

Fall 2020 Quarterly Progress Report

Alcohol & Other Drugs | gvsu.edu/aod

Information about cultural implications of substance choices/habits added to current AOD programming to reduce stigma/harmful impact on systemically marginalized populations

Progress: Revised materials include self-reflection on substance use and cultural implications | Adapted education provided to Black Greek Council and Multicultural Greek Council to highlight systemic issues that impact substance choices

Review program participant demographics each semester to identify culturally disproportionate referral trends | Share findings and educational feedback with AOD Leadership Council and referring parties

Progress: Post AEW, MEW, and Individual Education surveys sent | Fall 2020 data will be compared to previous semester

Career Center | gvsu.edu/careers

Initiate monthly staff diversity, equity and inclusion discussions relating to the student experience

Progress: Completed White Fragility staff book read/discussion | Held 3 fall semester meetings on racism, hair, and cultural appropriation | Formed staff committee on inclusive Career Center marketing and social media

Include panels, speakers, and/or topics in the Work Like a Laker Conference promoting diversity and inclusion in the workplace

Progress: Held 3 fall semester panels with Afro-Latinx, Veteran and Black alumni | Held virtual discussion called "Queer in the Workplace"

Children's Enrichment Center | gvsu.edu/child

Develop new framework and tools to better support diverse needs of student parents/student veteran parents

Progress: Have begun research on best practices to inform development and subsequent action

Develop framework and tools to provide inclusive, equitable experiences for families, children, staff, and GVSU student staff

Progress: Have begun research on best practices to inform development and subsequent action

Housing & Residence Life | gvsu.edu/housing

HRL staff will develop new Housing-specific DEI training and require participation

Progress: Two training sessions launched in August with 100% participation by full-time and student staff

HRL Social Justice Committee developed three department-wide development sessions

Progress: Development sessions are ongoing | Fall sessions focused on: how white staff can advocate for colleagues of color; how to support students through political fallout/election stress; how to support LGBTQIA+ students during Coronavirus

Office of Student Conduct and Conflict Resolution | gvsu.edu/osccr

Provide quarterly professional development opportunities for OSCCR staff to explore power, privilege, and oppression, and social identities that impact our work

Progress: First training (designed to identify shared language/definitions around social identities) scheduled for early Winter 2021

Formalize informal conflict resolution (ICR) pathways and market to students

Progress: The Statement which outlines all ICR pathways will go into effect January 4, 2021 | All documentation such as intake forms, process guidelines, scripts, and agreement forms have been created

Office of Student Life | gvsu.edu/studentlife

Student Life student employees, CAB, FSL and Student Senate executive leaders will complete DEI training

Progress: DEI training module developed in collaboration with CWGE | Student employees and leaders will complete during Winter 2021

Student Life staff and graduate students will participate in monthly DEI-focused shared learning sessions

Progress: Started Fall 2020 | Will continue Winter 2021

Recreation & Wellness | gvsu.edu/rec

Create department Student Advisory Board with diverse members

Progress: Staff team formed to develop framework, scope, and timeline (Fall 2021)

Develop departmental objectives using NIRSA DEI Professional Competencies

Progress: 5 full-time staff participated in NIRSA's Racial Equity Challenge | Inclusive environment discussion workshops held for student employees

Student Ombuds | gvsu.edu/ombuds

Provide new mentoring support for marginalized students not provided in the past

Progress: Held individual check-ins with Laker Familia and Black Excellence students and attended monthly group meetings | Continued serving on LGBT Advisory Board

Participate in faculty DEI meetings and further faculty understanding of how marginalized populations experience the classroom

Progress: Attended meetings and shared about BLM and the movement's effect on students | Planned successful virtual Teach-In, with 1,235 participants and 35 sessions

University Counseling Center | gvsu.edu/counsel

UCC Student Advisory Board (SAB) comprised of a diverse student body will be initiated

Progress: UCC staff committee formed | UCCSAB staff lead will attend the next GVSU Black & African American student forum | Will launch Fall 2021

Doctoral Internship hiring/matching process will focus on recruiting counselors of color

Progress: Application invitation sent to all intern candidates that identified as counselors of color | Increased funding and earlier position posting date to allow recruitment of doctoral interns with expertise in Black and African American student mental health