

INCLUSION **EXTRA!**



Fall 2010

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Extra! Provides Highlights of Inclusion Initiatives at GVSU

By Jeanne J. Arnold

Welcome to *Inclusion Extra!*

It has been an eventful and productive time for Inclusion and Equity here at Grand Valley State University (GVSU), and we are excited to present our new and improved newsletter. *Extra!* is an enhanced communication tool created to share many of the inclusion initiatives taking place throughout the campus community.

Your feedback is encouraged.

In this issue, we feature a number of programs, events, vignettes and professional development opportunities designed to further the Inclusion Implementation Plan (IIP) and Strategic Plan of the University.

At the forefront, is the upcoming Climate Study which is scheduled to launch in the winter semester of 2011.

We cannot just rely on anecdotal information. We need to make sure everyone wanting to express themselves has the opportunity to do so. It's part of the growing process. And it's not just talk for us.

It is always prudent to have some sort of collective period of introspection in any organization, whether it is in an academic or business setting. Unless we know our history and current problems, we cannot get better. A Climate Study of this magnitude helps provide us with the information we need to continue moving forward as an inclusive, welcoming community.

The time, resources and professional expertise devoted by the campus community to this year-long project has truly been inspirational. We have more than 50 people volunteering around their busy schedules for a consistently good turnout at all the subcommittee meetings. It's been amazing to see such a

commitment to the Climate Study – which is outlined on the next page – through to completion.

It is indeed a long-term project, but one that is well worth it for the past, present and future of Grand Valley State University.

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Diversity Theater Turns Conversations Into Live Performance

“Grand Valley Stories: Building a More Inclusive Community” was the premise for a live onstage production that premiered on campus this semester.

Modeled after Conversations for Change, a series of Diversity Theater dialogue sessions were offered this fall to provide faculty, staff and students at Grand Valley with an opportunity to discuss their experiences and visions for building a more inclusive university.

“The series was created to hear from members of faculty, staff and students about experiences and observations at Grand Valley and to provide a space for conversation about

what impacts the climate on campus,” said Connie Dang, GVSU’s Director of Multicultural Affairs. “These intimate and informal conversations took place in a safe environment to encourage all voices to be recognized, heard and honored.”

The sessions were facilitated by artistic director Jeffrey Steiger, who transformed the shared information into a 60-minute theatrical performance titled “Grand Valley Stories: Building a More Inclusive Community.”

“We continued those diversity conversations, and it took on a different form as a theatrical production this year,” Dang

said. “Grand Valley Stories is another way to have an ongoing dialogue structure to bring different voices and perspectives into the university dialogue. It creates a natural segue for the campus community into the more structured and formal Climate Study survey being conducted in the winter semester.”

The Diversity Theater production was sponsored by GVSU’s Division of Inclusion and Equity, Faculty Teaching and Learning Center, School of Communications, Office of Multicultural Affairs, LGBT Resource Center and Women’s Center.

Diversity Theater served as an extension of the Conversations for Change series introduced to GVSU during the 2009-10 academic year by faculty member Regina McClinton and Women’s Center Director Marlene Kowalski-Braun.

The Conversations for Change series of discussions focused on a number of topics and were hosted by representatives from various constituent groups on campus.

Taking a Pulse of the Campus Climate With 'myGVSUSurvey'

During the winter semester of 2011, GVSU is conducting a Climate Study focusing on how the campus is perceived as a place to live, learn and work.

Neal Rogness, professor of Statistics, and Jeanne Arnold, Vice President for Inclusion and Equity, are co-chairing the Climate Study Committee. All members of the campus community are invited to participate in the study.

The Climate Study is important to GVSU's mission of inclusion and its current Strategic Plan. The study allows the university to take a pulse of the campus climate and then utilize that information to make it more inclusive.

The study is being called "myGVSUSurvey: Learning, Living and Working on Campus" in order to eliminate any confusing connotations that the term "Climate Study" may have, according to Rogness.

Questions for the survey are being developed by one of the four Climate Study subcommittees and will be finalized by mid-November.

"We want people to take the time to let us know how the university is doing," Rogness said. "Hopefully, we're doing a great job, but if there are ways to do even better we certainly want to know."

It is the fourth Climate Study conducted by GVSU. It provides the campus with an opportunity to express its collective thoughts and visions toward increasing the diversity of faculty, staff and students, and then supporting them once they are here, according to Rogness.

"We have a successful record of a fair assessment and making Grand Valley a better place to live, learn and work, but we're

"We want Grand Valley to be perceived as the most ideal and best place to learn, to live and to work, and this allows us to get a sense of how people in our own Grand Valley community perceive the university, and if there are ways to do a better job than we are currently doing or have done before."

Neal Rogness, Co-chair of GVSU Climate Study Committee

continually exploring ways to make the university better," Rogness said. "We want Grand Valley to be the most ideal and best place to learn, to live and to work, and this allows us to get a sense of how people in our own Grand Valley community perceive the university, and if there are ways to do a better job than we are currently doing or have done before."

Three previous Climate Studies were conducted at GVSU in 1994, 2000 and 2005.

There are some things that are different about this one.

This is the first time there has been a university-wide committee of faculty, staff and students working together to develop questions and disseminate results.

GVSU is committed to sharing the results, and there is going to be a whole new level of transparency with "myGVSUSurvey," according to Arnold. There will be a website, as well as meetings with faculty, staff and students in order to share the findings.

The study will be conducted on three separate levels – student population, staff and faculty – with a core set of overlapping questions and others specific to the population being surveyed.

The Climate Study Committee is comprised of nearly 50 members representing a wide array of interests on campus. The committee is working with consultant Dr. Sue Rankin of Penn State University to conduct the survey.

The launch of "myGVSUSurvey" is scheduled for February 1, 2011, and will be open for two weeks until February 14.

"When we get the results, we will discuss what we've learned and how we can come up with an action plan to fix issues that were uncovered," Rogness said. "We've got a lot to build on."

The year-long project began last April and the preliminary results will be available in the spring of 2011. Final results of the "myGVSUSurvey" will be available during the fall semester of 2011.



Dr. Sue Rankin outlines methodology to the Climate Study Committee.

Intercultural Competence Certification Program Now Offered at GVSU

An Intercultural Competence certification program is being launched at GVSU to immerse students in global, intercultural and diverse settings.

"Nowadays, students are being asked to discuss their experience in diversity when applying for graduate school or jobs," said Regina McClinton, founding director of the Intercultural Competence and Experience Certificate. "We're creating a vehicle for them

to do just that. It's a great benefit to students and to society as a whole.

"We are approaching this kind of thing because of the needs of global education, and we hope to see it on an international scale."

The certificate is based on information and skills. The program is comprised of five courses, including an introductory class based on cultural competence, two

theme-based elective courses and a practicum with a service internship in a diverse setting, which may include domestic or study-abroad opportunities. The final phase for the program is a critical thinking class.

The introductory class is being offered for the first time in the winter semester of 2011. Additional details about the program may be accessed on the website (www.gvsu.edu/ice).

Planning Committee Expands Commemoration of MLK Legacy

A one-day commemoration is turning into a week-long celebration honoring the life, accomplishments and enduring legacy of Dr. Martin Luther King Jr.

In conjunction with the national holiday in January, Grand Valley State University and Grand Rapids Community College have teamed up to bring several events on campus and throughout the city of Grand Rapids to commemorate Dr. King's "Dream."

"It's significant to the campus community because it gives us an opportunity to remember and recommit ourselves to the values of Martin Luther King Jr.," says Kathleen Underwood, an associate professor of history and GVSU's chair for Women and Gender Studies.

Underwood and Associate Director of Multicultural Affairs Bobby Springer are co-chairs of the 2010 Dr. Martin Luther King Jr. Celebration executive planning committee.

"Everybody knows Martin Luther King Day is a very special event here in the United States and here on campus," Springer said. "Our directive is to expand on that."

Martin Luther King Day is scheduled for Monday, Jan. 17, 2011.

Events and activities being planned on and around campus will extend the celebration throughout the week. Along with the traditional Dr. Martin Luther King Jr. Breakfast and Silent March, additional events are being added such as a community service activities and events showcasing the talents of students on campus.

"We traditionally always had the Silent March and brought in a speaker in collaboration with Grand Rapids Community College," Springer said. "We're adding some more events to make it an even bigger celebration this year."



"Our goal is to create a beloved community, and this will require a qualitative change in our souls as well as a quantitative change in our lives."

Dr. Martin Luther King Jr.

The MLK Breakfast is being held at both the Kirkhof Center and Loosmore Auditorium in the morning on January 17, 2011. The Silent March begins at noon, followed by a presentation featuring civil rights author Judy Richardson, who produced the documentary film "Eyes on the Prize" at the Kirkhof Center.

"The march itself usually attracts between 500 and 700 participants," Springer said. "The reason it is a silent march is because there are signs posted along the route with messages from Dr. King that people can read and reflect upon."

"They can reflect about the moment when he went to jail, or when he made his famous 'I Have a Dream' speech in Washington, D.C."

"The Silent March gives us an opportunity to reflect."



GVSU Vice President for Inclusion and Equity Jeanne Arnold leads a procession of administrators, students, faculty and staff paying homage to Dr. King during the 2010 Silent March on campus.

At 6:30 p.m., the 25th Annual Martin Luther King Celebration Program is being hosted at the Grand Rapids Community College Fieldhouse in downtown Grand Rapids.

The charge for the MLK executive planning committee this year has been to increase the scope and participation of the celebration by getting more people throughout the campus community involved in the planning.

"It has taken a more hands-on approach across campus with more faculty, staff, students and administration becoming involved with the planning," Springer said. "There continues to be more involvement around campus."

"We are making it even more encompassing this year by getting more individuals on campus to participate and become actively involved with the events and planning."

New features for 2011 include GVSU's own commemoration theme, "Shake the World," which features a keynote address by Dr. Michael Eric Dyson at the Louis Armstrong Theater on Wednesday, January 19.

There will also be an additional academic and artistic focus for MLK Day this year with participation of student groups showcasing their vocal and musical talents.

"The response has been enthusiastic," Underwood said. "Everyone has different ideas, experiences and memories about Martin Luther King and Martin Luther King Day."

"Many of our students have had him brought into their lives through public education. They understand the reasons behind the national holiday and why it is such an historical event."

Civic Engagement Drives 'Change U' Social Justice Training Series

Building community through civic engagement is the focus of a social justice training series that is set to commence in January 2011.

"Change U" is an in-depth social justice training series that will explore how issues such as racial and economic justice intersect with other social justice movements such as gender justice and/or disability justice. Participants will work toward building an interconnected movement for justice and a vision for a transformed society.

"The goal of the training series is to build a strong interconnected movement for justice on our campus and throughout greater Grand Rapids area," said LGBT Resource Center assistant director Colette Seguin Beighley. "The participants will work together to build a vision for a transformed society."

As the foundational piece of an Arcus Foundation grant, the "Change U" series is co-sponsored by Grand Valley State University's LGBT Resource Center and the Inclusion and Equity Division. The training is open to GVSU undergraduate and

graduate students, as well as faculty and staff, and members of the West Michigan Community.

Equality and justice movements, racial justice, economic justice, disabilities justice and environmental justice are among the topics of exploration during the series that are held once a month in three-hour sessions. Beginning with an all-day workshop on Saturday, January 22, 2011, follow-up training sessions are scheduled once a month on Thursday evenings from January through April.

"We want to give our students a perspective that is educational and empowering, as well as educate them about doing social justice work," Seguin Beighley said. "Knowing about other movements and how they intersect increases the power of all movements involved. Our goal is to lift all justice movements in West Michigan."

The training series will be held at the Alumni House on GVSU's Allendale campus and is open to students, faculty and staff, as well as leaders from the Greater Grand Rapids community.

There are 100 openings for the series, which is free of charge and endorsed by the Grand Rapids Community Relations Commission. Applications may be accessed

by visiting the web site (www.gvsu.edu/socialjustice) where additional information and biographies of presenters for the "Change U" series are posted.



'Change U' Training Schedule

Saturday, January 22, 2011

Anti Oppression Training with Coya Artichoker, Lisa Weiner-Mahfuz, Susan Raffo, Sebastian Margaret and Lucia Leandro Gimeno

Thursday, January 27, 2011

The History and Current State of Movement Building with Paulina Hernandez and Suzanne Pharr

Thursday, February 24, 2011

Economic Justice with Kenyon Farrow

Thursday, March 24, 2011

Faith, Race and Family with Rev. Rebecca Voelkel

Thursday, April 24, 2011

Disability and Reproductive Justice with Mila Mingus

2010-11 INCLUSION AND EQUITY DIVISION GRADUATE ASSISTANTS



Name: Betsy Meier

Position: Graduate Assistant for Inclusion Implementation Plan/Strategic Committees

GVSU Degree: Currently working toward MSW/MPA Dual Degree

Hometown: Plainwell, MI

Career Aspirations: Social Work has been a perfect foundation for me to explore all levels of affecting change and working

toward social justice, whether it's providing direct service or changing oppressive policies.

Favorite Book: Anything by Toni Morrison.

Hobbies: Disc-golfing, reading banned books and sleeping past 6 a.m. on the weekends

What I Enjoy Most About Working in Inclusion & Equity: I love all the amazing, like-minded people I've met since I've been here. I'm mostly excited and honored to be a part of this new division that helps create a safe, inclusive, and diverse environment for everyone at Grand Valley.

Words To Live By: "Either you repeat the same conventional doctrines everybody is saying, or else you say something true, and it will sound like it's from Neptune." - Noam Chomsky



Name: Patrick Wilson

Position: Disability Support Services Graduate Assistant

GVSU Degree: Bachelors in Health Communications (2009), and currently a second year Masters student in the College Student Affairs and Leadership program.

Hometown: Detroit, MI

Career Aspirations: Develop a series of diversity training workshops, and travel to universities across the country implementing these inclusive programs.

Favorite Book: "The Purpose Driven Life"

Hobbies: Anything to do with the Arts; Music production, Video production, Graphic Design.

What I Enjoy Most About Working in Inclusion & Equity: I enjoy working with the entire staff at I&E. I also enjoy working with students on a consistent basis, because it allows for good conversation and meaningful relationships.

Words To Live By: "Patience Over Power"

ADA Message Signed and Delivered

As part of Disability Awareness Month in October, Glenn B. Anderson, Ph.D., brought his message about the struggles and successes of the ADA movement to Grand Valley State University.

Born deaf, Anderson attended the acclaimed Gallaudet University in Washington, D.C. He was a leader of the movement to help spur Legislation that eventually became law with the Americans with Disabilities Act (ADA) in 1990. The ADA celebrated its 20th anniversary in 2010.

Anderson, who excelled in both basketball and track and field in college, is enshrined in the American Athletic Association of the Deaf Hall of Fame, Gallaudet University Athletic Hall of Fame and National Hall of Fame for People with Disabilities. His son, Jamaal Anderson, currently plays defensive end for the NFL's Atlanta Falcons.



Glenn Anderson, Ph.D., delivers a keynote address to GVSU faculty, staff and students as part of Disability Awareness Month.

Anderson, a member of the Interpreter Education faculty at the University of Arkansas at Little Rock, delivered his address in American Sign Language (ASL) with oral interpreters speaking in English for those in attendance who were not fluent in ASL.

As a leading expert on the disability movement for civil rights, Anderson's presentation outlined the ADA from an historical standpoint, and how it aligned and modeled itself with the civil rights movement of the 1960s through a timeline of events.

Flexible Work Arrangements Create Options for Employees

Flexible work arrangements (FWA) for Grand Valley State University staff members are making it a little more convenient to be efficient.

FWA allows for some control over when and how people work by allowing them to incorporate their normal work week into pre-arranged hours. The option is available – where applicable – to both salaried and hourly staff members. Guidelines for requesting FWA accommodations (www.gvsu.edu/fw) were finalized in March 2010.

"Grand Valley is a forerunner in recognizing that life doesn't stop when you come to work here and has done a good job at helping faculty and staff members maintain a work-life balance," GVSU human resources work-life coordinator Sue Sloop said. "We try to accommodate employees so they can address issues for life when they have to.

"It doesn't mean working less. It just means working differently. It usually results in benefiting the students, as well, because it allows us to provide more hours of service."

Reasons for requesting Flexible Work Arrangements vary from caring for children or elderly loved ones, to scheduling around day-to-day activities for those who believe they can be more productive at times other than the conventional work day.

"A big area where it interfaces with inclusion and equity is that traditional statistics show that the care-giving role in the family is that of a woman," Sloop said. "By making these arrangements available, it supports inclusion of women in the work force.

"Another concept is that if you look at a lot of cultures, care giving for elderly parents is more important than placing them into a 24-hour care giving facility. We recognize that some people put a priority on caring for their elderly parents themselves.

"So it's not only a gender issue, but a cultural issue as well."

Sloop said that offering flexible work options also improves recruitment, whether it is an adjustment of hours from the 8 a.m. to 5 p.m. work day or a compressed 40-hours-in-four-days type of schedule.

"Right now, we have the millennial generation getting ready to come into the workforce and maybe they're looking for a flexible work schedule," she said. "It serves as a pretty good recruiting tool, as well as increased productivity and retention."

Along with retention of the work force, flexible work arrangements have also been linked to improved health and wellness.

"If a person has some flexibility in his or her work arrangement, he or she can spend some more time exercising, thus promoting better health and hopefully less stress," Sloop said. "Some people may just work better in the morning hours, and may be more productive working earlier from 7 a.m. to 4 p.m. than working the normal 8-to-5.

"The benefit for the department is that if you have some people coming in at 7 a.m., and others 9 a.m., you're increasing the customer service time. It provides our employees with options and can improve our work coverage area and/or extend the use of services we offer.

INTERCULTURAL TRAINING

Assessing Your Intercultural Competency: A Strengths-Based Approach

Level: 101

This 60 minute workshop is designed to provide individualized feedback to participants on their intercultural strengths, using the Cross-Cultural Adaptability Inventory (CCAI). Before attending the workshop, participants will receive a link to a brief online assessment (15 minutes). After completing the assessment they will receive a customized report outlining their intercultural skills and potential action steps for growth. Contact sherwood@gvsu.edu or 331-5034.

Crucial Conversations: Tips for Talking When the Stakes are High

Level: 201

This 90 minute multi-media workshop is designed to help participants build dialogue skills for resolving issues where the stakes are high, emotions are strong, and there are differing opinions. Participants will engage in interactive case studies. Accommodating for intercultural differences in communication styles will also be explored.

Talking the Walk: Developing Your Intercultural Communication Skills

Level: 301

This 90 minute workshop is focused on developing intercultural knowledge and skills in various processes of thought, dialogue and interactions. Participants will build on their knowledge of basic dimensions of intercultural differences in communication and practice their new skills.

Additional Core Training Workshops

- Respect In the Global Workplace
- Understanding Equal Employment Opportunity and Affirmative Action
- Sexual Harassment Awareness
- Understanding the ADA

Go to: www.gvsu.edu/inclusion/training to request a workshop for your department or group

UPCOMING TRAINING OPPORTUNITIES

November 12th - Respect in the Global Workplace
Kirkhof Center, Room 2266, 9:00 am to 10:00 am

November 19th - Respect in the Global Workplace
Cook Health Science, Room 123, 9:00 am to 10:00 am

December 3rd - Developing Intercultural Communication Skills
University Club, 9:00 am to 10:30 am

December 10th - Developing Intercultural Communication Skills
Kirkhof Center, Room 2266, 9:00 am to 10:30 am

December 14th - Crucial Conversations
Kirkhof Center, Room 2266, 10:00 am to 11:30 am

*** TO REGISTER GO TO:** www.gvsu.edu/seminar

Team Against Bias Reports, Supports and Educates

In an effort to help address bias incidents on campus, Grand Valley State University implements a method of accountability with its Team Against Bias.

The Team Against Bias consists of members from three advocacy offices on campus – the GVSU Women's Center, LGBT Center and the Office of Minority Affairs – along with representatives from Inclusion & Equity, Student Life, News and Information, Institutional Marketing, University Counsel, Housing, Counseling and Dean of Students. It oversees the GVSU's Bias Incident Protocol and reports its findings with transparency.

The Team Against Bias believes that reporting and discussing all bias incidents – no matter how large or small – improves the campus climate, according to Marlene Kowalski-Braun, director of the Women's Center at GVSU.

"It allows the team to look at trends to determine if there are groups of students being targeted, or if we need to consider additional educational efforts," Kowalski-Braun said. "The nice part about educating people on the protocol is that you're also educating people on the values of the institution."

"It allows people to learn about inclusion and diversity, and also serves as a tool that helps us govern ourselves."

Team Against Bias conducts campus-wide education about how the protocol works through student groups, faculty department groups, training and development series and student and faculty orientations, among others.

Bias incident report forms are available for faculty, staff and students to fill out. If the person who files the report is identified,

a follow up will take place. Information for reporting incidents may be accessed at the (www.gvsu.edu/protocol) website.

The Team Against Bias website lists the offices of guidance and support available to students, faculty and staff. Incident summaries can be accessed online (www.gvsu.edu/bias).

"I think so often times we talk about values, but don't have action pieces affiliated with them," Kowalski-Braun said. "The Bias Incident Protocol allows us to actively live our values and hold people accountable."

"We enjoy the benefits of having a diverse campus, but we're also aware of the challenges. Things aren't always perfect, but we have systems and mechanisms in place to make it better and I'm proud to work at an institution that recognizes the importance."

DSS Externship Facilitates Pursuit of Career Goals

A specially tailored externship offered through the Inclusion and Equity Division's Disability Support Services (DSS) is helping Molli Herth pursue her career aspirations of advising college students.

Herth, an administrative assistant for GVSU's Charter Schools Office with a master's degree in higher education, is receiving hands-on experience as an advisor in DSS.

"The externship is working out very well for me," Herth said. "I'm really enjoying all the experiences that I have been part of, starting with training and orientation to the office, and I am now starting to meet with students. Advising is a really exciting field, and one that I have always wanted to pursue."

The externship – providing field experience in advising – is modeled after a similar program conducted by Housing and Residence Life in the GVSU Student Services Division.

The program requires coordination and cooperation with the extern's current supervisor to incorporate the schedule within the 40-hour week. Herth works eight hours a week in the DSS Office and the balance of the week at her job in the Charter Schools office.



Molli Herth, right, works with students in the Disability Support Services Office.

In the DSS Office, Herth is working with students on study skills and with the population of students with disabilities. She spent time training over the summer and is working with an advisor from DSS.

"Ultimately, I hope to be an advisor to students," Herth said. "I would very much like to get involved with program development to continue working on retaining students and maintaining a welcoming environment for everyone who wants to complete their degree."

Inclusion Policy Being Developed to Address Religious Diversity

GVSU has recognized its need to have a formal inclusion policy to address the religious diversity of the campus community.

A draft of the new policy is currently under review by the University Counsel Office.

Although the GVSU calendar doesn't formally recognize any religion, this policy is intended to provide a procedure for

handling student and employee requests for accommodation to practice their faiths. There is currently no formal policy to guide faculty when students need to miss class in order to observe their religious faiths.

The policy would establish a procedure for faculty and students to reach a mutually agreeable way to make up class obligations.

Likewise, there will be a set of guidelines for interaction between staff and supervisors.

The policy would also list the holidays observed by various religions, so that major campus events can be scheduled in an inclusive manner.

Anti-Harassment Investigation Procedures Undergo Revisions

GVSU's Anti-Harassment Policy protects the rights of students, staff and faculty to learn, work, and teach in an environment free from harassment and discrimination.

The Office of Inclusion and Equity and University Counsel have revised GVSU's Anti-Harassment Policy to refine the process by which investigations of harassment and discrimination are addressed.

Under the Anti-Harassment Policy, when a formal harassment complaint is filed, the Assistant Vice-President for Affirmative Action and a trained member of the GVSU Community undertake a neutral fact-finding investigation to determine whether the Anti-Harassment Policy has been violated.

The revised policy can be accessed on line at www.gvsu.edu/affirmative

Inclusion Advocates, Champions Assist With Employment Process

The Division of Inclusion and Equity trains faculty and staff members to serve on job selection committees as Inclusion Advocates and Inclusion Champions. Once trained, these Advocates and Champions assist selection committees directly and indirectly in ensuring that each employment search is as inclusive as possible.

Inclusion Advocates are trained about GVSU's job search process and the role of Inclusion Advocates in recognizing and addressing dimensions of difference, which include age, color, disability, familial status, height, marital status, national origin, political affiliation, race, religion, sex/gender, sexual orientation, gender identity and expression, veteran status and weight.

Inclusion Champions support Inclusion Advocates and their respective departments.

Individuals who are interested in becoming an Inclusion Advocate or Champion must register on the Inclusion and Equity website (www.gvsu.edu/inclusion) and attend an Inclusion Advocate/Inclusion Champion orientation.

The next Inclusion Advocate Orientation will take place on November 11, 2010, from 10 a.m. to 12 p.m. in room 2215/2216 Kirkhof Center. Those interested in attending may register at <http://www.gvsu.edu/seminar/class>

IIPs Continue Moving Forward

As part of the Inclusion Implementation Plan's four areas of focus – Access and Equity, Campus Climate, Diversity in Curriculum/Co-Curriculum and Organizational Learning – all colleges and divisions on campus developed their own IIP and are working to achieve their stated goals.

A progress report will be available early in 2011.



The drum group O'de Land, featuring Ben Williams, left, and Jonathon Rinehart, are returning to GVSU in November to perform as part of American Indian Heritage Month.

CELEBRATING AMERICAN INDIAN HERITAGE MONTH IN NOVEMBER

Lecture & Panel Discussion

Monday, November 8, noon to 1:30 p.m.

Widening Circle of the Lens: A Look at How American Indians are Depicted by Media

Moderator: Levi Rickert

Panelists: Glenn Zaring, Tribal Public Affairs Director; Little River Band of Ottawa Indians, Manistee; Lisa LaPlante, News Reporter, FOX 17; Matthew Wesaw, Tribal Chair, Pokagon Band of Potawatomi; Dave Murray, Education Reporter, Grand Rapids Press; Jeff Smith, Director, Grand Rapids Institute for Information Democracy

Keynote: Dr. Beverly Singer, author of *Wiping the War Paint Off the Lens: Native American Film and Video*, professor at University of New Mexico.

Location: Loosemore Auditorium, DeVos Center, Pew Grand Rapids Campus

Film & Discussion

Wednesday, November 10, 6:00 p.m. to 9:00 p.m.

"Reel Injun: On the Trail of the Hollywood Indian"

Film Length: 83 minutes

Moderator: Dee Ann Sherwood Bosworth

Location: Loosemore Auditorium, DeVos Center, Pew Grand Rapids Campus

Music, Film & American Indian Art Market

Wednesday, November 17, noon to 1:00 p.m.

American Indian Drum O de Land

"Black Ash Basketry: A Story of Cultural Resilience"

Produced by Great Lakes Lifeways Institute

Refreshments at 11:30 a.m., Courtesy of Kutsche Office of Local History

Film Length: 60 minutes

Moderator: Levi Rickert

American Indian artisans will feature and sell their art (9:00 a.m. 4:00 p.m.)

Location: Cook-DeWitt Center, Allendale Campus

Music Concert

Monday, November 30, 2010, 6:00 p.m. to 7:00 p.m.

Ulali – Featuring founding members Jennifer Kreisberg & Pura Fé

Founded in 1987, Ulali is an American Indian women singing/drumming group whose unique sound comes from a blend of strong traditional roots and personal contemporary styles.

Refreshments at 5:30 p.m. Concert to begin at 6:00 p.m.

Moderator: Dee Ann Sherwood Bosworth

Location: Loosemore Auditorium, DeVos Center, Pew Grand Rapids Campus