

This document is part of the evidence
collected for the 2024 Higher Learning
Commission Comprehensive Evaluation

Evidence Name: DE&I Goals Update Town Hall 2 (2021-2022)

Date Collected: May 2023

Brief Summary: PPT Presentation presented by members of
the DE&I Council April 20, 2022 on Zoom to the campus
community and regional guests.

Location: attached

Associated Criterion: 1C 3

Diversity, Equity & Inclusion at Saginaw Valley State University



Presented by

Members of the Diversity, Equity & Inclusion Council

April 20, 2022

Diversity, Equity & Inclusion Strategic Planning Session

Introductions

Mamie T. Thorns

Associate Vice President

and Chief Diversity Officer for Diversity Equity and Inclusion



SAGINAW VALLEY

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Diversity, Equity & Inclusion Strategic Planning Session

Chat with us!

Q&A session to follow this presentation.



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Diversity, Equity & Inclusion Strategic Planning Session

Opening Remarks

Heather Gallegos

Director of Communication and Community Relations at Dow

The Dow logo is a red diamond shape with a white border. Inside the diamond, the word "DOW" is written in white, bold, sans-serif capital letters. A small registered trademark symbol (®) is located at the bottom right of the diamond.

DOW

®

A nighttime photograph of a garden. In the foreground, a stone waterfall flows over a series of rocks into a pool. A curved stone path leads from the left towards the background. The garden is illuminated by warm, yellow lights, creating a serene atmosphere. The text "This field of Diversity, Equity & Inclusion has been a remarkable journey..." is overlaid in the center of the image.

This field of Diversity, Equity & Inclusion
has been a remarkable journey...

Thank You!

Office of Diversity Programs Fellows

Fellows are part of the staff dedicated to encouraging diversity and inclusion throughout the university and the community, as such, they hold leadership roles in the community.

- Dr. Vanessa Brooks Herd, associate professor of social work
- Dr. Kenneth Jolly, professor of history
- Dr. Joni Boye-Beaman, professor emerita of sociology

A woman with long dark hair, wearing a light-colored top, stands and presents to a group of people seated around a table. She is gesturing with her hands. In the background, there is a whiteboard with some diagrams. The scene is overlaid with a semi-transparent blue filter.

Diversity, Equity & Inclusion Advisory Council History

The Road to the Diversity, Equity & Inclusion Advisory Council

2016 - 2020

*University
Strategic Plan*

SUMMER 2020

*President's Statement
on Race Relation
Challenges*

SUMMER 2020

*Racial Relations
Black Faculty, Staff,
Administration at SVSU*

AUGUST 31, 2020

*Organization
of Black Unity
Manifesto*

AUGUST 14, 2020

*Title IX
Discussion
& Awareness*

SUMMER 2020

*Annual Affirmative Action
Workforce Data
& Diversity Dashboard*

SEPTEMBER 2020

*Diversity, Equity &
Inclusion Advisory Council
Established*

OCTOBER 2020

*Assessment of Climate
for Learning, Living &
Working*

NOVEMBER 2020

*Microaggression,
How to be an Antiracist
Workshops*

JANUARY 2021

*MLK Celebration:
An Evening with
Van Jones*

FEBRUARY 2021

*Courageous
Conversations:
Race & COVID-19*

FEBRUARY 2021

*Black History Month: Social
Justice & Ongoing Racism
with Angela Davis*

APRIL 20, 2022

DE&I Townhall

DECEMBER 2021

*External Diversity
Inventory*

APRIL 2021

*Strategies to Reduce Bias
in the Workplace &
Classroom*

MARCH 2021

*Strategies to Increase
Diverse Recruitment of
SVSU Faculty & Staff*

Goals of the Diversity, Equity & Inclusion Advisory Council

Establish the diversity and inclusion leadership institute.

Co-Chairs: Brian Thomas & Rob Vallentine

Awards received for Diversity Excellence.

Co-Chairs: Vanessa Brooks Herd & Abbegail Stemple

Enhance the community, climate and centrality of diversity.

Co-Chairs: Ava Lewis & Maureen Muchimba

Create an infrastructure to lead, plan and be accountable organizational for institutional progress for diversity, equity and inclusion.

Co-Chairs: Dawn Hinton & James Tarr

Show continuous improvement in the recruitment and retention of diverse students.

Co-Chairs: Brian Thomas & Roberto Garcia

Show continued improvement in recruitment, advancement, and retention of a diverse community.

Co-Chairs: Sue Crane & Corrie Piotrowski

Multicultural Curriculum Transformation.

Co-Chairs: Kenneth Jolly & Poonam Dharam





When you know
better you do better.

Maya Angelou

“Maya Angelou”

Goal 1

Create an infrastructure to lead, plan and be accountable for institutional progress for diversity, equity and inclusion.

- Dawn Hinton, Co-Chair
Director of the Center for Excellence in Teaching and Learning
- James Tarr, Co-Chair
Dean of the College of Education

- Meshal Ahmad, Adjunct Instructor of Communication
- Shaun Bangert, Professor of Art
- Marcus Bender, Graduate Student
- Betsy Diegel, Special Assistant to the Provost for COV
- Roberto Garcia, Director of the Office of Multicultural Student Affairs
- Cecelia Hopkins, Student
- Alicea Moll, Administrative Secretary
- Madeline Wyman, Student

Goal 1

Progress Report

The team met early in the process to discuss what this goal means and how to implement it. A number of issues were discussed, including:

- Consider the EEOC protected groups and SVSU's status in addressing equity around those groups.
- Ensure that the policies, procedures, and practices are equitable, inclusive and appreciate diversity.
- Identify best practices in similar state institutions.
- Help to develop a diversity plan to address gaps in SVSU's Diversity, Equity and Inclusion plan.

It was decided that, in order to meet this goal, a diversity inventory was recommended.

- Diversity inventories are designed to assess the degree of equity or inequity present in an institution.
- It helps to uncover and generate evidence and data to shape diversity and inclusion strategies.
- It can provide a comprehensive view of the organization in terms of diversity, equality, and inclusion.

We then researched other institutions which had conducted diversity inventories and decided that this was a good course of action in that such inventories provide a benchmark from which the university can begin to create positive change.

DEI External Review

In 2021, Saginaw Valley State University (SVSU) selected Dr. Damon A. Williams and the Center for Strategic Diversity Leadership and Social Innovation (CSDLSI) of Atlanta, Georgia, as its external partner to develop a high-level understanding of the university's diversity, equity, and inclusion (DEI) capabilities on campus. Dr. Williams and his team engaged with SVSU with four primary research strategies:

- (1) *DEI Discovery Interviews* with key campus leaders.
- (2) *SVSU Strategic DEI Analysis*: Research/analysis of DEI programs and initiatives at SVSU.
- (3) *Strategic DEI Benchmarking*: A comparison of DEI structures and strategy gathered from publicly available resources for sets of both Michigan and national peer institutions (Exhibit E.1). We also utilized proprietary data gathered through primary personal interviews conducted with other institutions' chief diversity officers and others.
- (4) *Demographic DEI Benchmarking*: A study of SVSU and both state and national peer institutions for student, faculty, and leadership demographics, using US Department of Education Integrated Post- Secondary Data Systems (IPEDS) data.

DEI External Review

Data collection took place in the fall of 2021, in the midst of the ongoing COVID-19 pandemic. Preliminary insights were presented to SVSU Leadership in December 2021.

The full report outlines the key findings and recommendations that emerged from the review offering a series of data insights and summary graphics, to support the university's efforts moving forward.

These recommendations are grounded in both the team's research and review of SVSU, and, just as importantly, in their experience studying thousands of institutions looking to build DEI capacity.

Next Steps

- Received the DEI External Review
- Reviewed the “Six Strategic Recommendations for SVSU”
- Identified the following recommendations to be addressed (2022-23):
 - Recommendation 2 - “Strengthen implementation of your current DEI approach”
 - Develop a comprehensive and aligned DEI and antiracism strategy, accountability, infrastructure, and implementation framework to guide DEI activation.
 - Recommendation 3 – “Require DEI activation leaders in every major unit”
 - Build out the lateral DEI infrastructure to ensure greater alignment, accountability, and high level DEI implementation

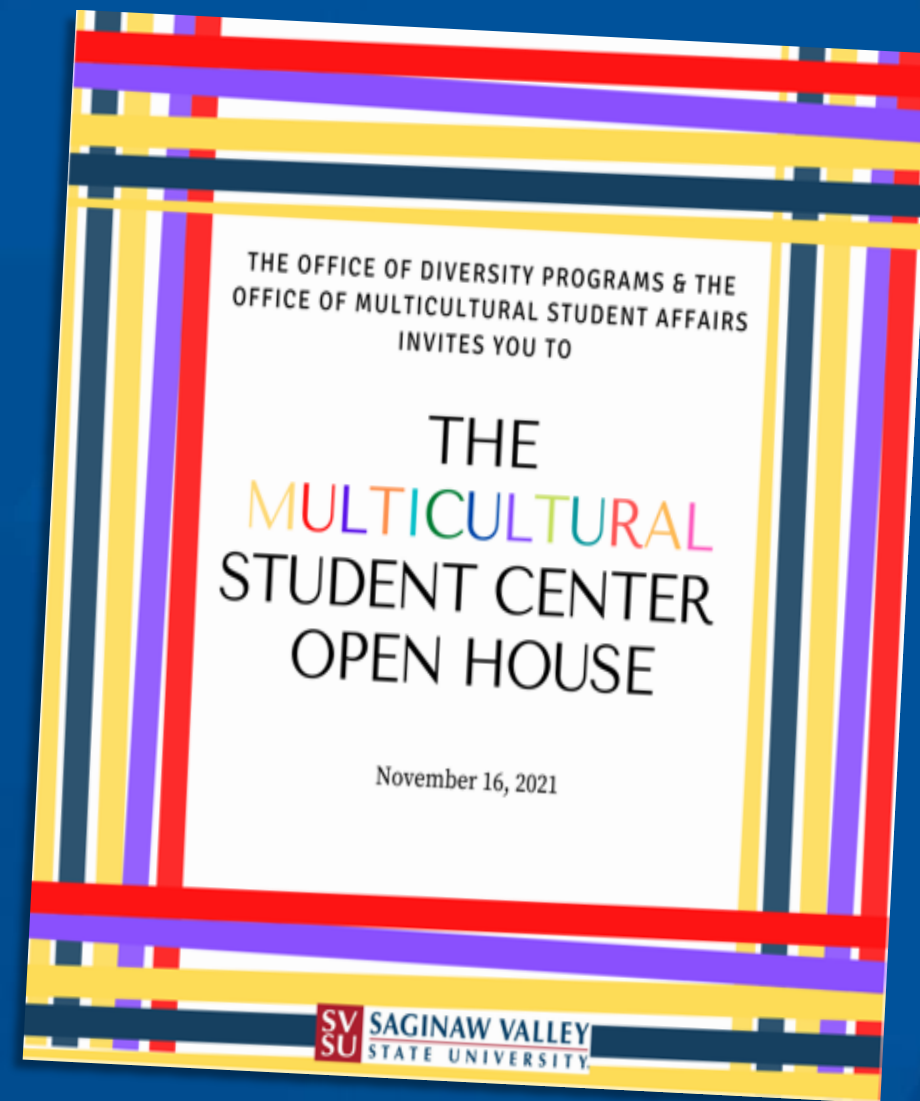
Goal 2

Show continuous improvement in the recruitment and retention of diverse students.

- Brian Thomas, Co-Chair
Associate Vice President for Academic Affairs
- Roberto Garcia, Co-Chair
Director of the Office of Multicultural Student Affairs

- George Copeland, Public School Academy Transition Coordinator
- Ken Jolly, Professor of History
- Katrina Sanders, Assistant Director of Freshman Operations
- Sarah Ward, First Year Transition Coordinator

Goal 2



@omsa_svsu



@SVSUOMSA

Progress Report

The Multicultural Student Center opened in November 2021

Recruitment

- The Multicultural Student Center works with the office of admissions and the Public-School Academy program during school visits.
- Continue to identify best practices for recruitment.

Retention

- The Multicultural Student Center hosts E-board meetings and events for multicultural registered student organizations (RSO'S).
- The Multicultural Student Center collaborates with multicultural RSO's in facilitating programs and events on campus.
- The Multicultural Student Center conducts Safe Space trainings and Diversity, Equity and Inclusion workshops for RSO's and student workers on campus.

Goal 2

Progress Report

- Advise Student Association to ensure multicultural perspectives, events and programs are represented
- Facilitate Diversity, Equity and Inclusion presentation for SOAR program
- Collaborated with:
 - Alumni Relations and student organizations to facilitate Black and Latinx alumni meet and greets
 - Organization of Black Unity to host Black Faculty and Staff meet and greet
 - Latino Awareness Association to host Latinx Faculty and Staff meet and greet
 - Zahnow Library for the Human Library event
 - Marshall Fredericks Sculpture Museum and Dow Visiting Scholars and Artists to host Sandra Cisneros virtual talk and House on Mango Street community book read
- Hosted:
 - Multicultural Graduation reception honoring students SVSU journey and accomplishments
 - Black History 101 Mobile museum co-sponsored by Public School Academy and Program Board
- Facilitated days of service events for Women's History month, MLK day and Cesar Chavez Day with Student Life and Center of Community Engagement and Experiential Learning

Student Testimonials

"I enjoy the Multicultural Center because of the friendly and funny staff, every time I walk inside, it is a heartwarming, welcoming and lovely presence/atmosphere.

"The welcoming environment encourages people to come together to learn and grow. I recommend SVSU Multicultural Student Center to other students because people of varying intersections can find a home whether that be using resources provided in/through the office or finding multicultural-based organizations to join. The newly renovated space is a welcoming environment that encourages students to hang out, which helps students find a sense of community and gives them a place to hang out."

Progress Report

Focus on recruitment of students. Admissions Initiatives:

- Devoted effort to diversify the admissions office staff and culture
 - ✓ Increased diversity among admission representatives
 - ✓ Increased diversity in Club Red Tour Leadership positions (2 out of 3 positions)
 - ✓ Increased diversity in the Club Red Tour Guide cohort
 - ✓ Completed Microaggression training, Gender Inclusive training, and additional Safe-Space Training for the two coordinators
- Increased partnership with Saginaw Career Complex, High School Counselors, KCP/Gear Up Program and Morris Hood Program to encourage and enhance enrollment
- Partnered with and hosted three virtual High School Counselor Info Sessions featuring the Student Multicultural Center
- Hosting weekly offering at the Saginaw Downtown Center
- Provided six scholarships for students in the Great Lakes Bay

Goal 3

Show continuous improvement in the recruitment, advancement and retention of diverse community.

- Sue Crane, Co-Chair
Associate Vice President for Administration & Business Affairs/Chief Budget Officer
- Corrie Piotrowski, Co-Chair
Assistant Vice President for Administration & Business Affairs/Director of Human Resources
- Andrew Chubb, Dean of the College of Science, Engineering & Technology
- Eddie Jones, Assistant Director of Human Resources
- Dayna Katch, Human Resources Coordinator
- Hannah Maine, Human Resources Communications Specialist
- Jennifer Neitzel, Human Resources Manager
- Joseph Ofori-Dankwa, Harvey Randall Wickes Endowed Professor
- Michael Pierce, Associate Athletic Director for Compliance & Academic Services
- Sharon Reff, Access Services Assistant

Progress Report

- Updated Inclusion Advocate Training – Fall 2022.
 - IA Training for new and returning IAs held October 15.
 - The committee reviewed and updated the training documents used for new and refresher training.
 - An Inclusion Advocate Program SharePoint group was created to provide quick and easy access of up to date training documents and resources.

Comments from Participants:

“The discussion of what happens in searches and strategies to address circumstances and get the team back on track was most helpful.”

“I liked having scenarios to work through and discuss how to implement these ideas.”

“The scenarios and discussions were extremely helpful as they allowed us to use real world scenarios to make decisions and create meaningful conversation.”



Progress Report

- SVSU Hiring Flow Mapped
 - Current hiring flow was assessed for areas of improvement through the job posting stage.
 - Inclusion advocate designation added to the job requisition form.
- Adjunct faculty recruitment
 - 2020 SVSU Adjunct Faculty Needs Assessment Report was assessed.
 - Discussed the value of a uniform hiring processes across campus for adjunct faculty.
 - Investigating best practices for creating a larger pool of adjunct faculty candidates.
 - On-going discussions to occur with the Center for Academic Innovation & Online Learning.
 - Adjunct faculty data has been accumulated for the annual Workforce Data Report.

Progress Report

- Shifted Focus to Retention
 - Analyzed SVSU's turnover rates, by employee group and protected classifications.
 - Discussed current exit interview process and best practices.
 - In process: Moving from electronic survey to formal in-person exit interviews.
 - Reviewed Great Colleges to Work for and Campus Climate surveys for concerns that impact retention.
 - Identified and defined the Retention Climate SVSU strives to achieve.
- Collaborations
 - Collaborated with Human Resources on the development and implementation of a formal "New Hire Orientation"
 - Collaborated with Human Resources on the implementation of a new Employee Assistance Program through Ulliance
 - Collaborated with Human Resources and Goal 7 on the development and implementation of the "Leadership Institute"

Goal 3

Collaboration 3 & 7



MULTICULTURAL & INCLUSIVE CAMPUS CLIMATE

*Affirming Identity Programs +
DEI Training, Policy, Research Programs*



LEADERSHIP DEVELOPMENT PROGRAM

Cohort #1 • Sept. 29 – Dec. 9, 2021 | Cohort #2 • Feb. 10 – April 21, 2022

Human Resources and Diversity Programs collaborated on a formal leadership training program that incorporates DEI training and succession planning.

- Leadership Mindset - How to Lead and Influence
- Setting a Strategic Vision, Direction, and a Compelling Course of Action
- Project Management Tools, Techniques & Effective Execution (Fall)
- Growing Through Tough Conversations/Civility in the Workplace (Winter)
- Ethical Leadership Challenges in Higher Education
- Building DE&I Talent through Coaching, Mentorship and People Leadership (Panel Discussion)
- Diversity, Equity and Inclusion Leadership in our Community (Panel Discussion)

The 23 participants shared their impressions:

- *"I will use the DE&I and communication information that I learned in my day-to-day activities at work and personal life."*
- *"After each session, I shared the information with my supervisor and colleagues. I have already implemented listening skills and have shared my book."*
- *"It was a great experience to further my journey and I suggest anyone go through this experience."*

Progress Report

The following SVSU individuals completed the University of Florida Muma College of Business' Diversity, Equity and Inclusion in the Workplace Certificate Program. The program focused on ways that organizations can create a more diverse workplace, address equity issues and foster inclusivity. Participants learned how building and growing a workforce that includes different races, religions, ages, genders, sexual orientations and persons with disabilities can improve broad societal issues and help companies develop novel business practices, increase revenue and improve performance.



- Joni M. Beaman, Professor Emerita of Sociology
- Vanessa Brooks Herd, Associate Professor of Social Work/Diversity Fellow
- Susan Crane, Associate Vice President for Administration & Business Affairs/Chief Budget Officer
- JoAnn Crary, Trustee on the SVSU Board of Control
- Corrie Piotrowski, Assistant Vice President for Administration & Business Affairs/Director of Human Resources
- Mamie T. Thorns, Associate Vice President and Chief Diversity Officer for Diversity, Equity & Inclusion

Initiatives in Progress

On-going discussions of “retention culture” desired at SVSU

Considering a “Courageous Conversation on Retention” for Supervisor Roundtables.

Communicating the need for top management to lead ongoing conversation on retention.

Development of retention strategies around best practices.

Continued to work developing a new hiring policy, enhancing the IA program, and improving the hiring process.

Next Steps



Research structures of formal succession planning programs.



Consider improvements to the goal setting process to improve development of employees and job enrichment.



Develop a pulse survey to identify areas of improvement for employee satisfaction.



Continued collaboration with Human Resources on professional development opportunities.

Goal 4

Multicultural curriculum transformation

- Kenneth Jolly, Co-Chair
Professor of History
- Poonam Dharam, Co-Chair
Associate Professor of Computer Science & Information Systems
- Fenobia Dallas, Professor of Rhetoric & Professional Writing
- Anita Dey, Director of the Melvin J. Zahnow Library
- Veronika Drake, Associate Professor of English
- Dawn Hinton, Director of the Center for Excellence in Teaching & Learning
- Mari MacFarland, Assistant Professor of Teacher Education

Progress Report DEI Faculty Learning Community

The Center for Excellence in Teaching and Learning (CETL) is partnering with the Office for Diversity Programs to sponsor a DEI Faculty Learning Community (FLC). Milton Cox describes FLCs as cross-disciplinary faculty groups of 8-12 faculty members who engage in active, collaborative, yearlong program with a curriculum about enhancing teaching and learning. The use of FLCs have been shown to improve teaching effectiveness and positively addresses the learning needs of students. This FLC will explore what DEI means in the development of their curriculum, how it can impact course development, and ways that they can effectively create spaces where students feel a sense of belonging.

Progress Report in collaboration with Goal 5



“What You Say or Do and What I Hear or Feel” – Rupturing Bias Workshops

50 participants in the October 8 workshop; 54 in the October 29 session

Of those surveyed after the workshop, 100% “strongly agreed” or “agreed” the workshop was “engaging,” “well-organized” and “provided useful information”

- *“I thought that the workshop was informative and did much to highlight the importance of DE&I at the university. I particularly appreciate how well-planned the sessions were.”*
- *“The continuous learning opportunities regarding DEI and implicit bias, help me to grow by challenging me to look and think beyond my own lens.”*
- *“I would like to make an intentional effort to improve DEI in my classes.”*
- *“This workshop has inspired be to continue to speak up on behalf of others. It also gives me new perspective on how others are feeling or thinking and has allowed me to do some deep reflective thinking.”*

Progress Report

Black Studies major added to the curriculum at SVSU

Black Studies at SVSU emphasizes three areas of development:

- Intellectual growth and consciousness through instruction and thoughtful analysis of resources
- Scholarly inquiry and production which demonstrates knowledge, creativity, and analysis
- Implementation, demonstration, sharing, cooperation, responsibility, and leadership within the community

The Black Studies major provides an important degree option and field of study for students offering culturally relevant content which aligns with our larger institutional mission, core values, and strategic plan. The Black Studies major supports the university's diversity, equity and inclusion goals and meets the strong interest of students.

Goal 4

Progress Report

Currently partnering with Center for Excellence in Teaching and Learning (CETL) to develop a Canvas site with Diversity, Equity, Inclusion and Justice resources for faculty

Currently facilitating DEIJ conversations through journal initiative

Next Steps

- DEIJ resource Canvas site
 - Aiming to launch site for fall 2022
- 2022/23 AY continue to develop resources and provide additional workshops for inclusive and equitable classrooms
 - Build upon journal initiative
 - Continue to provide opportunities for dialogue
 - Build upon campus-wide “rupturing bias” workshops from fall 2021
- Review “A Framework for Advancing Anti-Racism Strategy on Campus” to inform and direct ongoing work
- Collaborate with English Department on “Language Study and Social Justice Minor”
- Collaborate with additional subcommittees and offices

Goal 5

Enhance the community, climate and centrality of diversity

- Ava Lewis, Co-Chair
Professor of Nursing
- Maureen Muchimba, Co-Chair
Associate Professor of Health Sciences
- Cliff Block, Chief of University Police
- Kathleen Chantaca-Kubczak, Administrative Secretary
- Rebecca Clifford, Administrative and Communications Coordinator for the Office of the President
- Willie Houston, Administrative Payroll Clerk
- Rajani Muraleedharan, Associate Professor of Electrical & Computer Engineering
- LaToya Peoples, Associate Director of Career Services
- Nick Wagner, Executive Director of Institutional Effectiveness
- Dorie Wenglikowski, Assistant Director of Campus Facilities – Custodial Operations

Progress Report

- Videos on implicit bias, bullying and inclusion
 - Collected a list of videos for departments to view on implicit bias, bullying and inclusion
 - List includes videos from library and from the Office of Diversity Programs
- Engaging students in diversity committee work
 - Met with Roberto Garcia to discuss what SVSU has in place to engage students in diversity committee work
 - Met with Tony Cianciolo to learn about the kinds of programs available to involve students in diversity and inclusion

Progress Report

- Met with some SVSU committees that work with high schools to recruit students
 - Public School Academy
 - STEM@SVSU
 - Great Lakes Bay Region Youth Leadership Initiative
 - B.A.T.S. Project
 - Dow Treasure Academy
- Discussed with
 - Faculty Association: the possibility of staff and student involvement in some FA meetings
 - Office of Multicultural Student Affairs and the Office of Student Life: opportunities to engage students in diversity committee work and projects
- Faith Group and Chili event
 - In collaboration with the Office of Diversity Programs and the Multicultural Student Center, hosted a social event for students during finals week, 12/21

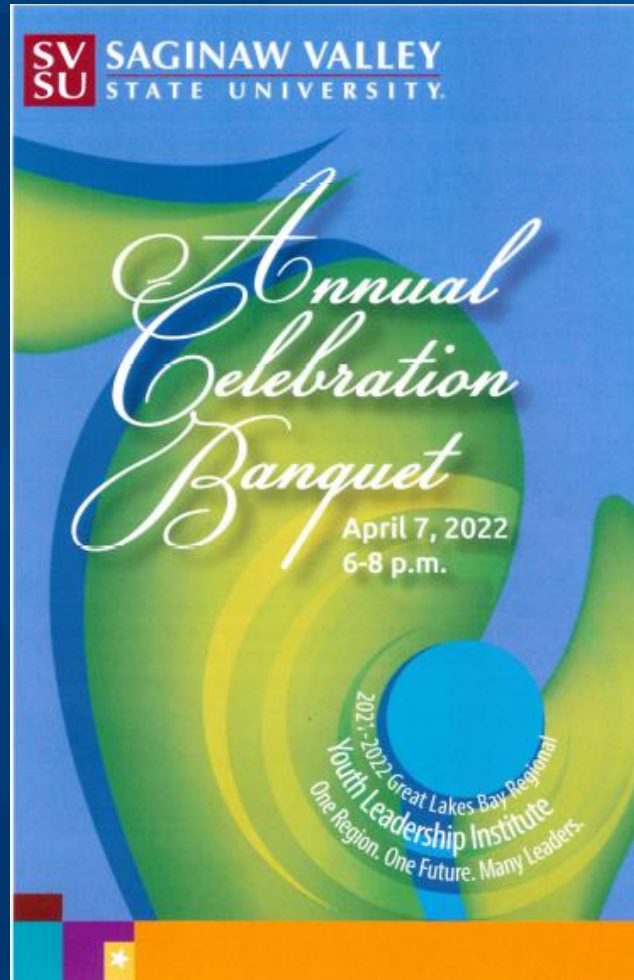
Progress Report




- *“What a wonderful way to salute Dr. King and keep his words and vision alive!”*
- *“I am still in awe of Dr Rice's poise, thoughtfulness and positive outlook. I learn something every time I listen to this wonderful leader. Thank you, SVSU and the MLK committee.”*
- *“Wonderful words and identifying life lesson skills.”*
- *“Thank you for reminding us why our idea of the freedom to choose our own pursuit of happiness drives each of us; and eventually no matter where we hail from, we are Americans.”*

Goal 5

Progress Report



**SAGINAW VALLEY**
STATE UNIVERSITY.

In Honor of Black History Month,
the Office of Diversity Programs is pleased to present

“The New Jim Crow: A Courageous Conversation”

with guest **Michelle Alexander**


Wednesday, February 16 | 7 p.m. | A Virtual Presentation



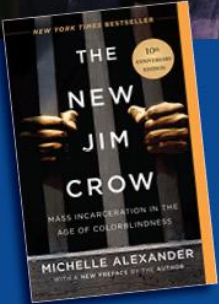
Michelle Alexander shares her insights on the practice of mass incarceration in the U.S. justice system, as well as on how we can end racial caste in America. In her acclaimed best-seller, *The New Jim Crow: Mass Incarceration in the Age of Colorblindness*, Alexander peels back the curtain on systemic racism in the American prison system, which the New York Review of Books described as “striking in the intelligence of her ideas, her powers of summary and the force of her writing.”

A legal scholar, social justice advocate, columnist at *The New York Times* and visiting professor at Union Theological Seminary, Alexander explores the myths surrounding our criminal justice system from a racial and ethical standpoint, and offers solutions for combating this epidemic. She leaves audiences with a new perspective on the challenges facing the civil rights community and a call to action for a multi-racial, multi-ethnic human rights movement for justice in America.

For more information, call the SVSU Office of Diversity Programs at 989-964-4068.
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Office of Diversity Programs

REGISTER TODAY FOR THIS ONLINE PROGRAM!
svsu.edu/diversity



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Progress Report in collaboration with Goal 4



“What You Say or Do & What I Hear or Feel” – Rupturing Bias Workshops

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- *“I would like to make an intentional effort to improve DEI in my classes.”*
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Progress Report



Community Foundation Support from SVSU

Following George Floyd's murder, May 25, 2020, the We Hear You Committee was created in Midland County to develop strategies and actions to advance and ensure diversity, equity, inclusion, and justice in the community. A team from SVSU including Kenneth Jolly, Evelyn Ravuri, Nicholas Wagner, and Brenda Holman was approached to develop the community assessment which was comprised of a community survey, summary report, and digital dashboards. This initiative was supported by the Midland Area Community Foundation. In fall 2020, this team launched a similar project for Bay County with the Bay Area Community Foundation. The assessments examined demographics, housing, healthcare, socioeconomics, education, policing and criminal justice, and government structure and representation.

Progress Report

Community Foundation Support from SVSU



Over the past several months a diverse group of individuals largely motivated by events and circumstances over the past few years, have engaged in a series of discussions to secure an answer to the question:

“What can be done to expand awareness, appreciation, and commitment to the ideals of diversity, equity, and inclusion among residents of the greater Saginaw community.”

The core group of individuals referenced here includes representatives from the Saginaw Community Foundation, Saginaw Valley State University, Saginaw Intermediate School District, the Saginaw NAACP, Hemlock Semi-Conductor, First Ward Community Center, area clergy leaders.

The goal is to create a long-term strategic plan to facilitate a DEI Strategy that encompasses the Saginaw Inclusion Council’s vision for an inclusive community.

Mission: To create a community that is committed to taking the required ongoing actions to help our community and society at large address the issues of prejudicial attitudes and biases in individuals that create barriers which impair the ability of some to realize all the benefits of freedom and what the Saginaw community has to offer.

SVSU is proud to be a partner in this region initiative to support The Saginaw Inclusion Council to address Diversity, Equity & Inclusion needs in the Saginaw Region.

Next Steps

- Continue to participate with the Office of Diversity Programs to offer inclusive and implicit bias presentations and workshops for faculty, staff and administrative personnel and, where appropriate, students
- Collaborate with new and existing SVSU committees to bring greater inclusion of diverse students to our university
- Implicit bias videos
 - Contact departments to provide them with the recommend videos for departments to view
 - Obtain feedback from departments on viewed videos

Next Steps

- Invite local area leaders for panel talk. Suggestions include Judge Manvel Trice, Dr. Christopher Allen, Dr. Ericka Taylor, Dr. Janell Jordan-Turner, Dr. Delicia Pruitt, and Dr. David Lewis, Dr. Ramont Roberts
- Collaborate with local schools and meeting representatives (counselors and teachers) to learn the strategies to increase student and teacher participation in STEM programs
 - Develop future health professionals' clubs, i.e., future nurses' group (host meeting at downtown SVSU site to inspire and encourage development of future health professionals and leaders)
- Strategies to increase DE&I in STEM programs at SVSU, e.g.,
 - Incorporate K-12 school districts who have least participated in SVSU STEM programs
 - Committing to providing resources to existing community outreach programs

Goal 6

Awards received for diversity excellence.

- Vanessa Brooks Herd, Co-Chair
Associate Professor of Social Work
- Abbegail Stemple, Co-Chair
FAST Program Life Skills Coach
- Ken Jolly, Professor of History
- Delores Walker, Administrative Secretary

Progress Report

- **The Diversity, Equity & Inclusion Research Award** recognizes SVSU faculty who made a significant and/or long-standing contribution to the advancement of research or practice in the field of diversity, equity and inclusion.
- **The Global Diversity Award** recognizes the extension of SVSU's impact from the Great Lakes Bay Region to the global community. This award represents the university's highest acknowledgment of global leadership and service by SVSU faculty, staff, student groups and other individuals associated with the campus community.
- **The Ruben Daniels Community Service Award** was first given in 1993. It represents the university's highest recognition of employee community involvement and is named for the late Ruben Daniels, a Saginaw community leader.
- **The Roosevelt Ruffin Diversity Award** is named for the late Dr. Ruffin, who served as SVSU's director of Multicultural Programs & Affirmative Action. This award was created in 2005 to recognize SVSU individuals or groups who have demonstrated diversity leadership and creativity. Team One Credit Union is the sponsor of this award.

Spotlight on Diversity



Recurring monthly feature on the Diversity Programs website.

Individuals, groups and organizations within the Saginaw Valley community are recognized for their work to advance diversity, equity, inclusion and further enrich the experiences of those at SVSU and the Great Lakes Community.

Began in April 2021 and is on-going.

Now a feature on the Diversity Programs website:
svsu.edu/diversity/programs/initiatives/spotlightondiversity

Saginaw's mayor endorsed 15 people to guide city's \$52M stimulus spending. Mayor Moore selected community members from different backgrounds. The list includes leaders in the region's business and nonprofit sectors; neighborhood watch group members; educators; representatives from Saginaw's entertainment industry; health care professionals; and community organizers, including:

- Dr. Fenobia Dallas, professor of rhetoric & professional writing
- James A. Hernandez, financial aid advisor
- Calvin Talley, retired SVSU administrator

Progress Report



Created an application for the Higher Education Excellence in Diversity Award (HEED) in Health Professions

- The HEED Award “measures an institution’s level of achievement and intensity of commitment in regard to broadening diversity and inclusion on campus through initiatives, programs, student recruitment and retention” (Website Insight into Diversity, 2020).
- Submitted May 2021 but did not receive.
- Another submission is pending for June 2022 which emphasizes university work in DE&I which is not college specific

Next Steps

Presenting a Student DE&I Award

- Conducted a national review of student awards which recognize achievement in furthering diversity, equity and inclusion on college campuses
- Designing criteria that recognizes outstanding accomplishments of students and student groups which emphasis DE&I on campus and in the Great Lakes Region
- This award will expand but will not duplicate current SVSU awards

Spotlight on Diversity



Vanessa Brooks Herd began her SVSU career in 2021

- In 2012, Vanessa received a \$512,344 grant from the Department of Health and Human Services to provide support for teens who were aging out of the foster care system. This support, which offered academic and life skills, was named the FAST program (Fostering Academic Successful Transition)
- Vanessa has been a two-time visiting professor at Shikoku University in Tokushima, Japan
- Vanessa's legacy includes exposing students to international social work in Senegal, West Africa; Uganda in East Africa; and Costa Rica in Central America
- Vanessa is a KCP Future Faculty Fellow
- In 2021, Vanessa was named a Diversity Faculty Fellow in the Office of Diversity Programs

Goal 7

Establish the diversity and inclusion leadership institute.

- Brian Thomas, Co-Chair
Associate Vice President for Academic Affairs
- Rob Vallentine, Co-Chair
Executive in Residence
- Eddie Jones, Assistant Director of Human Resources
- Lucy Mercier, Professor of Social Work
- Alicea Moll, Administrative Secretary
- Dom Monastiere, Boutell Executive-In-Residence
- Joseph Ofori-Dankwa, Harvey Randall Wickes Endowed Professor
- Corrie Piotrowski, Assistant Vice President for Administration & Business Affairs/Director of Human Resources
- Shawn Wilson, Associate Director for Accessibility Resources

Progress Report

The team is working on the following recommendations.

- ✓ Collaborate with Human Resources and Diversity Programs a formal leadership training program that incorporates DE&I training and succession planning.
- ✓ Explore the development of employee resource (affinity) groups.
- ✓ Explore development of mentoring program for Winter semester 2022.



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Next Steps

The team is working on the following recommendations.

- We have identified a group to pilot SVSU's first Employee Resource Group (ERG)
- This summer, we will develop a calendar for events and recruiting plan for a 2022-2023 ERG pilot
- Next year, we will identify additional groups who may be interested in developing ERGs
- We will discuss possible structures for the coordination of ERGs
- Continuing to explore opportunities for mentoring

Goal 7

Collaboration between Human Resources, Diversity Programs and Goal 7 Committee

LEADERSHIP DEVELOPMENT PROGRAM • Sept. 29 – Dec. 9, 2021

Human Resources and Diversity Programs collaborated on a formal leadership training program that incorporates DEI training and succession planning.

- Leadership Mindset - How to Lead and Influence (Dr. Thorns & Dr. Ofori-Dankwa)
- Setting a Strategic Vision, Direction, and a Compelling Course of Action (Lee Ann Rouse)
- Project Management Tools, Techniques & Effective Execution (Dr. Sirias)
- Ethical Leadership Challenges in Higher Education (Dr. Rose-Barry)
- Building DE&I Talent through Coaching, Mentorship and People Leadership (Panel Discussion)
- Diversity, Equity and Inclusion Leadership in our Community (Panel Discussion)

The 23 participants shared their impressions:

- *"I will use the DE&I and communication information that I learned in my day-to-day activities at work and personal life."*
- *"After each session, I shared the information with my supervisor and colleagues. I have already implemented listening skills and have shared my book."*
- *"It was a great experience to further my journey and I suggest anyone go through this experience."*



Goal 7



Collaboration between Human Resources, Diversity Programs and Goal 7 Committee

LEADERSHIP DEVELOPMENT PROGRAM • February 10 – April 21, 2022

Human Resources and Diversity Programs collaborated on a formal leadership training program that incorporates DEI training and succession planning.

- Leadership Mindset - How to Lead and Influence (Dr. Thorns & Dr. Ofori-Dankwa)
- Setting a Strategic Vision, Direction, and a Compelling Course of Action (Lee Ann Rouse)
- Communication: Growing Through Tough Conversations and Developing Civility in the Workplace (Barbara Littles)
- Ethical Leadership Challenges in Higher Education
- Building DE&I Talent through Coaching, Mentorship and People Leadership (Panel Discussion facilitated by John Kaczynski)
- Diversity, Equity and Inclusion Leadership in our Community (Panel Discussion facilitated by Dr. Deborah Huntley)

Comments from the Winter sessions:

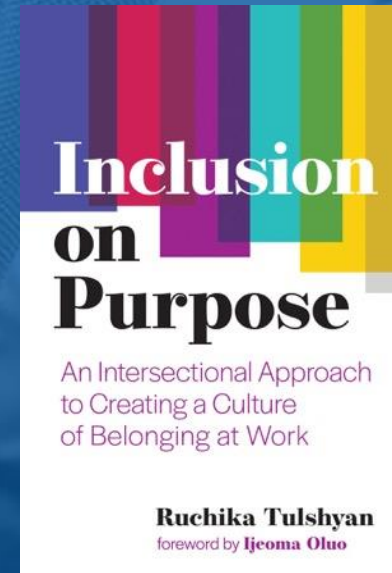
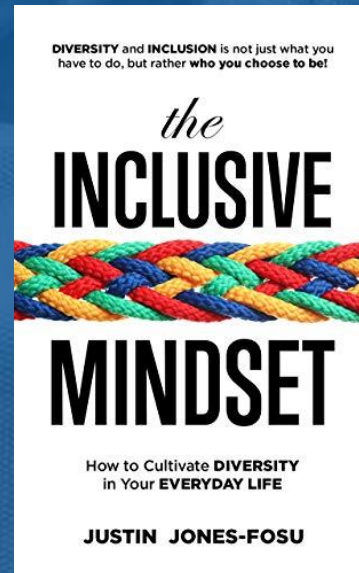
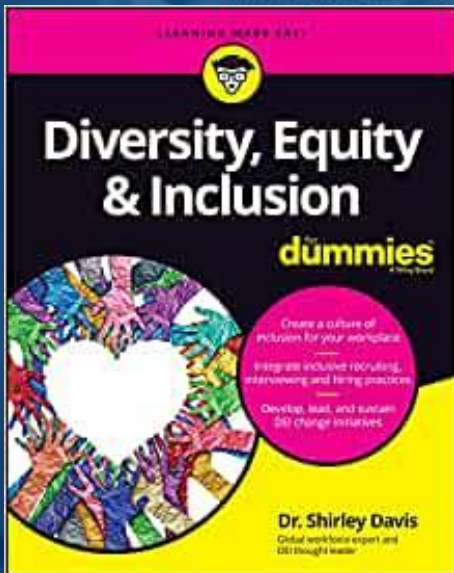
“I've always used the SWAT analysis, but after attending this workshop I'll now try to implement the SOAR analysis making sure not to focus on weaknesses yet place focus more on a positive outlook (Aspirations).”

“I will do more research and introspection into my own communication style so that I better understand how I relate to others. I will be more open to other communication styles.”

“I am going to look deeper into situations and recognize the lens that I am using to view the world.”

Diversity, Equity & Inclusion: A Call to Action

- Educate yourself on social justice issues
- Champion diversity, equity and inclusion within our campus and community
- Speak up and speak out against injustices
- Join one of the DE&I committees by contacting the Office of Diversity Programs





“Let your actions speak so loudly that
no one hears what you are saying.”

Ralph Waldo Emerson

Diversity, Equity & Inclusion Council Annual Report and Celebration

Q&A Session

Joni Boye-Beaman
Moderator



SAGINAW VALLEY

STATE UNIVERSITY®

SVSU Office of Diversity Programs

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