

# Inclusion and Equity Goals for the Division of Student Services | 2011

<b>Action Area 1: Access and Equity-Recruitment and Retention (students, faculty &amp; staff)</b>					
Goal	Strategy	Objectives	Measures	Accountable Unit(s) P = Primary	Compliance Assessment, December, 2011
<i>1. Assist with the Inclusion Advocate program</i>	Encourage staff members of the Division to apply for and participate in the Inclusion Advocate/Champion program	To increase staff participation	Track Division breakdown of IA's by Unit	All units	Sharalle Arnold Kirsten Bartels Janean Couch Tom Coy Connie Dang Valerie Jones Marlene Kowalski-Braun Steven Lipnicki Bart Merkle Brenda Mitchner Kellie Pnacek-Carter Mary Sharp Bobby Springer LeaAnn Tibbe Jo Ann Wassenaar
	Give input to design and facilitate new LGBT component	To include LGBT issues in the training as another aspect of inclusion	Review program	LGBT Resource Center	LGBT Resource Center: completed Spring 2010
<i>2. Enhance diversity and inclusion focus in new student orientation and Transitions program</i>	Recruit a diverse group of Transitions leaders through targeted recruitment from various areas of campus	To advertise and promote leader application process online, OMA, WC, LGBT, Housing. Discuss diversity during selection process	Track demographics of applicants	Student Life	Student Life: Increased efforts for recruiting with OMA to increase diversity of pool. Trained transitions leaders on inclusion, demographics of campus, and bias protocol
	Train Transitions leaders on the Bias Incident Protocol	To provide Bias Incident Training Protocol to all Transitions Leaders	Track participant numbers and Learning Outcomes Assessment after the program	Team Against Bias	Training provided to Transition leaders

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3. Promote a more holistic approach to undergraduate admissions to increase access/diversity	Continue Gear Up and Wade McCree programs	To expose pre-college students to higher ed. experience and the campus community	Track participation	Multicultural Affairs	Wade H. McCree served 352 students
	Work with the Freshmen Academy (FA) Coordinator to transition second-year students to the Multicultural Cohort Programs	Provide second-year support to FA students including internships, service learning, and leadership development	Track participation	Multicultural Affairs	Internships, service learning, and leadership development provided to second year FA students
	Include GRCC and MCC students involved in Career Fairs	To expose students to career opportunities to encourage further education at GVSU	Track participation	Career Services	Career Services: Included GRCC and MCC students in Career Fairs
	Work with the Grand Rapids Prep Academy	To expose students to career opportunities to encourage further education at GVSU	Track participation	Career Services	Career Services: Invited students from Grand Rapids Prep Academy to attend career fair and meet employers

## Action Area 1: Access and Equity-Policy/Administrative Initiatives

Goal	Strategy	Objectives	Measures	Accountable Unit(s) P = Primary	Compliance Assessment, December, 2010
1. Include diversity component in annual AP/COT Staff Performance Review.	Train staff to improve intercultural competency	To establish intercultural training committee	Incorporate into Employee Assessment planning	Dean of Students Office	Dean of Students Office: Intercultural Training Committee established, Winter, 2011 All Division staff have taken the Diversity Profile and included diversity training in their performance goals

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<b>Action Area 2: Campus Climate</b>					
Goal	Strategy	Objectives	Measures	Accountable Unit(s) P = Primary	Compliance Assessment, December, 2010
<i>1. Review turnover rates of women and minorities by division (AP staff)</i>	Create an exit interview process with the Vice Provost/Dean	To make exit interview automatic upon receipt of a resignation	Track meetings with all departing staff	Dean of Students	The Dean of Students now meets with all exiting Division employees
<i>2. Develop support for non-traditional students</i>	Participate in Non-Traditional Student (NTS) task force and EDPAC subcommittee	Create an NTS Network including website, social media, services and resources for current students and prospective student referrals to Admissions	Introduce new website by April, 2011  Introduce new Facebook/LinkedIn pages by April 2011	Dean of Students Office, Student Life, Women's Center, Children's Enrichment Center	Women's Center: Introduce new website, April, 2011.  Introduce new Facebook/LinkedIn pages, April 2011. – these have been created by the NTS committee. Serve on Inclusion and Equity Advisory Committee. Offered Fireside Chats Winter 2011 (4) and Her Story, Winter 2011 (2)  Student Life: two staff serve on NTS Network. Community Service Learning Center Alternative Breaks hosts transfer student service day to provide meaningful opportunity to connect students. Non Traditional Students participated in Laker Leadership programs, Fall, 2011

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	Coordinate the Veteran's Network	To coordinate monthly meetings of Veterans Network; maintain webpage and Facebook group, communicate needs of veterans to NTS and EDPAC subcommittee	Conduct follow-up survey to student veterans in 2011	Dean of Students Office	Steven Lipnicki, Assistant Dean, Division of Student Services: has coordinated monthly meetings of Veterans Network, maintained webpage and Facebook group, communicated needs of veterans to NTS and EDPAC subcommittee, conducted follow-up survey to student veterans
3. Design and implement schedule of Opportunities to Dialogue about Race	Support efforts of Division of Inclusion and Equity by providing updates to the Vice President for Inclusion and Equity	To serve on the I&E Advisory Committee	Track participation	Multicultural Affairs, Women's Center	Women's Center: Fireside Chats successfully running and has held five sessions fall, 2010. Four more planned for Winter 2011
	Host Ongoing LGBT Conference: LGBT and Race	To dialogue on the intersection of LGBT and Race	Track participation	LGBT Resource Center	On Going LGBT Conference "Economic Justice and Class Issues in the LGBT Movement"
4. Promote cultural competence in admissions protocol for student groups	Provide Diversity and Bias Incident Protocol Training for Student Organizations	To increase cultural competence in student groups	Track presentations and participation	Student Life (Student Organization Development)	Student Life: At fall training Max It Out the bias incident cards were handed out and a review of the expectations communicated to organization leaders. The MyGVSU survey discussed
	Greek 101 and 201 Programs	To increase cultural competence in Greek organizations	Participant Evaluation	Student Life (Fraternity/Sorority Life)	Student Life: Greek Allies and Advocates implemented. Greek 101 includes a cultural competence component

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<b>Action Area 3: Diversity in Curriculum/Co-Curriculum</b>					
Goal	Strategy	Objectives	Measures	Accountable Unit(s) P = Primary	Compliance Assessment, December 2010
<i>1. Reward and value course content that integrates culturally diverse perspectives where appropriate</i>	Create Inclusion/Diversity Leadership (non-credit) Certificate for Students	To connect with Mark Schaub and Regina McClinton to begin certificate planning	Development of certificate	Student Life (Leadership & Service Initiatives), Multicultural Affairs	Student Life: The Laker Leadership Programs (LLP) have offered this program for students since Fall 2010 with approximately 30 students participating each semester
	Provide Women's Issues Volunteer Corps (WIVC) diversity training for students	To continue to connect with all WGS students and others interested	Review training program	Women's Center	Women's Center: Approximately 200 students went through WIVC training in the Fall, 2010, 181 students Winter, 2011, 74 students Fall, 2011
	Present on diversity topics at LIB 100, UNIV 201, Workforce Management Course, EDG Social and Cultural Foundations, PSY Courses, Physician Assistant Courses	To provide diversity component to select academic courses	Track number of presentations within each office	Multicultural Affairs, Counseling Center, Women's Center, LGBT Resource Center	LGBT Resource Center: All programs Lib 100 or US 201 approved; all On-Going LGBT Conferences have urls for professors to integrate materials/presentation into classroom. US 380 "Social Justice Engagement" linked to Change U. Eight presentations to 240 students  Office of Multicultural Affairs: Diversity topics: 35 programs with 20 Lib 100 and 12 US 201 approved (4260 attendees).

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					<p>Classroom presentations in ED633 (30), WRT 098 (8), Lib 314 (30) and SW 300 (32)</p> <p>Women's Center: Diversity topics - 21 Lib 100 approved programs, 5 U.S. 201 approved programs</p> <p>Counseling Center: LGBT Issues/Training (35 participants), Unnatural Causes (7 presentations, 250 participants), Diversity Focus Group (10 participants), Diversity Presentation (10 participants), Allies &amp; Advocates (17 participants)s</p>
<i>2. Develop/ implement diversity/inclusion campus-wide training/education workshops/ programs</i>	Provide the following: Professionals of Color Series	To provide diversity training to key campus constituents	Reflection and participant information Track participation	Multicultural Affairs	Several programs provided on an annual basis
	Multicultural Conference	See above	See above	Counseling Center	Host Annual Multi-Cultural Conference - Dr. Darryl Wing Sue (over 100 participants)
	Ongoing LGBT Conference	See above	See above	LGBT Resource Center	LGBT Resource Center: On-going LGBT Conference (330), Greek Allies and Advocates training (208), RA Training (95)
	Her Story Series	See above	See above	Women's Center	Two "Her Stories" held each semester. Approximately 45 in attendance at each event.
	Resident Assistant Program	See above	See above	Housing and Residence Life	Housing and Residence Life: Full day workshop and monthly

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		See above	See above	Student Life	<p>inservices on topics of Intercultural Awareness for Resident Assistants (What is Culture, Tanaka Story Telling, Power and Privilege, Interfaith, among others. Staff is currently reading The Warmth of Other Suns (Common Reading) and will hold discussion group in January, 2012</p> <p>Student Life: The Leadership Program has offered the Inclusion and Diversity Leadership Seminar for students since fall 2010 with approximately 30 students participating each semester</p>
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## Action Area 4: Organization Learning -Internal

Goal	Strategy	Objectives	Measures	Accountable Unit(s) P = Primary	Compliance Assessment, December, 2010
<i>1. Training and Organizational Development</i>	To establish Diversity Training Committee	To ensure that diversity topics are addressed each year through a variety of training mechanisms	Chairs of committee will track staff diversity training within Division	Dean of Students Office	Dean of Students Office: Committee established, tracking of staff diversity training within Division underway, website established
<i>2. Provide consultation and</i>	To provide a Mediation Process	To assist resolve conflicts	Participant evaluations	Dean of Students, Housing	Dean of Students Office: Mediation services offered to

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<b>Action Area 4: Organization Learning -Internal</b>					
Goal	Strategy	Objectives	Measures	Accountable Unit(s) P = Primary	Compliance Assessment, December, 2010
<i>intervention</i>					campus community

<b>Action Area 4: Organization Learning –Community Outreach</b>					
Goal	Strategy	Objectives	Measures	Accountable Unit(s) P = Primary	Compliance Assessment, December 2010
<i>1. Facilitate and sustain partnerships with GRPS and other districts and diverse populations</i>	Continue GEAR UP program	To create stronger community partnerships mentor high school students and parents	Participant evaluations	Multicultural Affairs	Gear Up served 523 Grand Rapids Public School students, 2010-2011
	Continue partnership with Allendale Alternative School	See above	Participant evaluations	Children’s Enrichment Center (CEC)	The CEC has been recognized as a “high quality setting” that can serve as a site for a preschool grant. The grant implementation team has been designed to include Allendale School and the GVSU CDC. Grant supported by the Great Start Collaborative for high risk families and children
	Co-sponsor Girls in Sports Program with GRPS	See above	Participant evaluations	Women’s Center	Women’s Center: In the process of planning Girls in Sports which will be held in February, 2011. Participation will be capped at 400



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	Serve on Western Michigan Fair Housing Board	To promote fair housing	Review actions of the board	Counseling Center	Counseling Center: Continue to serve on West Michigan Fair Housing Board to promote fair housing in West Michigan
	Serve as a leader for West Michigan Association for Education of Young Children	To provide GVSU staff with learning opportunities related to young children	Participant evaluations	Children's Enrichment Center	The CEC was the principle investigator in a Special Projects grant that has led to the development of a full day administrative event
	Participate in West Shore Aware Collaboration	To ensure West Shore Aware Scholarship for students	Review scholarship awards	LGBT Resource Center	LGBT Resource Center: West Shore AWARE fully endowed the LGBT Scholarship with check for \$40,000 plus two \$1500 scholarships