

College of Liberal Arts and Sciences

Action Area 1: Retention and Recruitment (faculty, staff, students)

Notes

Goal	Strategy	Objective	Measures	Progress/Updates
Increase the presence of faculty from historically underrepresented groups (Latino, Native American, African American)	Focus additional recruitment efforts in diverse local areas such as Holland, Grand Rapids, Muskegon, Benton Harbor, Flint, Wyoming, etc.	Facilitate the translation of materials written for parents (see Action Area 2)	Winter 2010	"Welcome Parents and Family Members!" admissions website material was provided to Admissions in Spanish translation by Rebecca Castellanos and Medar Serrata of MLL. Volunteers for Arabic and Chinese have come forward.
		Partner with Alumni Relations and CLAS Alumni on recruitment in relevant localities	Winter 2010	CLAS Alumni Facebook page call out for participants in Majors Fair. CLAS Alumni participated in Majors Fair (Oct'10). CLAS Alumni Board members Ed Cardenas hosted Detroit "Rockin on River: Sept 16 and David Harris spoke ot parents in Detroit at admissions event, and Tim Bulson partiicpated in graduate students night.

Red Font areas indicate detail that does not appear in the CLAS Inclusion plan. CLAS Strategy reads "Utilize university Affirmative Action Plan to identify underutilization for minorities and women"

Support outreach efforts by
the CLAS Academic
Advising Center

Ongoing

The College has been providing time for announcements and Q&A at Unit Head meetings; announcements in the CLAS monthly e-newsletter to faculty, and posting of events on CLAS Bulletin Boards and web calendar. CAAC activities have included

- Participation at all Freshman Orientation days
- Coordination of one-on-one Transfer Orientation sessions in CLAS Academic Advising Center
- Collaboration with other academic advising centers to provide intentional support and advising for: Freshman Academy students, High School Persistence Pals, student athletes, international students (both J1's and F1's), non-traditional students.
- Provide outreach to students below 2.0 at mid-semester and final grading time
- Coordinate efforts to reach out to first and second year students through MapWorks responses, particularly those who live off campus in their first year
- Be accessible to students for one-on-one appointments
- Provide group advising and registration assistance during 'registration season' each spring

CLAS Office staffers served as Inclusion Advocate for searches in Art & Design, English, Dance, Physical education and CAAC in 2010. CLAS Office staffers and CLAS faculty participated in International Faculty & Friends events. CLAS helped to fund and helped to promote many cultural events during the year, such as 100 Years Mexican Revolution: History, Culture and Traditions; the American Indian Heritage Month; Non-traditional Student Appreciation Week; Global Gala (intercultural Festival); Indulgence for a Cause (Women's Center); Annual Intercultural Student Reception (Sept 16) and Fast-a-Thon : Get Hungry for a Change (Muslim Student Assoc.), CLAS has 42 members of Allies & Advocates from 15 different units.

Action Area 2: Campus Climate

Goal	Strategy	Objective	Measures	Progress/Updates
Increase the availability of relevant information in languages in addition to English	Provide translations of relevant materials for parents of students	Facilitate translation of relevant materials by volunteers . Launch in conjunction with Parent and Family Program Manager (University Development) and GVSU Web team	Provide online parent information in at least 2 more major languages by 2011	One language (Spanish) provided in 2010. Volunteers for 2 more (Arabic and Chinese) translations have been identified. Eric Johnsson of Admissions has undertaken to post the Spanish translation on the Admissions webpage.
	Invite Teach Liberal Education web page statements in languages in addition to English			Invitation sent to all unit heads.

Support inclusive atmosphere at College events through food choices and presentation	Provide menu in advance on college Web site	Allow faculty, staff, alumni and students to break bread together at College events with the confidence that dietary restrictions can be accommodated to the degree practical, and provide information in advance on web site.	Beginning with Fall 2009 events, provide this information whenever possible.	Menu provided two days prior on CLAS website for Sabbatical Showcase, Fall start up meeting, 3 Out-of-the-Box events, CLAS Teaching Showcase, CLAS Holiday Open House.
	Provide vegetarian choices			Additional emphasis on "build your own" and vegetarian selections.
	Include labeling that makes clear whether known allergens, meat, seafood, dairy are included			Also labeling of gluten free when possible.
	Encourage labeling by catering services			Reminders made. Menu adjustments made.
Conduct climate study of faculty, staff, and students utilizing internal and external consultation	Promote broad campus consultation in process due to mixed/negative perceptions from campus community regarding validity and methods utilized for 2005 climate study	Encourage participation of the faculty and staff of CLAS in this survey. Ask faculty to promote the survey in their courses to encourage students to participate.		CLAS Start Up meeting and CLAS Unit Heads meeting briefed on the climate study. Neal Rogness participating in the running of the study. Study promoted at the Campus Compact Conference held at Davenport University by GrIT panelists. Climate survey presentation posted on CLAS website.
Action Area 3: Diversity in Curriculum/Co-curriculum				
Goal	Strategy	Objective	Measures	Progress/Updates

Reward and value course content that integrates culturally diverse perspectives (race, class, disability, sexual orientation, religion, etc.) where appropriate	Develop local community connections with diverse cultural groups.	Provide faculty forums for sharing pedagogical approaches	Start Fall 2010	CLAS Teaching Showcase (Nov. 2010). Discussions at Unit Head meetings about encouraging service learning, undergraduate research, risk reduction for students involved with off-campus activities. CLAS to fund refreshments and promotion of upcoming Allies & Advocates seminar (facilitated by a CLAS faculty member) for faculty on critical theory of issues relating to sexual orientation and gender identity.	The Grassroots Inclusion Taskforce wrote to the Office of Inclusion and Equity to indicate that they thought that "to teach about white privilege" was too narrow a focus, didn't cover issues related to national origin, LGBT, religion etc. and that it impinged on academic freedom. That phrase does not appear in the CLAS Inclusion Plan.
	Create course-based and co-curricular opportunities to teach about white privilege.	Provide time at Unit Head meetings for sharing of best practices in relevant areas and post notes to website	Implement starting Fall 2009	Best Practices presented by unit heads are posted on the CLAS website. CLAS links to ICE, Allies & Advocates, OMA, Women's Center, LGBT Center, Office of Inclusion & Equity. Academic Integrity Out of the Box includes discussion of cultural differences. Frequent participation by Theatre in co-curricular projects such as Building a More Inclusive Community. Intercultural Competence and Experience certificate program supported and promoted to all constituencies of CLAS and beyond (see next item).	

Work with Cultural Competency Certificate program to highlight diversity courses to assist in advising

Fall 2011

ICE was launched in Fall 2010. Briefings were provided by Regina McClinton to Unit Heads (includes CLAS Academic Advising Director) and the CLAS Alumni Board. Introduced to the Faculty via the newsletter and the Dean's Fall opening speech. ICE Director attended major's fair and many other student events to promote.

Action Area 4: Organizational Learning - Internal

Goal	Strategy	Objective	Measures	Progress/Updates
	Provide training on a variety of inclusion-related topics including effective interviewing, unconscious bias, cultural competence*, ADA, Proposition 2, etc.	Promote training & workshops to CLAS departments	TBA	Inclusion training is promoted in CLAS Acts, at Unit Head Meetings, and in the Unit Head Mailing. Diversity events are promoted on the CLAS website events calendar and on the CLAS Bulletin Board and on the CLAS Happenings monthly poster.
	Utilize professional theatre groups and "train the trainer" concept.	College Office personnel to undergo training		CLAS Office has 2 Inclusion Advocates (Dean and AP) and 2 Inclusion Champions (Assoc. Deans) and 1 member of the Inclusion Advisory Board. CLAS office as a whole will undergo training starting with "Assessing Your Intercultural Competency". One staffer is on the AP Professional Development Subcommittee which runs the GVSU Excellence Series. One office staffer won the 2010 AP Commitment to Diversity Award. Leadership development making use of conflict resolution training is under discussion.

Action Area 4: Organizational Learning - Community Outreach

Goal	Strategy	Objective	Measures	Progress/Updates
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Develop and nurture key partnerships and relationships with community entities doing (or interested in doing) similar inclusion work	Maintain active membership in Grand Rapids Chamber of Commerce Cultural Competency Council Institute for Healing Racism.	Coordinate with existing contacts related to projects such as: Prof. Joseph's Gaining Early Awareness and Readiness for Undergraduate Programs/College Day Program (GEAR UP/CD) to area school children; Art & Design's mural project for the African Center; Prof. Roberts' film on 10th Anniversary Video for Plymouth Congregational United Church of Christ	Ongoing	CLAS published <i>Service in the College of Liberal Arts & Sciences 2010</i> to report on the many service efforts underway--many of which are in the community and many of those are with underserved groups or make use of opportunities to learn from those providing leadership in minority communities. This report was provided to the Chamber and the GR Mayor's office communication officer as well as to the campus community.
	Partners for a Racism Free Community, etc.			Promoted and provided some funding to <i>Up From the Bottoms: The Search for the American Dream</i> which played to packed houses in Muskegon as well as winning awards here and abroad. This success had led to a contractual relationship with Cicely Tyson for an ongoing series of profiles of influential African Americans. Also, staffer joined the organizing committee for Allies & Advocates. TRIO has undertaken to provide updates and have announcements made through CLAS communication vehicles. Inclusive business communications practices promoted in a program for the Excellence Series presented by a College Office staffer.
	Create a list of organizations outside of campus that we as an institution can/should support.			CLAS collected for NCA a list of all the organizations on whose boards CLAS faculty serve.