

## Winter 2021 Quarterly Progress Report (Jan-Mar)

### Alcohol & Other Drugs | [gvsu.edu/aod](https://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](https://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](https://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](https://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](https://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](https://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](https://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](https://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](https://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](https://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

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

NOTE: Includes only FTE full and partial appointments (i.e., excludes contract staff)

\* 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>)