

## Inclusion Timeline

### A History of Diversity-Related Events at Grand Valley State University

Date	Event or Activity	Source
1967	First graduates of color at Grand Valley: Joan Burch, Annie Jacobs, and James Moore	
1970	Grand Valley establishes <a href="#">TRiO Programs</a>	
1970	Grand Valley establishes the Office of International Studies, renamed <a href="#">Barbara H. Padnos International Center</a> in 1999	<a href="#">PIC History Timeline</a>
1971	A Report on the Status of Women at GVSC pointed out discrimination against hiring women for faculty and staff positions	<a href="#">GVSU History, Section V</a>
1971	College's first <a href="#">Gay Alliance</a> is organized	<a href="#">GVSU History, Section V</a>
1974	Grand Valley awards Michigan's first women's athletic scholarship	<a href="#">GVSU History 1974</a>
1976	Paul Phillips is the first African American appointed to the controlling body	<a href="#">GVSU History, Section V</a>
1977	Task Force for Minority Concerns pointed out disparities in the diversity of the student body	<a href="#">GVSU History, Section V</a>
1978	Grand Valley establishes the <a href="#">Upward Bound Program</a>	
1984	Grand Valley initiates programming commemorating Martin Luther King Jr. Day	
1988	The <a href="#">Office of Multicultural Affairs</a> opens	
1991	The <a href="#">Allies and Advocates</a> program is created	<a href="#">LGBT Resource Center</a>
1993	<a href="#">Disability Support Services</a> opens	
1994	Women's Climate Study	<a href="#">Women's Commission History</a>

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1995	<a href="#">Positive Black Women</a> becomes an official organization	<a href="#">History of PBW</a>
1996	<a href="#">Women's Commission</a> begins	<a href="#">Women's Commission History</a>
1999	First <a href="#">Transgender Day of Remembrance</a>	
2000	Progress in Equity Award presented to GVSU and Mary Seeger by the Legal Advocacy Fund of the American Association of University Women	<a href="#">GVSU History, Section VI</a>
2000	Grand Valley administers its 2 <sup>nd</sup> climate study, the Women's Climate Study II	
2000	The Vice President for Planning and Equity, Pat Oldt, Ph.D., is hired	<a href="#">Women's Commission History</a>
2001	<a href="#">Women's Center</a> opens	<a href="#">History of Women's Center</a>
2001	Minority Scholarship Fund reaches \$1 million dollars	
2005	Grand Valley issues its 3 <sup>rd</sup> climate study, the <a href="#">Diversity Study</a>	
2005	Grand Valley creates the <a href="#">People of Color Network</a>	<a href="#">People of Color Network</a>
2006	Report following the diversity study: <a href="#">Actions to Strengthen Inclusion</a>	
2006	President Haas creates the new position of <a href="#">Vice President for Inclusion and Equity</a>	
2006	The <a href="#">LGBT (Lesbian, Gay, Bisexual, Transgender,) Resource Center</a> opens	<a href="#">LGBT History</a>
2006	<a href="#">GVSU LGBT Faculty and Staff Association</a> becomes a formal organization	<a href="#">LGBT History</a>

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2006	Proposal 2 passes	<a href="#">Proposal 2 Message</a>
2006	The <a href="#">Team Against Bias</a> is created	
2007	President Haas appoints a <a href="#">Diversity Assessment Committee</a>	<a href="#">GVSU History, Section</a>
2007	First <a href="#">Lavender Graduation</a> for LGBT students	<a href="#">LGBT History</a>
2007	The first <a href="#">Diversity Directory</a> is created	
2007	<a href="#">Inclusion Advocate Program</a> created	
2007	"GVSU: A place where all voices are heard" diversity messaging adopted	
2008	The <a href="#">Vice President for Inclusion and Equity</a> , Jeanne Arnold, Ed.D., is hired	<a href="#">GVSU History, Section V</a>
2008	Grand Valley begins implementing its <a href="#">2008-2010 Strategic Plan</a> , which includes a goal for diversity related activities	<a href="#">Strategic Positioning</a>
2008	Grand Valley begins implementing its <a href="#">2008-2011 Inclusion Implementation Plan</a>	<a href="#">Inclusion and Equity</a>
2008	<a href="#">Household Member Benefits program</a> and "Gender Identity and Expression" addition to the non-discrimination policy is approved by Trustees	
2009	<a href="#">Inclusion and Equity Brief Survey</a>	
2009	Native American Advisory Board created	<a href="#">Inclusion and Equity Update</a>
2010	Graduate Studies Office Creates "The Kimboko Award"	<a href="#">Inclusion and Equity Update</a>

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2010	Grand Valley begins implementing its <a href="#">2010-2015 Strategic Plan</a> , which devotes a significant number of goals to diversity related activities	<a href="#">Strategic Positioning</a>
2010	The <a href="#">ICE (Intercultural Competence and Experience)</a> Program is created	
2010	Inclusion and Equity videos available on <a href="#">iTunes</a>	<a href="#">Inclusion and Equity Update</a>
2011	Student Senate Passes <a href="#">LGBT Resolution</a>	<a href="#">Student Senate</a>
2011	WGVU seeks to expand diversity conversations	<a href="#">WGVU Engage</a>
2011	<a href="#">MyGVSU Survey</a> , Grand Valley's 4 <sup>th</sup> Climate Study is implemented	
2011	Student Senate passes resolution in support of closing the university to Celebrate the federal holiday honoring the birth of Dr. Martin Luther King Jr.	<a href="#">Student Senate</a>
2011	Division of Inclusion and Equity presents proposal to Executive Committee of the Senate regarding MLK Day Closure	
2011	Grand Valley receives Diversity Award from Minority Access, Inc.	<a href="#">Inclusion Extra!</a>
2011	Grand Valley named one of the top gay-friendly universities in the nation	<a href="#">WZZM 13 News</a>
2011	Grand Valley received the 2011 Corporate ONE Award	<a href="#">Inclusion and Equity News</a>
2011	Jeanne Arnold and Marlene Kowalski-Braun publish article entitled: "The Journey to an Inaugural Chief Diversity Officer: Preparation, Implementation and Beyond" in "Innovative Higher Education"	<a href="#">Inclusion and Equity News</a>
2012	Grand Valley becomes a partner in the <a href="#">Hispanic Association of Colleges and Universities</a>	<a href="#">Inclusion and Equity News</a>
2012	Grand Valley cancels classes for Martin Luther King Jr. holiday beginning in 2013	<a href="#">Inclusion and Equity News</a>
2012	Disability Support Resources sponsors "Campus Links" program for students with Asperger's Syndrome who live on campus	<a href="#">Inclusion Extra!</a>

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2012	Grand Valley approves a <a href="#">Religious Inclusion Policy</a> .	<a href="#">Inclusion Extra!</a>
2012	Grand Valley approves a <a href="#">Consensual Relationship Policy</a> .	<a href="#">Inclusion Extra!</a>
2012	Grand Valley goes from a 4.5 to 5.0 rating on being a top gay-friendly university in the nation	<a href="#">Inclusion and Equity News</a>
2012	Inclusion and Equity launches new program: "Intercultural Communities of Practice"	<a href="#">Inclusion Extra!</a>
2013	Steepletown Neighborhood Services is the first recipient of GVSU's Dr. Martin Luther King, Jr. Community Service Award	<a href="#">Inclusion Extra!</a>
2013	Disability Accommodation Policy Approved	
2013	Final Inclusion Implementation Plan (IIP) Report Completed	
2014	Grand Valley receives the INSIGHT Into Diversity Higher Excellence in Diversity (HEED) Award	