

INCLUSION *extra!*



Spring 2012

Inside *extra!*

GVSU Reviews Progress and Embarks
On New Initiatives..... page 2

Spring Pow Wow Celebrates
Native American Culture..... page 3

Campus Climate Implementation
Committee..... page 4

Campus Links Pilot Program..... page 4

GVSU Student Wins Ms. Wheelchair
Michigan Title page 5

Future of Affirmative Action page 6

First Male Student Awarded Positive
Black Woman Scholarship..... page 7





"We're taking stock of our accomplishments from the 2008-2011 Inclusion Implementation Plan and setting goals for the future as well."

2012 Martin Luther King Jr. Commemoration Silent March

GVSU Reviews Progress and Embarks On New Initiatives

By Jeanne J. Arnold

In 2012, we're taking stock of our accomplishments from the 2008-2011 Inclusion Implementation Plan (IIP) and setting goals for the future as well. All departments, colleges, and divisions completed their final IIP progress reports in February. A written summary of the findings will be shared with the university community. For the next several months, we will be working toward the milestone of integrating remaining goals from the IIP with the university's strategic plan as we look at how best to further our inclusion efforts.

Another exciting accomplishment was the culmination of a university-wide examination of whether GVSU should close in observance of Martin Luther King Jr. Day. This will permit enhanced opportunities for GVSU constituents and the surrounding community to reflect upon the life and legacy of Martin Luther King Jr. through commemorative events and community service. The University Academic Senate (UAS) voted in favor of an amended recommendation that classes be cancelled. Next, the recommendation will go to the Provost for final approval. If approved, this will represent another significant step in GVSU's journey to become an even more inclusive community.

We are also embarking on several new initiatives. We are working towards credentialing from Partners for a Racism Free Community (PRFC), a coalition intended to transform Grand Rapids into a racism-free community. A subcommittee of the Inclusion and Equity Advisory Board will shepherd this process of assessment and credentialing.

Another initiative is GVSU's partner-level membership in the Hispanic Association of Colleges and Universities (HACU), whose goal is to improve access to quality postsecondary education opportunities for Hispanic students. Membership in the HACU will connect us with opportunities for new knowledge, grant eligibility, partnerships and scholarships for our students.

As part of our ongoing commitment to support our Native American Student Association (NASA), GVSU hosted a Spring Pow Wow in April. NASA and the Office of Multicultural Affairs worked hard to plan a successful event. Students, faculty, and staff who attended enjoyed dancing, vendors, food and increased their understanding of Native American culture.

Finally, a new pilot program has been developed by our Disability Support Resources (DSR) department and will launch next fall. We're excited about the opportunity to better serve our students with Asperger's Syndrome through the Campus Links program.

As you read through this issue of the Inclusion Extra, please feel free to contact Jessie Holland at ext. 1-3296, or email hollajes@gvsu.edu if you would like to be involved in any of the exciting work of the Division of Inclusion and Equity.



GVSU is a Partner in the Hispanic Association of Colleges and Universities (HACU)

Native American Student Association Spring Pow Wow Celebrates Native American Culture



A young dancer at the Pow Wow

On Saturday, April 21, 2012, Grand Valley hosted its Spring Pow Wow at the Performing Arts Center Field in Allendale. Over 500 people from GVSU, its local community, and the Native American community gathered to celebrate Native American culture.

This year marked the 13th Spring Pow Wow hosted in Allendale. Its objective was to provide an entertaining social gathering for Native Americans to share their traditions. Guests gained cultural insight about our country's strong indigenous heritage.

The 2012 Spring Pow Wow was a culturally immersive experience with traditional tribal dancing, singing, and drumming in celebration of Mother Earth. All guests were welcomed to actively participate during the intertribal dancing. The event began at 1 p.m. and featured two grand entries, marking the beginning of the ceremony. During the grand entries, guests were asked to rise as the host drum, drum groups, head dancers and visiting tribes entered the sacred arena. A traditional sun-setting ceremony concluded the event. There were also several jewelry, beading, and craft vendors from the Native American community.

The Spring Pow Wow was enthusiastically coordinated by the Native American Student Association (NASA) planning committee. It was co-sponsored by the Division of Inclusion and Equity, Office of Multicultural Affairs, Auxiliary Services, the Department of Political Science and the Frederik Meijer Honors College.

GVSU strives to provide diverse experiences for its students, faculty, staff and the surrounding community. Learning from and being receptive to all cultures is an important element of GVSU's focus on inclusion. The Spring Pow Wow is a reminder of the importance and cultural value that Native American people provide for our community today.



A dancer at the 2012 Spring Pow Wow



Campus Climate Implementation Committee Enters into “Next Steps” Phase of the myGVSU Climate Study

The Campus Climate Implementation Committee (CCIC) has begun its work to utilize the wealth of information from the *myGVSU* Climate Study. The CCIC will identify and recommend action items based on findings from the Climate Study. The information will be used to generate recommendations for the university to continue to improve the campus climate.



The CCIC has three subcommittees: Faculty, Staff, and Student. The Faculty Subcommittee is chaired by Tammie Luce and Debbie Morrow; the Staff Subcommittee is chaired by Kate Stoetznier and Aaron Haight; and the Student Subcommittee is chaired by Marlene Kowalski-Braun, Colette Seguin Beighley and Connie Dang. Each subcommittee will focus on the following issues: short-term/long-term action items, qualitative results, marketing/image, racial issues, and LGBTQ/women issues.

Those who are interested in serving on the CCIC or any of its subcommittees should contact Krystal Olson at ext. 1-3296 or email at olsonkry@gvsu.edu.

The consultant's full report on the climate survey is now available for review at <http://www.gvsu.edu/mygvsu/expanded-report-19.htm>. To make a request for analyses using the myGVSU survey data, please fill out the request form at https://www.surveymonkey.com/s/myGVSU_survey_request_for_analysis.

DSR Sponsors Pilot Program This Fall for Students Diagnosed with Asperger's Syndrome

Disability Support Resources (DSR) will sponsor a pilot program in the fall for students diagnosed with Asperger's Syndrome who will live on campus and receive additional support from peer mentors.

Kathleen VanderVeen, director of DSR, said the program, Campus Links, will serve five students and match them with peer mentors. The students and mentors will live in Laker Village.

The idea to provide on-campus housing and support services for students with Asperger's Syndrome began two years ago. VanderVeen said several campus departments helped DSR establish the program, including the Autism Education Center, Housing, and the Counseling and Career Development Center.

"Students will be assigned a mentor who they will check in with daily," VanderVeen said.

The students selected as Campus Links mentors have some knowledge of Asperger's Syndrome and will undergo training later this summer. The mentors come from various academic programs; VanderVeen called them the "helping majors" such as psychology, education and social work.

"The peer mentors will help the students navigate the social aspects of college life," she said. "Our student participants are academically solid and very competent, it's the daily social skills that students with Asperger's sometimes struggle with."

VanderVeen said it was not difficult to recruit students with Asperger's for Campus Links. She added that their parents are excited their students will have this opportunity and extra support.

"We're planning to learn a lot this year," she said. "There are very few models like this at other universities, some programs have mentors who live off-campus."



Kenneth Pierson, senior and psychology major, one of five mentors who will be part of the pilot program this fall.

GVSU Student Wins Ms. Wheelchair Michigan Title

Grand Valley student Stephanie Deible was crowned Ms. Wheelchair Michigan following a day long competition held at Aquinas College on March 3.

Deible, originally from Grant, Michigan, is a journalism major and plans to graduate in December. Deible has cerebral palsy and has been an advocate for people with disabilities since she was in high school.

Last year, Deible drew media attention after she was advised to leave a bridal boutique and denied access to a fitting room because of her wheelchair. She contacted area TV stations to bring awareness to discrimination issues she and others face.

Deible said she wanted to attend Grand Valley, in part, because of its strong disability support resources. She was a member of the student organization Disability Advocates and is currently a member of Campus Crusade for Christ.

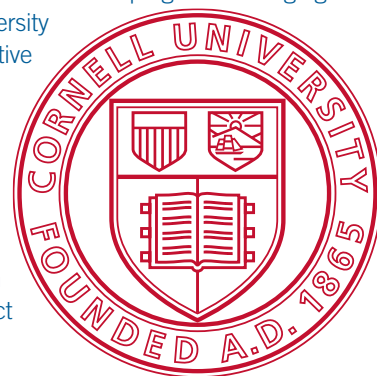
After graduation, Deible hopes to pursue a master's degree in sports management. As Ms. Wheelchair Michigan, Deible will make appearances throughout the state to raise awareness for people with disabilities.



Stephanie Deible

GVSU Director of Intercultural Training To Teach at Cornell University's ILR School

On May 4, 2012, Sean Huddleston, Director of Intercultural Training, traveled to New York to teach a workshop for the Industrial and Labor Relations (ILR) school. Huddleston facilitates a workshop titled "Developing and Managing an Effective Supplier Diversity Management Program." The workshop teaches new and experienced diversity professionals the essentials of developing and managing an effective supplier diversity initiative for their respective organizations. The workshop is part of the prestigious Cornell Certified Diversity Professional program. Huddleston is a graduate of the program and has been an Adjunct Instructor since 2009.



INTERCULTURAL COMMUNITIES OF PRACTICE

The Division of Inclusion and Equity will launch a new program called Intercultural Communities of Practice in the fall of 2012. The Communities of Practice will provide GVSU employees the opportunity to continue discussion and skill building beyond the intercultural trainings offered by the Division. These communities will provide a safe environment for discussion and learning about intercultural issues. If you are interested in participating or facilitating an Intercultural Community of Practice discussion, please contact Krystal Olson at ext. 1-3296.

GVSU Offers New Culture and Power Workshop

This spring, the office of Intercultural Training introduced a new and exciting workshop called "Culture and Power." This 90-minute interactive workshop is designed to explore the impact of power on shaping culture, knowledge and values. The concept of micro-inequities is discussed, as well as micro-advantages. Participants analyze the power dynamics inherent in intercultural groups and how to leverage the values of inclusion and equity in the classroom and workplace. The workshop will be offered twice during the fall and winter semesters. To register, go to www.gvsu.edu/seminars.

Future of Affirmative Action Will Be Decided in Supreme Court and the Sixth Circuit Court of Appeals

Courts are weighing the fate of affirmative action in two prominent cases. In July 2011, the Sixth Circuit of the United States Court of Appeals, by a 2-1 vote, overturned Proposal 2, the 2006 ballot initiative that severely restricted affirmative action for Michigan's public institutions. Michigan's Attorney General appealed this decision to the full panel of the Sixth Circuit's judges. In March, the panel heard oral arguments. The decision in this case will not be on the merits of affirmative action, but rather on the constitutionality of the political process by which Proposal 2 was passed. It is unclear when the court will render its decision.

The United States Supreme Court, will revisit affirmative action in a more direct way in a separate case this fall. It has agreed to hear a challenge to the University of Texas' race-conscious admission policy in its 2012-13 session. The University of Texas accepts the top ten percent of high school senior classes, but considers race as one of the many factors in evaluating applicants for admission to the remaining spots.

In its 2003 ruling in the *Grutter v. Bollinger* case, the Supreme Court upheld the University of Michigan Law School's use of race when considering minority applicants for admissions. In a 5-4 decision, the court held that the government has a compelling interest in diversity in public universities.

The Supreme Court, however, has changed significantly since the University of Michigan's admission policies were challenged. Justice Sandra Day O'Connor, who voted with the majority to uphold the University of Michigan's law school admission policy, has been replaced by Justice Samuel Alito, generally considered to be opposed to affirmative action. Further, Obama appointee, Justice Elena Kagan, has rescued herself from hearing the case because she was involved with the Texas matter during her tenure as United States Solicitor General.

All eyes will be on Justice Anthony Kennedy, who dissented in the *Grutter* decision but stated in a separate dissenting opinion that he did not believe that the Constitution precluded universities from considering race "as one modest factor among others" to promote diversity, which he accepted as a compelling governmental interest. He did not, however, find that the University of Michigan met its burden of showing that its admission policies were sufficiently narrowly tailored to promote that governmental interest.

In the *Grutter v. Bollinger* case, Kennedy cautioned that the Court's majority opinion "missed an opportunity to distinguish between acceptable admissions policies and bad ones." With the Texas case, Kennedy may very well take the opportunity to redefine these boundaries. Oral arguments will likely be held before the presidential election, with a decision made in 2013.

Triota Inducts Arnold and Hamilton

On February 29, 2012, Jeanne Arnold and Dwight Hamilton were inducted as honorary members of GVSU's Beta Delta Chapter of Iota Iota Iota (Triota). Triota, which is named for the ancient goddesses, Inanna, Ishtar, and Isis, is the academic honor society for the field of Women and Gender Studies.

Triota strives to maintain the three feminist values central to Women and Gender Studies: egalitarianism, inclusiveness, and the celebration of the diversity of gendered experiences. It encourages and supports scholarship and excellence, as well as works to enhance the experience and academic achievements of students in this field.

Triota inducted Arnold and Hamilton "as a result of the excellence [they] have exhibited within the GVSU community and the greater Grand Rapids community regarding issues pertaining to women and social justice in addition to the values Triota holds so dear to our organization."

Gender Identity and Expression Committee Finalizes Its Review

The Gender Identity and Expression Committee was formed to identify potential improvements that would make GVSU's environment more friendly to the transgender and gender variant community. During this academic year, the committee has conducted a comprehensive review of various areas in our campus community, including but not limited to: housing, information technology, athletics, human resources, admissions, and public safety, to identify how our campus can be more trans-inclusive.

The committee, co-chaired by Dwight Hamilton and Danielle DeMuth is completing its recommendations and will present them to Jeanne Arnold in the spring/summer term. The committee is also developing a transgender resource guide for the GVSU community.

STUDENT ADVISORY BOARD FORMING

This fall, Disability Support Resources (DSR) will form an advisory board of students who are interested in serving 1 and 2 year terms. The board's role will be to advise the department and the director of DSR of emerging issues that may present as barriers to success, as well as assist in the development of educational opportunities for the campus community. Interested students must be at least a sophomore in good academic standing, be interested in working collaboratively with university administration and have a commitment to the mission of DSR. More information will be available later this summer on the DSR website at www.gvsu.edu/dsr.

Disability Support Resources



First Male Student Awarded Positive Black Woman Scholarship

Dmitri Westbrook made campus history on March 13 when he was named the first male to receive a scholarship from Positive Black Women (PBW).

Westbrook, a Chicago native, joined five women who were also PBW scholarship recipients at the annual Celebrating Women Awards ceremony. The PBW scholarship is awarded to a student who demonstrates a personal commitment to African American women's issues.

Westbrook certainly fit the criteria. A liberal studies junior, Westbrook chose a program emphasis that combines women and gender studies, sociology and African American Studies.

"My passion for the advocacy of women's rights comes from being informed of the struggles survivors of sexual assaults go through," he said.

A friend told Westbrook about the PBW scholarship and encouraged him to apply. PBW has an endowed scholarship fund and since 2000 has awarded more than \$26,800 to students.

Westbrook is an active student and is a member of Act on Racism, ReACT!, Office of Multicultural Affairs ambassador program, in addition to serving as a resident assistant.

Both Act on Racism and ReACT! are student performance troupes that aim to educate peers about the dangers of racism, discrimination, sexual violence and dating violence. Westbrook said he enjoys performing in both groups.

"Social justice is what I strive to see in the world, and I try my best to display this through the use of my activism," he said. "I also keep in mind to take nothing for granted because there are many people that do not have the same opportunities that I am receiving today."



Dmitri Westbrook is awarded the 2012 Positive Black Woman Scholarship

GVSU Named Military-Friendly

For the third consecutive year, GVSU has been named a military-friendly school by G.I. Jobs magazine.

G.I. Jobs released its 2012 military-friendly schools, which includes the top 20 percent of colleges, universities and trade schools that make it easy for veterans to

enroll, have supportive programs for veterans and military spouses and recruit and retain veterans as students.

The full list can be found at militaryfriendlyschoools.com. Steven Lipnicki, assistant dean of students, said more than 450 veterans enrolled here for the fall semester.

The university has created a Veterans Network of faculty and staff members who are knowledgeable about veterans' issues, including representatives from admissions, academic advising, the registrar's office, career services, counseling and disability support resources.

For more information, contact Lipnicki at ext. 1-7188.



Underwood Agrees to Co-Chair MLK Committee for the Third Consecutive Year



Kathleen Underwood

The Division of Inclusion and Equity is pleased to report that Kathleen Underwood has agreed to co-chair the Dr. Martin Luther King, Jr. Celebration Executive Planning Committee for 2013. This will be Underwood's third consecutive year co-chairing this committee. Along with her co-chair Bobby Springer, Dr. Underwood has been instrumental in expanding GVSU's observance of the

national holiday into a week long celebration of Dr. King's life and legacy. Under Dr. Underwood's leadership, the MLK celebration has included keynote addresses by Michael Eric Dyson and Michelle Alexander, incorporated a Day of Service, and added academic programs related to social justice issues.

New Title IX Web Resource

The Division of Inclusion and Equity has created a Title IX resource page to better provide information about GVSU's Title IX resources and procedures. The page identifies Dwight Hamilton, assistant vice president for Affirmative Action, as GVSU's Title IX Coordinator. As Coordinator, Hamilton oversees GVSU's Title IX compliance efforts.



Title IX of the Education Amendment Act of 1972 is most commonly known for requiring equal opportunities in athletics based on sex; however, it is much broader than that. Title IX requires that all entities receiving federal funds or financial assistance prohibit sex discrimination and sexual harassment in their education programs and activities.

The webpage provides information and resources related to sexual discrimination and sexual harassment, including instructions on filing complaints for Title IX violations and training programs. It also provides information for pregnant and parenting students' rights under Title IX.

The Title IX webpage can be found in the Inclusion/Diversity section of GVSU's website.

Intercultural "Core Training" Workshops to be Offered Online



Blackboard

The Inclusion and Equity Division offers the following four core Intercultural Training workshops that are considered the "building blocks" for GVSU's intercultural learning and development: Respect in the Global Workplace, Understanding

Equal Employment Opportunity and Affirmative Action, Sexual Harassment Awareness, and Understanding the Americans with Disabilities Act (ADA) as amended by the ADA Amendment Act (ADAAA) 2008. These workshops are recommended as part of every GVSU employee's professional development plan.

We are pleased to announce that in addition to the current live training format, these four core workshops will also be offered online through Blackboard beginning June, 2012. The Blackboard site is also our primary location for sharing announcements, research, Intercultural Training information and other valuable resources related to GVSU's inclusion and equity initiatives. To access the online workshops and resources, you must be registered as a member of the Inclusion and Equity Blackboard site. Please contact Krystal Olson at ext. 1-3296 or via email olsonkry@gvsu.edu for more information.

WELCOME NEW EMPLOYEE DORI RUNYON



Dori Runyon

Dori Runyon is a new face within the Inclusion and Equity Division, but she is not new to Grand Valley.

Runyon joined the Disability Support Resources (DSR) office in February as assistant to director Kathleen VanderVeen. She had worked for Pew Campus Security since 2000.

Runyon said her move was prompted, in part, by her familiarity with DSR and the support its staff members provide for students.

One of Runyon's two sons was diagnosed with attention-deficit hyperactivity disorder, and the other son has a severe allergic reaction to some men's colognes and fragrances. He is now a Grand Valley student and has contacted DSR for help in the past.

"I thought that naturally this office would be a good fit for me," Runyon said. "I can empathize with the students and what they are going through."

Runyon met a lot of students while working in the Eberhard Center for Pew Security but laughed and said they were not always happy to see her.

"Usually they were contesting parking tickets," she said. "I'm excited to be here and to reach students in a positive way."

An amateur photographer, Runyon is working toward a bachelor's degree in photography at Grand Valley.



Graduates of the Inaugural Class of the Intercultural Training Certificate (ITC) program, with Regina McClinton, Director of ITC (far right) and Jeanne J. Arnold, Vice President for Inclusion and Equity (third person from left)