Alcohol & Other Drugs | gvsu.edu/aod

Cultural implications of substance choices and habits added to programming to reduce stigma and harmful impact on systemically marginalized populations: Progress: Program outlines in development for students ages 21 and up to address cultural implications amongst students who are of legal drinking age.

Review program participant demographics each semester to identify any culturally disproportionate referral trends | Share findings and educational feedback with AOD Leadership Council and other referring parties: Progress: Fall 2020 data show no indicators of disproportional referrals based on student demographics | Collaboration with OSCCR and Housing occurred to improve consistency across referring parties.

Career Center | gvsu.edu/careers

Initiate monthly staff diversity, equity, and inclusion discussions relating to the student experience: Progress: Held 3 winter semester meetings on white saviorism, redlining, and the impact of COVID on marginalized communities | Held weekly meetings for 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 2 winter workshops called “Researching Employers and Evaluating Workplace Culture” and “Adjusting Your Sails: Reframing Your Resume from Military to Civilian”.

Children’s Enrichment Center | gvsu.edu/child

Develop new framework and tools to better support diverse needs of student parents/student veteran parents: Progress: GVSU colleague meetings held to discuss best practices | Partnerships established to develop framework for campus student parent/student veteran support.

Develop framework and tools to provide inclusive, equitable experiences for families, children, staff, and GVSU student staff: Progress: Ongoing DEI Staff Professional Development occurred to ensure inclusive and equitable classroom set up, experience, and teaching | Classroom/teacher observations and assessments scheduled with Director and Great Start to Quality consultant to ensure DEI standards are met in classrooms, staff, and materials.

Housing & Residence Life | gvsu.edu/housing

HRL continued department-wide Social Justice Staff Development: Progress: Development sessions begun/ongoing: Winter sessions focused on: “The Story Behind Your Name” and “I am, but I am not...” | Social Justice Mentor Staff Development begun/ongoing.

HRL Social Justice Committee developed educational materials for staff: Progress: Developed “Supporting Trans” and Nonbinary Students: a guide to inclusive practices and queer gender vocabulary” workshop.

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: Training completed — Identifying shared language/definitions around social identities | Training scheduled for April, 2021: Exploring the intersectionality of social identities.

Formalize informal conflict resolution (ICR) pathways and market to students: Progress: Promotional materials have been created and distributed to faculty, staff, and students | All OSCCR staff are completing facilitator training for the various pathways.
Office of Student Life | gvsu.edu/studentlife

**Student Life student employees, CAB, FSL and Student Senate executive leaders will complete DEI training:**
Progress: OSL student employees and FSL leaders completed DEI training during Winter 2021 | Revisions underway with plan to incorporate in Fall 2021 onboarding for student leaders in CAB and Student Senate | Baseline data will be used to inform next steps.

**Student Life staff and graduate students will participate in monthly DEI-focused shared learning sessions:**
Progress: Fall 2020 topics completed: Uncomfortable Conversations with a Black Man, James Baldwin - A Letter to My Nephew, Diversity Work Interrupted, These 10 Black Women Want You to Stop Commenting on Their Hairstyles at Work, The (Diverse) University We're Losing, A Conversation About Race, Injustice + Privilege presentation from Association of Fraternal Leadership & Values January 2021 conference.

Recreation & Wellness | gvsu.edu/rec

**Create department Student Advisory Board with diverse members:**
Progress: Advisory Board positions posted and accepting applications for Fall 2021 involvement.

**Develop departmental objectives using NIRSA DEI Professional Competencies:**
Progress: Began biweekly DEI case study review with professional staff | RecWell staff member and practicum student accepted to present at NCORE in June.

Student Ombuds | gvsu.edu/ombuds

Provide mentoring support for marginalized students: Progress: Students participated in monthly meetings and group sessions.

Participate in faculty DEI meetings and further faculty understanding of how marginalized populations experience the classroom: Progress: Meetings include regular updates on progress of the Network of Advisors | The work of the Teach-In will continue to be a part of the EIC with a revised shared responsibility.

University Counseling Center | gvsu.edu/counsel

A UCC Student Advisory Board (SAB) comprised of a diverse student body will be initiated for Fall 2021:
Progress: UCC staff Committee formed and students invited to join Advisory Board | Additionally hosted a mental health townhall with Black Student Union, provided a weekly Let’s Talk: Black Student Mental Health and Wellness series, counselors involved in the Asian Student, Laker Familia, and Black Excellence programs.

The Doctoral Internship hiring/matching process will focus on recruiting counselors of color: Progress: 2021/2022 doctoral internship successfully matched with an intern with expertise in African American mental health and providing clinical services to systemically marginalized populations.

Reallocate funding to create 2021/2022 specialized post-fellow position to support Black and African American students: Progress: Funding reallocated, counselor hired.

Division of Student Affairs | gvsu.edu/studentaffairs

**Measure staff diversity over time:** Progress: Completed a five-year analysis (2015-2020) showing an overall increase in Student Affairs staff diversity of 4% | 5 of 8 departments experienced staff diversity increases over 2015.

Five -Year Snapshot: DSA Staff Diversity (by self-reported race/ethnicity): 2015 - 2020

<table>
<thead>
<tr>
<th></th>
<th>AoD</th>
<th>Career</th>
<th>CEC</th>
<th>DoS</th>
<th>HRL</th>
<th>OSL</th>
<th>RecWell</th>
<th>UCC</th>
<th>OVERALL</th>
<th>GVSU Staff</th>
<th>West MI</th>
</tr>
</thead>
<tbody>
<tr>
<td>2015 (FT+PT)</td>
<td>0%</td>
<td>19%</td>
<td>0%</td>
<td>14%</td>
<td>20%</td>
<td>14%</td>
<td>0%</td>
<td>27%</td>
<td>18.68%</td>
<td></td>
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</tr>
<tr>
<td>2020 (FT+PT)</td>
<td>50%</td>
<td>28%</td>
<td>0%</td>
<td>30%</td>
<td>29%</td>
<td>17%</td>
<td>0%</td>
<td>26%</td>
<td>23.15%</td>
<td>20.7%</td>
<td>19.6%</td>
</tr>
</tbody>
</table>

**Increase/(Decrease)**

|        | 50% | 9%   | 0%  | 16% | 9%  | 2%  | 0%      | -1% | 4.47%   |

NOTE: Excludes areas removed from DSA: OMA, CWGE, DSR, LGBT Resource Ctr., SASC, TRIO
NOTE: Combines some areas per 2015 reporting categories (e.g., OSCCR, Ombuds)

* DSA Data Source: Office of Institutional Analysis (https://www.gvsu.edu/ia/)
* GVSU Data Source: Diversity Dashboard (https://www.gvsu.edu/inclusion/diversity-dashboard-128.htm)
* West MI Data Source: The Right Place (https://www.rightplace.org/data-center/population-and-demographics)