

# DIVERSITY AT FERRIS

## 2017-18

---

“Get all the knowledge you can, but use your knowledge in the right way and it will be of untold benefit to you. Don’t use it in oppressing others. **And when you see a man or woman trying to rise and doing the right thing don’t be selfish but try to help that person rise.**”

--Woodbridge Nathan Ferris  
*Making the World Better* (Speech), 1910

# Helping Others Rise



December 2017

The Diversity and Inclusion Office partnered with Goodwill of Greater Grand Rapids to collect professional clothing for the First Lady's Attic. The initiative, *Santa Brings a Law Suit*, solicited business attire from attorneys in West Michigan. Thanks to Paul Boyer for facilitating this collaboration.

# Feeding Our Students



Mini-food pantry in UCR

- In addition to the mini-food pantry, the University has partnered with Wesley House to create a large food pantry.
- Ferris: There is Food Here! Facebook page
- We have survival kits for students without housing.

# Conversations on Inclusion



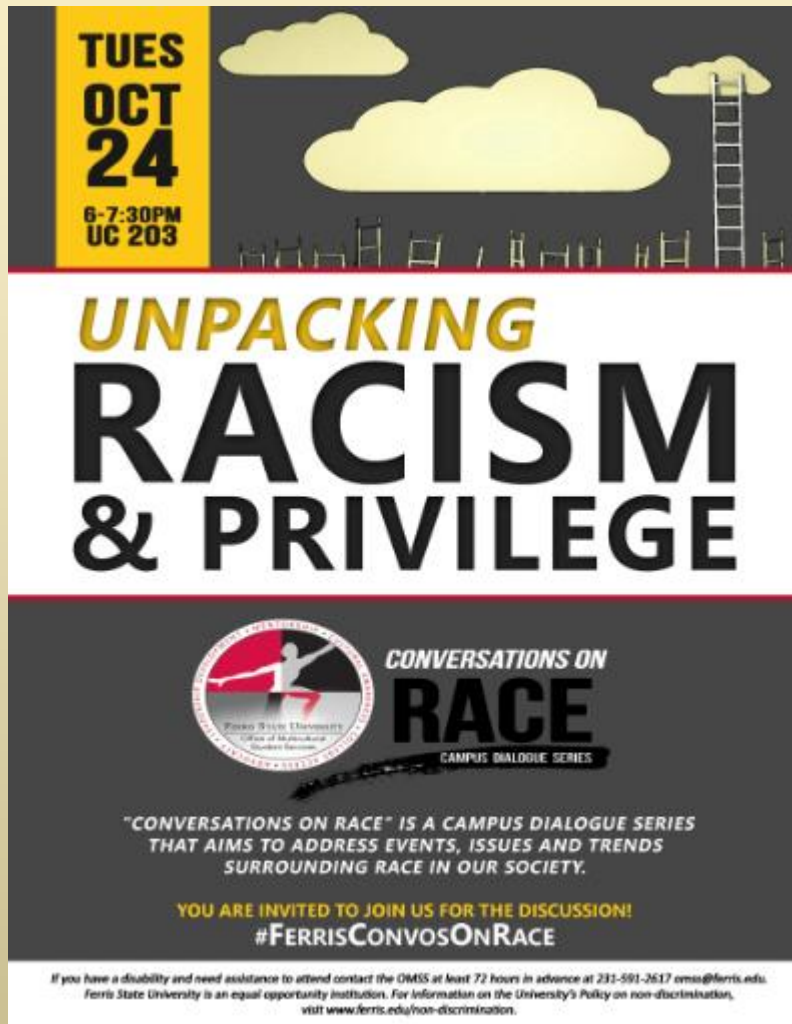
September 2017

The Committee on Inclusion, from the College of Business, hosts a conference to encourage open discussions about diversity. The presenters are successful business leaders who share their personal and professional experiences.



# OMSS Conversations on Race

The Office of Multicultural Student Services hosts campus-wide discussions about race.



October 2017

# disABILITY: DEBUNKED!



October 2017

The Disability Liaison Committee organized events for Disability Awareness Month programming—among them, two film showings, a resource fair, and an educational forum.

# Accessibility Workshops



March 2018

The Staff Center offers Accessibility Workshops to help employees create accessible Word Documents, PDFs, create forms, and create accessible captioned videos.



# Equity by Design



March 2018

The Faculty Center for Teaching and Learning organized the 2<sup>nd</sup> Annual Equity by Design forum. Tasha Souza, the associate director for the Center for Teaching and Learning at Boise State University, was the keynote speaker. She offered guidance on strategies for creating more inclusive learning environments.



# International Festival of Cultures



April 2018

Hundreds of students, employees and community members attended the International Festival of Cultures. The Office of International Education has facilitated this event—which has been put on campus for more than a quarter of a century.

# We have a long and proud tradition of celebrating other cultures



Diwali Festival



Ghost Supper



# Lunar New Year



February 2018

Ferris community celebrated the Lunar New Year (Chinese New Year).



# Mid-Autumn Festival



October 2017

Ferris students celebrated the Mid-Autumn Festival. It is celebrated by Chinese, Korean, and Vietnamese cultures. The event was sponsored by the Faculty and Staff Diversity Mini-Grant program.

We have increased our activities related to our Latinx students





# Multicultural Graduate Recognition



May 2018

This event recognizes the underrepresented students who have been approved to participate in commencement.



# Veterans at Ferris

At the Annual Veterans Day Breakfast, Ferris State University employees recognize members of our community who served in the military.

Veterans were also honored by the West Central Concert Band at its annual Veterans Day concert. Music from all five branches of the Armed Services was featured.



November 2017

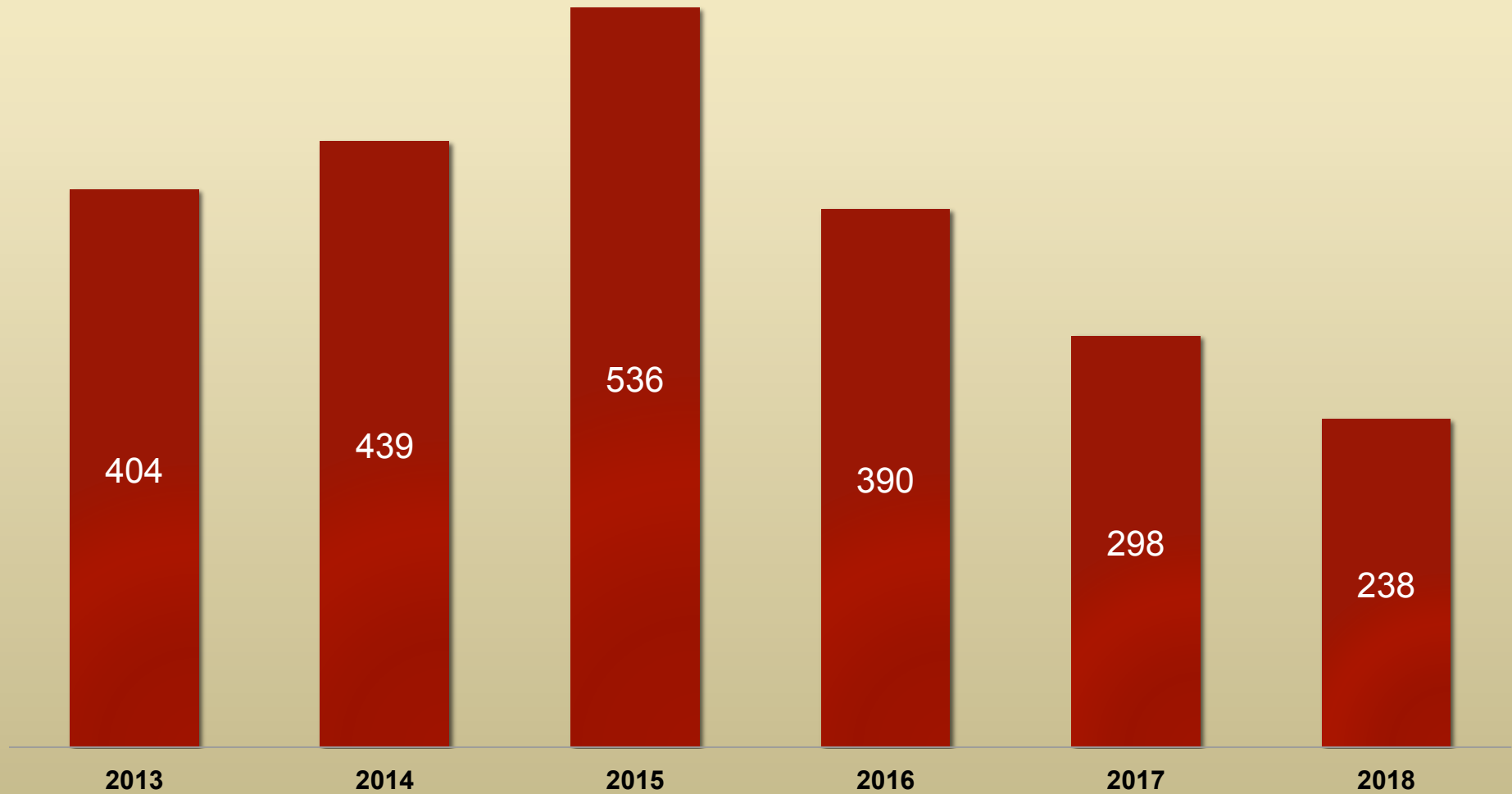
# Challenges



- The University has experienced a significant decrease in its enrollment of International students.

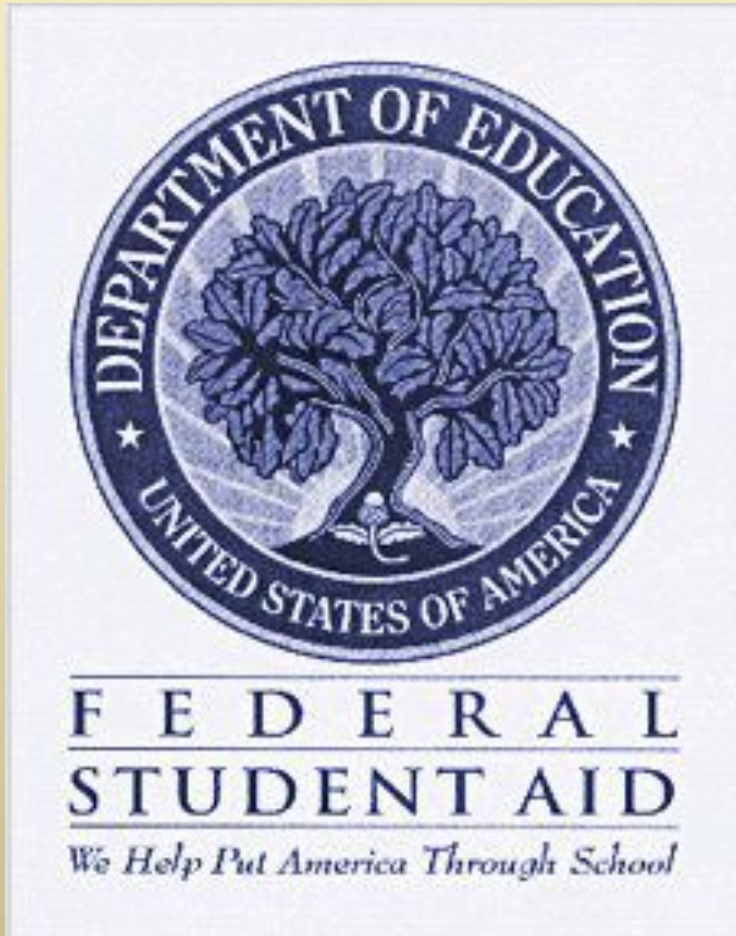
# International Enrollment

■ International Enrollment





# Honoring our Opportunity Institution Tradition



- The University has suffered an even greater loss of students eligible for and/or receiving Pell Grants.

# Honoring our Opportunity Institution Tradition

## Pell Grant

Award Year	Undergraduates at Ferris	Pell Eligible Students	% of Students Eligible	# of Pell Students Awarded	% of Pell Students Awarded
2018-19	11,885	4,560	38.37%	4,270	35.93%
2017-18	12,504	4,918	39.33%	4,649	37.18%
2016-17	12,866	4,891	38.00%	4,624	35.90%
2015-16	13,304	5,467	41.09%	5,200	39.09%
2014-15	13,357	5,874	43.98%	5,290	39.60%
2013-14	13,469	5,761	42.77%	5,453	40.49%
2012-13	13,261	5,757	43.41%	5,486	41.37%
2011-12	13,350	5,676	42.52%	5,575	41.76%
2010-11	13,134	5,645	42.98%	5,548	42.24%

\*The percentages do not match in all cases because some students are not eligible for the Pell Grant due to an enrollment status that doesn't allow Pell to pay, and other students have reached their lifetime Pell Grant limit of 6 years.

# We have the same challenges faced by other schools



- How do we keep college affordable?
- How do we make sure that our campuses are welcoming?
- How do we handle conflicts between different groups?