

## Diversity and Inclusion Office Strategic Plan 2016-2020

### Mission

The Diversity and Inclusion Office works with the entire Ferris State University community to support the mission and vision of the University, and to ensure that diversity, in its many forms, is understood, respected, and valued. The Diversity and Inclusion Office at Ferris State University will guide efforts to conceptualize, assess, and cultivate diversity and inclusion at the University.

More specifically, the Diversity and Inclusion Office will:

- Be a strong advocate for diversity and inclusion;
- Introduce diversity into the systems, structures, and culture of the University;
- Provide expertise and leadership on diversity and inclusion related matters, for example, faculty recruitment and retention issues, and the educational impact of diversity;
- Lead university-wide diversity planning and implementation efforts, resulting in a collaborative vision of diversity and inclusion;
- Help develop policies designed to improve the University climate;
- Identify strategies to enhance the compositional diversity profile of students, faculty, and staff;
- Provide resources and direction for infusing diversity into the curriculum; and,
- Offer annual assessment of the University's progress toward implementing the Diversity and Inclusion Plan.

### Vision

Ferris State University is committed to transforming into a truly diverse institution. Such a transformation requires moving beyond the *toleration of diversity* approach toward an institutional change that celebrates, supports, and infuses diversity into the University's core. Diversity is not simply a noble goal, it is an essential part of the make-up of great educational institutions. Ferris State University is envisioned as a great institution—a university improved by the exchange of diverse experiences and perspectives. We aspire to be an institution where the quality of education is enhanced and enriched by a diverse campus community. By bringing together people from many different backgrounds, we equip the next generation to engage present and future challenges and opportunities. In sum, Ferris State University is envisioned as an institution where all members of the community, including historically underrepresented groups, enjoy campuses that are academically and professionally supportive, respectful, safe, and welcoming—campuses where diversity is so ingrained that it is difficult to determine where diversity begins and ends.

## Learning Outcomes

Students who work with the Diversity and Inclusion Office will be helped to:

- ...comprehend why it is important to understand differences.
- ...identify, access, and use information effectively.
- ...interpret and use quantitative information together with qualitative information to understand and effectively solve real-life problems.
- ...think and act creatively in problem solving.
- ...integrate and apply what they have learned inside and outside of the classroom.

## Strategic Initiatives

The Diversity and Inclusion Office will support and enhance the University by implementing the following initiatives:

Building A Ferris Story	Measures of Success (In progress)	FSU Core Values & Strategic Focus Areas
<ul style="list-style-type: none"> <li>○ Investigate definitions, policies, and practices related to homelessness at Ferris.</li> </ul>	<ul style="list-style-type: none"> <li>○ In January 2016 a workgroup began this examination</li> </ul>	<ul style="list-style-type: none"> <li>○ Diversity                             <ul style="list-style-type: none"> <li>• Inclusion, civility, and respect</li> <li>• Diverse Learning Community</li> </ul> </li> <li>○ Opportunity                             <ul style="list-style-type: none"> <li>• Access</li> </ul> </li> </ul>
<ul style="list-style-type: none"> <li>○ Identify homeless students at Ferris and assess their academic and social needs.</li> <li>○ Collect information on resources for homeless people who live in Mecosta County.</li> </ul>	<ul style="list-style-type: none"> <li>○ In January 2016, the Financial Aid Office identified 48 homeless via FAFSA forms.</li> <li>○ This work is being done Spring 2016. The data will be presented via a website.</li> </ul>	<ul style="list-style-type: none"> <li>○</li> </ul>
<ul style="list-style-type: none"> <li>○ Collect and analyze data on poor populations in communities surrounding the Ferris main campus.</li> </ul>	<ul style="list-style-type: none"> <li>○ This work will begin Summer 2016.</li> </ul>	<ul style="list-style-type: none"> <li>○</li> </ul>
<ul style="list-style-type: none"> <li>○ Research, detail, and promote the story of the connection between Ferris and</li> </ul>		

Hampton Institutes.

Work to Make the Institution More Inclusive	Measures of Success (In progress)	FSU Core Values & Strategic Focus Areas
<ul style="list-style-type: none"> <li>o Designate spaces for individuals to pray, contemplate, meditate.</li> </ul>	<ul style="list-style-type: none"> <li>o</li> </ul>	<ul style="list-style-type: none"> <li>o Diversity                             <ul style="list-style-type: none"> <li>• Inclusion, civility, and respect</li> </ul> </li> <li>o Excellence                             <ul style="list-style-type: none"> <li>• Superior University experience</li> </ul> </li> <li>o Opportunity                             <ul style="list-style-type: none"> <li>• Access</li> </ul> </li> </ul>
<ul style="list-style-type: none"> <li>o Create gender-neutral restrooms.</li> </ul>	<ul style="list-style-type: none"> <li>o There will be significant progress toward designating single stall restrooms throughout the Big Rapids campus by the end of Spring 2016.</li> </ul>	<ul style="list-style-type: none"> <li>o</li> </ul>
<ul style="list-style-type: none"> <li>o Create an LGBTQ Resource Center.</li> </ul>	<ul style="list-style-type: none"> <li>o Discussions are underway with the Student Affairs Division.</li> </ul>	<ul style="list-style-type: none"> <li>o</li> </ul>
<ul style="list-style-type: none"> <li>o Make faculty and staff more aware of accommodations for students and employees who are religious and individuals with disabilities.</li> </ul>	<ul style="list-style-type: none"> <li>o Need to begin again conversations between Academic Affairs and the Diversity and Inclusion Office. Calendars in Academic Affairs and the Diversity and Inclusion Office were updated to include High Religious holidays.</li> </ul>	<ul style="list-style-type: none"> <li>o</li> </ul>
<ul style="list-style-type: none"> <li>o Identify best practices for handling food in ways inclusive of medical, religious, ethnic, and philosophical concerns.</li> </ul>	<ul style="list-style-type: none"> <li>o</li> <li>o There has been some progress at labeling food. Build partners to help Ferris be more accountable.</li> </ul>	
<ul style="list-style-type: none"> <li>o Display art with diversity and inclusion themes across the campus.</li> </ul>	<ul style="list-style-type: none"> <li>o Working with Carrie Weiss Sterner to identify initiatives. Fall and Spring</li> </ul>	<ul style="list-style-type: none"> <li>o</li> </ul>

Implement Other Initiatives in Diversity and Inclusion Plan	Measures of Success (In progress)	FSU Core Values & Strategic Focus Areas
<ul style="list-style-type: none"> <li>Establish a university-wide Diversity and Inclusion Work Group to sustain diversity and inclusion initiatives and support the implementation of the diversity and inclusion plan.</li> </ul>	<ul style="list-style-type: none"> <li>The Diversity and Inclusion Work Group (DIOWG) was established in Spring 2016.</li> </ul>	<ul style="list-style-type: none"> <li>Diversity               <ul style="list-style-type: none"> <li>Inclusion, civility, and respect</li> </ul> </li> </ul>
<ul style="list-style-type: none"> <li>Establish a Multicultural Student Advisory Group to provide informal counsel to the Vice President of Diversity and Inclusion on various issues affecting the undergraduate experience. This group acts as a sounding board, provides constructive feedback, and identifies issues needing attention.</li> </ul>	<ul style="list-style-type: none"> <li>Established February 2016, amended to include Vice President for Student Affairs in addition</li> </ul>	<ul style="list-style-type: none"> <li></li> </ul>
<ul style="list-style-type: none"> <li>Reallocate a faculty member to the Diversity and Inclusion Office (DIO) to serve as a liaison to that Office and the diversity work teams in divisions and colleges.</li> </ul>	<ul style="list-style-type: none"> <li></li> </ul>	<ul style="list-style-type: none"> <li></li> </ul>
<ul style="list-style-type: none"> <li>Strengthen the academic resources in the Office of Multicultural Student Services (OMSS) and foster a stronger collaboration between OMSS, colleges, and faculty to create intentional learning opportunities for students.</li> </ul>	<ul style="list-style-type: none"> <li>Work with Student Affairs (the champions)</li> </ul>	<ul style="list-style-type: none"> <li></li> </ul>
<ul style="list-style-type: none"> <li>Develop a University-wide mechanism for the sharing and coordinating of effective recruiting strategies and best practices,</li> </ul>	<ul style="list-style-type: none"> <li></li> </ul>	<ul style="list-style-type: none"> <li></li> </ul>

focused on underrepresented faculty and staff.

- Evaluate current support efforts specifically focused on underrepresented faculty and staff, and add mechanisms as needed (e.g. targeted orientation and onboarding programming, mentoring, and Affinity Groups, etc.).
  - Find and create opportunities for career advancement and professional development of women and members of underrepresented groups who are employed as Ferris State University faculty and staff, such as succession planning, job shadowing, interim appointments, and mentoring.
  - Host State of Michigan Equity in the Classroom Conference in 2017.
  - Create ways to intentionally bring students, including students from underrepresented groups and international students, and local community people together.
- Academic Affairs has instituted HERS program; DIO works with graduates of that program
  - Planning Group began work Spring 2016

**Improve and Enhance Jim Crow Museum**

**Measures of Success (In progress)**

**FSU Core Values & Strategic Focus Areas**

- 
- Inventory and catalog collection.
  - The inventory process for the objects displayed in the museum began in 2015 and should be completed in 2016. The items in storage are also being inventoried.
  - Diversity
    - Inclusion, civility, and respect
  - Learning
    - Exploratory and innovative scholarly activities

- Improve accessioning
  - This process will begin Summer 2016.
  -
- Staff museum with graduate students, undergraduate students, interns, and volunteers sufficient to meet the goals of the museum.
  - A part-time docent was hired in 2016. Museum staff is working to identify areas of need—areas where student workers and interns might be used in effective ways.
  -
- Develop and sustain processes and procedures in effective curation, restoration, and preservation of all museum assets.
  -
- Develop and, as appropriate, publish policies and guidelines that inform the work of the museum.
  - The webpage now includes policies regarding 1) children as visitors; 2) videotaping.
  -
- Develop and sustain the financial viability of the Museum, including effective management of the budget.
  -
- Sustain current and establish new collaborations with museums, government and human rights organizations, high schools and colleges.
  - The Jim Crow Museum is now a member of the Michigan Museums Association.
  - The Museum is working with a faculty member in the School of Education to develop lesson plans for middle school students.
  -
- Create kiosk station.
  -
- Develop means for evaluating, assessing, and continuing to improve the work of the Museum.
  -