidential application at www.gvsu.edu/dss/.

GOAL: CAMPUS CLIMATE

Calling All Change Agents

Are you making — or working toward — a positive change in your community? Looking for a place to share successful strategies and tactics? Looking for ways to be more effective? Feeling frustrated by the slow and arduous process of change? Connect with other change agents across the university at Conversations for Change. This series of informal breakfast meetings is designed to give you space and time to meet with other faculty and staff who are working to make the values of inclusion and equity come alive at Grand Valley. You can share ideas, discuss challenges and solutions, and receive support from like-minded colleagues.

Conversations for Change

This unique series is supported by the Inclusion and Equity Division and hosted on the following dates by the Grand Valley organizations, committees, and centers indicated. Conversations are open to all and not limited to members of the host organizations.

November 10, 2009

Hosted by LGBT Resource Center and the LGBT Faculty and Staff Association
University Club, 107C Richard M. DeVos Center, Robert C. Pew Grand Rapids Campus

January 12, 2010

Hosted by People of Color Network and Positive Black Women
2270 Kirkhof Center, Allendale Campus

February 10, 2010

Hosted by Barbara H. Padnos International Center and International Faculty Group
University Club, 107C Richard M. DeVos Center, Robert C. Pew Grand Rapids Campus

March 10, 2010

Hosted by Women's Center and Women's Commission
Women's Center, 1201 Kirkhof Center, Allendale Campus

April 14, 2010

Hosted by Office of Multicultural Affairs
University Club, 107C Richard M. DeVos Center, Robert C. Pew Grand Rapids Campus

Conversations for Change 8–9 a.m. Continental breakfast served at 7:45 a.m.
Open to all. RSVP at www.gvsu.edu/inclusion and click on the Conversations for Change link.

Upcoming Co-Curricular Events:

During November we are celebrating American Indian Heritage Month. Grand Valley is co-sponsoring the following events in partnership with the Great Lakes History Conference, 27 co-sponsors throughout the university, the Native American Student Association, and Paul and Carol Collins. All events are Lib 100 approved.

November 10th

6 p.m. to 8 p.m.
"A Conversation with Dennis Banks"
Loosemoore Auditorium
Richard M. DeVos Center

November 12th

7 p.m. to 9 p.m.
"The Business Fancy Dancing"
L.V. Eberhard Center, room 215

November 14th

5:15 p.m. to 6:30 p.m.
"Journey to Forgiveness:
Implications for Social Change"
L.V. Eberhard Center, room 215

November 14th

7 p.m. to 9 p.m.
Sherman Alexie,
L.V. Eberhard Center, room 215.
Overflow seating available in
the Loosemoore Auditorium,
Richard M. DeVos Center

Tell Us What You Think

This is your chance to provide feedback to us through our short survey. You will receive an email link to our survey soon! We appreciate your comments in helping us serve you better.