



# Expect Diversity

Ferris State University Diversity and Inclusion Office  
Fall/Winter 2011

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## Connect With Us



Ferris State Diversity  
and Inclusion Office  
Jim Crow Museum



@DrDavidPilgrim

## New Jim Crow Museum Set for Completion in Spring

The Jim Crow Museum is scheduled to be completed in March 2012. The new location, on the lower level of the Ferris Library for Information, Technology and Education (FLITE), affords us the space to do the following: host bigger groups, display a larger number of objects, use didactic panels and audiovisual aids to contextualize the artifacts, and, most importantly, tell additional stories.

Visitors will first encounter a pre-museum experience featuring an African American history timeline. The information in the timeline will be enhanced by 10-15 "featured objects," including a copy of the Proclamation ending slavery signed by President Lincoln, vintage sheet music with the lyrics to the song *Jump Jim Crow*, a 1954 newspaper highlighting the *Brown v. Board of Education of Topeka* decision, and an original campaign poster for Congresswoman Shirley Chisholm. All of this material will be displayed in enclosed shelving



Construction has  
started in the new museum.



Rendering of outside of the new museum.

## New Jim Crow Continued...

outside of the museum.

Upon entering the museum, visitors will see a re-creation of a desk where minstrel performers "blackened up." They will learn about Thomas Dartmouth Rice, the white actor who popularized the Jim Crow character in the United States and England. There will be didactic panels that discuss how the name Jim Crow became a synonym for the many laws and customs that relegated black Americans to second-class citizenship. During the Jim Crow period there were separate hospitals for blacks and whites, separate prisons, separate public and private schools, separate churches, separate cemeteries, separate public restrooms, and separate public accommodations. In most instances, the black facilities were grossly inferior — older, smaller, less-well-kept, and less conveniently located. In other cases, there were no black facilities — no Colored public restroom, no public beach, no place to sit or eat.

In the museum will be a large wall containing Jim Crow segregation signs — the back of the wall will be covered with text

from dozens of legal statutes. For example, this law from Alabama, my home state, is included, "No person or corporation shall require any white female nurse to nurse in wards or rooms in hospitals, either public or private, in which negro men are placed." The pervasiveness of these Jim Crow laws is apparent when one reads this law from Oklahoma, "The [Conservation] Commission shall have the right to make segregation of the white and colored races as to the exercise of rights of fishing, boating and bathing." An audio with these laws will be activated when visitors enter the section. The voices on this audio were provided by Ferris faculty



David Pilgrim and Lisa Kemmis sorting through material to be placed in the museum.

### Office of Multicultural Student Services

Guest Speaker Jaime Martinez came to Big Rapids to share his experiences with Social Justice with our campus community. Mr. Martinez also spoke about his close relationship to his mentor Cesar Chavez. His message was for those present to learn about social justice, and how to address social justice issues in the community.

Mr. Martinez had a plethora of relevant experience with social justice. He is the founder and Board Chair of the César E. Chávez Legacy and Educational Fund in San Antonio, Texas. On May 19, 2011, the City Council of San Antonio, Texas voted to change Durango Street to César E. Chávez Boulevard. This was a triumph for Jaime as he has advocated for the street to be renamed for the past 15 years. In addition, he served as International Secretary/Treasurer of the IUE-AFLCIO, District 11 (including Michigan) from 1990 to 1996. Most individuals who attended the lecture were FSU students, faculty and staff members, and all appreciated the opportunity to hear Mr. Martinez's message. The event was co-sponsored by the College of Professional and Technological Studies.





Battling Jim Crow Imagery Area

and staff: Richard Griffin, Department of Social Sciences; Lisa Kemmis, Jim Crow Museum; Jackie Hughes, Faculty Center for Teaching & Learning; and, Joseph "Andy" Karafa, Department of Social Sciences. Franklin Hughes has done excellent work supervising this and other audiovisual projects connected with the project.

Arguably the most difficult-to-stomach section of the new museum will be the section that deals with violence. Visitors will see images of lynchings. During the Jim Crow period thousands of blacks were lynched for a variety of accusations, ranging from murder, and rape (often not true), to trying to vote, and arguing with a white man. One of the most unsettling features of the lynchings was their matter-of-fact normalcy. In 1903 a black man was lynched in Greenville, Mississippi. A white writer said, "Everything was very orderly, there was not a shot, but much laughing and hilarious excitement ... It was quite a gala occasion, and as soon as the corpse was cut down all the crowd betook themselves to the park to see a game of baseball." It is clear that lynching was a social control mechanism; and, it is equally clear that the racial hierarchy that was Jim Crow could not have existed without violence and the threat of violence. The showcases in this section will display the tools of violence.

The Coon Chicken Inn was a highly successful restaurant chain from the late 1920s through the

1950s. A grinning, grotesque head of a bald black man with a porter's cap and winking eye formed each restaurant's entry way. In the new museum we will re-create the porter's face and visitors will walk through it as they exit the violence section and enter the sections that deal with black caricatures.

On the other side of the porter's face they will find a kitchen. During the Jim Crow period, a typical American kitchen had many products with images that portrayed blacks in negative ways; these included packaging for cereal, syrup, pancake mix, and detergent; salt



KKK Case Area

and pepper shakers; string holders; cookbooks; hand towels; placemats; grocery list reminders; and wall hangings. Any object found in a kitchen could be — and often was — transformed into anti-black propaganda.

In the United States, all racial groups have been caricatured, but none as often or in as many ways as black Americans. Blacks have been portrayed in popular culture as pitiable exotics, cannibalistic savages, hypersexual deviants, childlike buffoons, obedient servants, self-loathing victims, and menaces to society. These anti-black depictions routinely took form in material objects: ashtrays, drinking glasses, banks, games, fishing lures, detergent boxes, and other everyday items. The visitor

will be confronted by a large case with objects and information about major anti-black caricatures, for example, Mammy, Tom, and Sambo.

As stated earlier, this larger space in FLITE allows us to tell additional stories. One of the sections in the new museum deals with African American artists' attempts to deconstruct racial imagery. I am especially pleased that Jon Onye Lockard's print *No More* will be included. In 1972, Lockard, an artist, educator, and activist, created the painting as a critique of Aunt Jemima and other commercial mammy imagery. It is a brilliant piece.

**"The highest result of education is tolerance." -Helen Keller**

During the Jim Crow period, African Americans were confronted by institutional discrimination and acts of individual discrimination, and generally treated as second-class citizens. Nevertheless, blacks made significant contributions that enriched the United States. The achievements of African Americans were realized in *all* areas; however, the Jim Crow Museum's collection highlights the achievement of African Americans as politicians, military heroes, thinkers, athletes, and musicians. This is another one of the stories that we are now able to tell. And, I must confess that it has been a lot easier to buy these pieces than it was to purchase racist memorabilia.

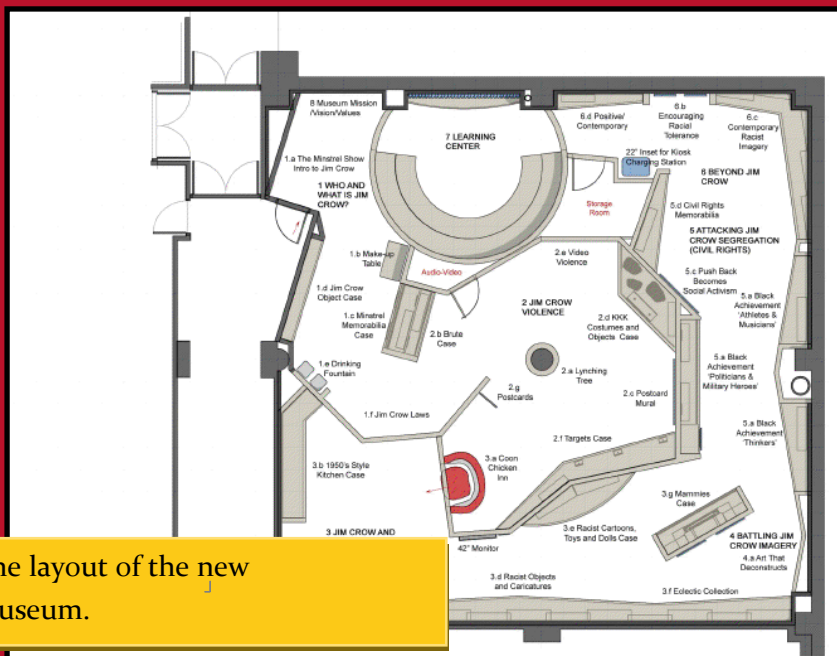
The new museum will tell the story of the Civil Rights Movement, which began as a grassroots effort and became a national movement to remove Jim Crow laws — and by extension, Jim Crow etiquette, norms, and imagery — from the United States. Although the movement is often linked to its leaders, for example, Dr. Martin Luther King, Jr., and Malcolm X, it was really a movement of "regular" black people tired of being denied basic human rights. I am excited to display one of the pens that President Lyndon Baines Johnson used to sign the 1964 Civil Rights Act, the most comprehensive civil rights legislation in the history of this nation.

As visitors near the finish they will visit a section with tier seating, designed as a space for reflection and dialogue. The wall at their backs will be a mural with the faces of martyrs of the Civil Rights Movement, including Martin Luther King Jr., Viola Liuzzo, and the four little girls killed in Sunday School classes in a Birmingham, Alabama church. This mural — entitled the Cloud of Witnesses — will be painted by Jon McDonald, a nationally acclaimed artist from Kendall College of Art and Design of Ferris State University.

There are many other *cool* features of the museum, but I will leave some as surprises for visitors. I am confident that this facility will be both a tremendous hands-on academic resource for our students and an incredible resource for the world. A thousand years from now it is likely that racial discrimination will be viewed as a relic of an unenlightened past. Our job is to lay a small tile in that house.

The Crow Museum should be completed in March 2012; the grand opening will be on April 26, 2012.

The layout of the new museum.



The layout of the new museum.



# D-SAGA

By Jason Wilkinson, President

D-SAGA is doing a lot this year on campus. The year started with the National Coming Out Day on the main quad and it was a huge success with lots of interviews and photos being taken by the Ferris photographer and by the Torch. Right now, we are starting a winter coat and glove



drive on campus to give out to the food pantry in town and Project Starburst.

We are a group that feels that giving back to the community is a privilege that we can partake in.

Things start to get going next semester with some big events on campus. First is a



conference that we go to named Midwest Bisexual Lesbian Gay Transgender Ally College Conference (MBLGTACC). It is a conference that teaches about diversity and how to bring it back to your campus for educational purposes.

Next is the Drag Off charity event, which will be in March after spring break. It is something that is in its sixth year and last year drew over three hundred people to the dome room. We collect food goods for the Manna Food Pantry for the event. Next is National Day of Silence in April and that night is the Night of Noise celebration.

This year for the Night of Noise, we are trying to plan a Diversity Masquerade Ball. The last event we take part in is the Big Event, we've done so the last two years, and we love it. We also have a close relationship with Rev. Laurel at the Episcopalian church in town and are starting a spiritual meeting time for those in the GLBTQPA community that are interested. We are growing fast, this year we have about 30 to 40 members come every week. D-SAGA meetings are about two hours long: the first hour is for business and education, and the last hour is social, and a time to build the community at Ferris.



## Disability Services at Ferris

October was Disability Awareness Month. The members of the Liaison Committee for Students were involved in two activities this fall.

To better serve the disability most presented at Ferris by students - learning disabilities - Disabilities Services purchased the movie "Read Me Differently." This documentary film and discussion took place on September 27 in IRC 120. Sixty people attended the event and critiqued the movie; some audience members shared personal family stories about learning disabilities.

On October 24, Disabilities Services represented Dr. and Mrs. Eisler at the DISABILITY Advocates of Kent County's Invest in Ability 2011 Annual Celebration at Meijer Gardens in Grand Rapids, MI. The Eisler's were honorary hosts again this year.

Upcoming Event:

**ASK Disabilities Services** is a workshop to ask questions about individual disabilities, student concerns, classroom accommodations, as well as the services provided for students at **all Ferris campuses**. This faculty and staff event will be held on the Big Rapids campus in FLITE 108, and will be broadcasted through Adobe Connect on two dates.

# TIP Program

By Judy Watson  
TIP Scholars Coordinator

TIP (Tuition Incentive Program) is a grant program out of the State of Michigan that pays tuition for qualifying students. Ferris has shown dedication to these students by creating the TIP Scholars program in University College. This program was specifically developed to help TIP recipients understand financial issues and succeed as college students. As the coordinator of the TIP Scholars Program, I enjoy working



with these students and being another resource to help them reach their educational and career goals.

The TIP program at Ferris has grown to a total of 877 students this year. That is an increase of 9% over last year and accounts for 40% of the fall 2011 enrollment increase at Ferris State University.

TIP students come from diverse backgrounds, including African American, Alaskan, Asian, Hispanic, Native American, and White. Most of the students are doing very well, 87% have a GPA of 2.0 or above.

## How has TIP affected your life?



“TIP has changed my life. Honestly I wouldn't even be at Ferris State University without TIP. I decided to come to Ferris specifically because of this program, and thankfully I made the right choice. I have grown so much since being here at Ferris and I

believe that I wouldn't have fit this well with any other university.” -Byron Williams, JR, Public Relations

“My name is Melissa DiVetri, I am originally from Traverse City but adopted into Jackson, Michigan. I am a junior in the New Media/Printing Management program and inspired to pursue my Masters in Business with an emphasis in design at Kendall. I am grateful for the TIP Program because without it, I would not have all the advantages of attending a university. The President and I spoke at the Capitol in 2009 to save the scholarship from being deleted. I am an active student in many student leadership groups including Student Alumni Gold Club, Student Ambassadors and also a web developer in University Advancement & Marketing.”



“Hello, my name is Quillian Murphy, and I'm a sophomore in the psychology program here at FSU. I'm from Detroit, MI. I am a RA,



involved in RHA, FSU Theater, and Alpha Psi Omega Dramatic Fraternity. As a RA I'm super busy, but it allows me to change the life of many people. I really love what TIP allows me to do. Without it, I would have never been able to attend college. It has opened so many doors for me and allowed me a real shot at becoming a Psychiatrist. Many students who go through the DPS system aren't so lucky. Many of us come from broken homes or our parents just don't have the funds to put us through

college, so we are forced to find other means of paying for our education. The TIP program took away that worry so I was able to focus more on getting to college and succeeding in my course work. It truly is an amazing program that changed my life from possible future inmate to the future Dr. Quillian Devon Murphy PH.D.”



## Coyote Grace Concert

By Bianca Vasovski

The concert went exceptionally well in my eyes. With an estimated 120 people in attendance, each person brought a cultural presence to the room. Coyote Grace began with a 45 minute set, followed by a 15 minute meet and greet and then another 45 minute set. I've attended many Coyote Grace shows, and this was by far one of the best vocal performances I've heard from them. Not to mention the amazing acoustics of the Gallery. I couldn't be more appreciative of Carrie and Diane from the Gallery for loaning me their space for the night.

I received many complements from those who attended the show and each one of them made it clear that Coyote Grace has a bright future ahead of them. The music was outstanding and so was their message. It was great to see so many "queer" people in the audience. Many said they felt a



sense of comfort in the room.

And for those who didn't know much about the LGBTQ community before that night, now they do. The thing I'm most proud of about this show is the knowledge it fed to people who didn't know much about the gay and transgendered community. In order for this country to move toward a more accepting and peaceful future, people must be educated. And what better way to do that than through music.

I hope to bring Coyote Grace back next year if their schedule allows me. This concert opened the doors to those who want to bring more exceptional, cultural events to Ferris State.

## Scream Around the World

Scream Around the World was a United Way Fundraiser that brought many diverse organizations together for a campus wide on-campus Halloween celebration with the local community. The event showed the international students, the community, and other Ferris students what Halloween is all about in the United States.

The event took place in South Quad and Ward Hall. Fifteen RSOs participated in events including pumpkin carving, pumpkin smashing, bobbing for apples, face painting, and more. There was a costume contest run by the Student Fashion Alliance and the Music Industry Management Association DJ'd the event. The International Student Organization brought in candy from across the world.

"The original idea came from Mashruka Mahmud from the International Student Organization," said Student Government Diversity Chair and event organizer Andrew Kalinowski. "I asked her what she wanted out of Student Government and she said she wanted to have an event that would teach International Students the culture of Halloween and get involved with the Big Rapids Community."

There was a turnout of about 200 people. Kalinowski hopes to make this an annual event.





Colleagues,

On March 21, 2008, the Ferris State University Board of Trustees approved the University's first diversity plan.

Diversity at Ferris, an annual assessment report, provides demographic data on underrepresented groups and examines the state of diversity initiatives.

In other words, Diversity at Ferris measures the University's progress toward achieving the four major goals of the plan. To view last year's report please visit: <http://www.ferris.edu/htmls/administration/president/DiversityOffice/pdf/2010report.pdf>.

Each division and college at the University is asked to review the four diversity goals and respond to the following:

- List and describe the major activities that your division or college is doing related to diversity and inclusion. This will help us assess where we are as an institution.
- Identify diversity successes.
- Identify diversity challenges. Offer solutions.
- Offer a major diversity initiative to be led by your division or college.

Contact the Diversity and Inclusion Office if you have questions. The information needed for Diversity at Ferris 2011 should be submitted to David Pilgrim ([pilgrimd@ferris.edu](mailto:pilgrimd@ferris.edu)) by December 14, 2011. If you would like, I am willing to meet with your diversity work team to discuss your diversity report.

Dr. David Pilgrim

## Upcoming Events

### 17th Annual Martin Luther King Jr.

#### Faculty/Staff In-Service

January 16th, 2012

Event: 10:00 AM – 12:00 PM, Founder's Room

Lunch: 12:00 PM – 1:30 PM, Centennial Dining Rm.

(Lunch reservations please by Jan. 14)

Dr. Martin Luther King, Jr.'s "Letter from Birmingham Jail" is one of the great public letters written by an American. During Ferris' annual Martin Luther King, Jr. Faculty-Staff In-Service, faculty and staff will present readings from "Open Letters" that relate to civil rights and human rights.

As in past years, we expect to have time for 14-16 readers. The readings range from a few minutes to eight minutes. If you have a reading that you believe is powerful, poignant, and related to the theme, please consider volunteering to be a reader. If you are interested in being a reader, please contact David Pilgrim ([pilgrim@ferris.edu](mailto:pilgrim@ferris.edu) or 591-2013) and let him know what you plan on reading. We will try to accommodate as many readers as possible.

Please join us as a reader or as a member of the audience. This is one of the rare times in the University's calendar when we come together and listen to our colleagues publicly read, and the lunch that follows is a wonderful collegial opportunity.

Participants will be provided lunch in the Centennial Dining Room. Those interested in lunch should R.S.V.P by January 14th. Please call 591-2735.

