

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

Evidence Name: DE&I Goals Update Town Hall 3 (2022-2023)

Date Collected: May 2023

Brief Summary: PPT Presentation presented by members of
the DE&I Council April 18, 2023 on TEAMS.

Location: attached

Associated Criterion: 1C 3



Diversity, Equity & Inclusion Council At Saginaw Valley State University 2022-23 Town Hall Update

Dr. Mamie T. Thorns

Associate Vice President and Chief Diversity Officer
for Diversity, Equity & Inclusion

April 18, 2023



OUR JOURNEY TO DIVERSITY, EQUITY & INCLUSION AT SVSU

CLIMATE SURVEY

- Surveys completed in 2002, 2014 & 2019
- More diversity training for faculty, staff and students
- Diversity of faculty, staff and students
- Provide support for LGBTQIA
- Provide support for accessibility and mental health services

STRATEGIC PLAN

- 2016 - 2020
- Goal 2: "Our people, climate and culture transform lives" identified as result of Campus Climate Survey

DEI COUNCIL

- Council chartered in 2020
- In response to student, faculty and staff appeals to university leaders, the DEI Council was established to meet the continuing need for diversity, equity and inclusion.

INCLUSIVE EXCELLENCE

- Current model informing DEI
- Develop Inclusive Excellence model
- Model aligns with DEI strategies
- Inclusive Excellence External Review 2022



“Inclusive excellence is a framework that asserts that excellence indeed comes from diversity, equity and inclusion — from creating a workplace and learning environment that drives innovation, learning and performance.”

-Dr. Damon Williams, Center for Strategic Diversity Leadership and Social Innovation

WHAT IS INCLUSIVE EXCELLENCE?



INCLUSIVE EXCELLENCE

DEI STRATEGY &
INFRASTRUCTURE

Plans • Committees • Officers • Accountability • Communication

Establishing the DEI Council and Goal Committees

- As part of Goal 2 of SVSU's Strategic Plan and at the direction of the President, the Office of Diversity Programs established a DE&I Council to generate a DE&I strategic plan in 2020.
- Committees made up of students, faculty, staff and administrators developed and track the seven goals in the plan which have been used to guide planning and initiatives at the university.
- We present an annual Town Hall to celebrate our accomplishments with the campus community.

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DEI Council Guiding Principles Align with SVSU Strategic Planning

Mission

We transform lives through educational excellence and dynamic partnerships, unleashing possibilities for impact in our community and worldwide.

Vision

We will be renowned for our innovative teaching, experiential learning and state-of-the-art facilities and be the first choice for those striving for personal and professional success.

Core Values

We value:

- Passion for academic exploration and achievement
- Supportive environments focused on student success
- Diversity and inclusivity
- High standards for ethical behavior and financial stewardship
- A safe, friendly and respectful campus climate
- Community engagement



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DEI Council Drafts DEI Definitions

- **Diversity** is a social concept relating to the “**differences**” among people – such as their race, ethnicity, gender identity, gender expression, sexual orientation, socioeconomic status, religious beliefs, physical abilities, and additional identities and their intersections. Diversity is what makes us interesting humans.
- **Equity** recognizes that we do not all start from the same place and targets historical and contemporary policies and practices that lead to inequitable outcomes. Equity means we try to give everyone what they need in order to be successful.
- **Inclusion** is actively and intentionally bringing people who might otherwise be left out into the discussion and making a place for them at the table. Inclusion provides opportunities to hear and consider all opinions, ideas and voices.

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DEI Council Drafts DEI Aspirations

- The Diversity, Equity, and Inclusion Advisory Council is committed to advancing diversity, equity, inclusion at SVSU and throughout the SVSU community.
- We are dedicated to providing supports and resources that balance power and eliminate barriers that determine inequitable outcomes.
- The DEI Advisory Council is dedicated to institutional transformation of practice, culture, and policies for diversity, equity, and inclusion, where everyone is welcomed, respected, supported, empowered, and valued and can reach their full potential and thrive without barriers, discrimination, or bias.

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DEI Council Drafts DEI Aspirations

- Our work is guided by a comprehensive understanding that targets the historical and contemporary experiences, policies, and practices that prevent inclusion, and equity and lead to inequitable outcomes. We approach our work with an understanding of the intersecting and systemic nature of inequity located along personal/individual and systemic/institutional levels.
- Our work intentionally addresses inequity, bias, oppression, and injustice that operates consciously and unconsciously and the overlapping and systemic causes of disparities.
- This understanding and focus informs and directs our work.



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Diversity, Equity & Inclusion Committee Chairs

Goal I

- Dawn Hinton
- James Tarr

Goal II

- Roberto Garcia
- Brian Thomas

Goal III

- Sue Crane
- Corrie Piotrowski

Goal IV

- Kenneth Jolly
- Poonam Dharam

Goal V

- Ava Lewis
- Maureen Muchimba

Goal VI

- Eddie Jones
- Abbegail Stemple

Goal VII

- Brian Thomas

Ex-officio Council Members

- Mary Kowaleski
- Deborah Huntley
- George Grant

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**DEI STRATEGY &
INFRASTRUCTURE**

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Diversity, Equity & Inclusion Committees

Goal I

Dawn Hinton
James Tarr
Meshal Ahmad
Shaun Bangert
Marc Bender
Betsy Diegel
Roberto Garcia
Cecelia Hopkins
Alicea Moll
Madeline Wyman
Tammy Elloitt

Goal II

Brian Thomas
Roberto Garcia
George Copeland

Goal III

Corrie Piotrowski
Sue Crane
Brandon Haskett
Emmalee Amthor
Marcia Ditmeyer
Sharon Reff
Andrew Chubb
Jennifer Neitzel
Dayna Katch

Goal IV

Kenneth Jolly
Poonam Dharam
Dawn Hinton
Anita Dey
Veronika Drake
Kim Lacey

Goal V

Ava Lewis
Maureen Muchimba
Clifford Block
Kathleen Chantaca-
Kubczak
Willie Houston II
Kenneth Jolly
Rajani Muraleedharan
Sreekumarid
LaToya Peoples
Deborah Rickert
Dorie Wenglikowski

Goal VI

Eddie Jones
Arianna Jones
Abbegail Stemple
Delores Walker

Goal VII

Brian Thomas
Alicia Moll
Joseph Ofori-Dankwa
Shawn Wilson
Dawn Hinton
Eddie Jones

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DEI STRATEGY & INFRASTRUCTURE

Plans • Committees • Officers • Accountability • Communication

External Review Recommendation - “Strengthen implementation of your current DEI approach” which includes developing a comprehensive and aligned DEI and antiracism strategy, accountability, infrastructure, and implementation framework to guide DEI activation.

Progress: Committee developed a Diversity Score Card for the university that incorporates the recommendations from the external review

External Review Recommendation “Require DEI activation leaders in every major unit,” which provides the opportunity to build out the lateral DEI infrastructure to ensure greater alignment, accountability, and high-level DEI implementation.

Progress: Committee developed a DEI Activation Leader job description, responsibilities and compensation request for campus activation leaders and submitted it the Office of Diversity Programs for consideration.

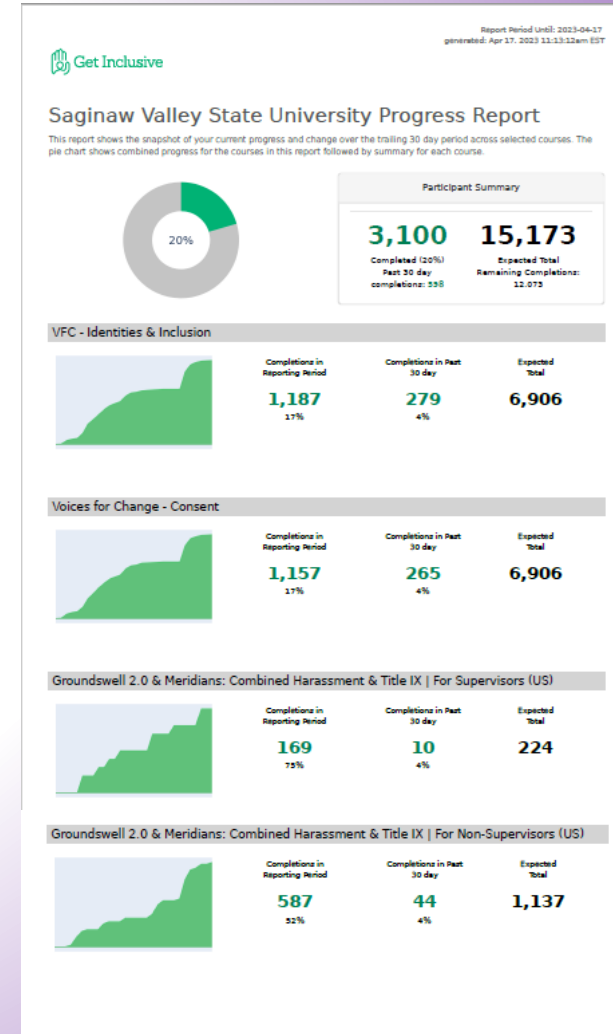
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DEI STRATEGY & INFRASTRUCTURE

Plans • Committees • Officers • Accountability • Communication

Plans to keep the campus safe:

- On-line Sexual Assault Training
- Active Shooter Training
- Cyber Security Training



Goals 2 & 5 INCLUSIVE EXCELLENCE



ACCESS & EQUITY

Recruitment • Retention • Outreach

Focus on recruitment and retention of students.

- Office of Multicultural Student Affairs partnered with Admissions to support student visits and tours , SVSU after Dark and provided Hispanic heritage month presentations to a few local schools.
- The Future Health Professional Club at Thompson Middle School is a partnership with the College of HHS.
 - Faculty mentors meet with the club's 16 members twice per month.
- TRIO Grant
- Pathways for Rural Student Success

INCLUSIVE EXCELLENCE



ACCESS & EQUITY

Recruitment • Retention • Outreach



Focus on recruitment, retention and advancement for staff and administrators.

Inclusion Advocate Program will begin training advocates with revised program in Fall 2023

- Job description updated.
- Application process revised.
- Inclusion Advocate training content revised.
- Initial framework revised.

INCLUSIVE EXCELLENCE



ACCESS & EQUITY

Recruitment • Retention • Outreach

Focus on recruitment, retention and advancement for staff and administrators.

BIPOC (Black, Indigenous, and people of color) Employee Resource Group Pilot scheduled for Fall 2023

- Steering committee for the ERG is in place.
- Framework for preliminary operations has been developed.
- Committee is developing goals.
- Summer meet and greet is planned.

INCLUSIVE EXCELLENCE



ACCESS & EQUITY

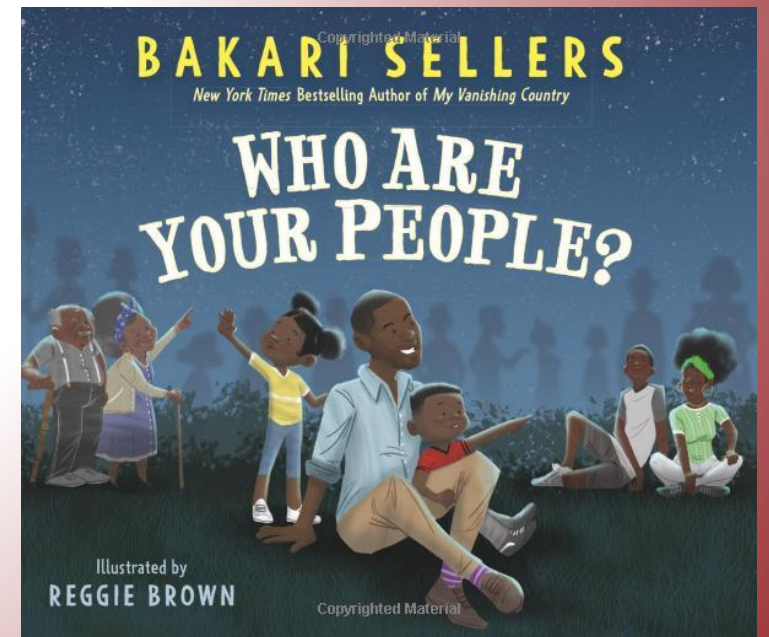
Recruitment • Retention • Outreach



2023 MLK Celebration (January 18, 2023) featured An Evening with Bakari Sellers

author, civil rights activist, attorney, entrepreneur, legislator

<https://www.svsu.edu/mlk/>



INCLUSIVE EXCELLENCE



ACCESS & EQUITY

Recruitment • Retention • Outreach

Diversity Brings Strength for Climate Action



**Climate
Stick
Club at
SVSU**

TUESDAY, APRIL 11, 2023

6:30 PM

in CURTISS HALL
Banquet Rooms
2nd Floor
SVSU

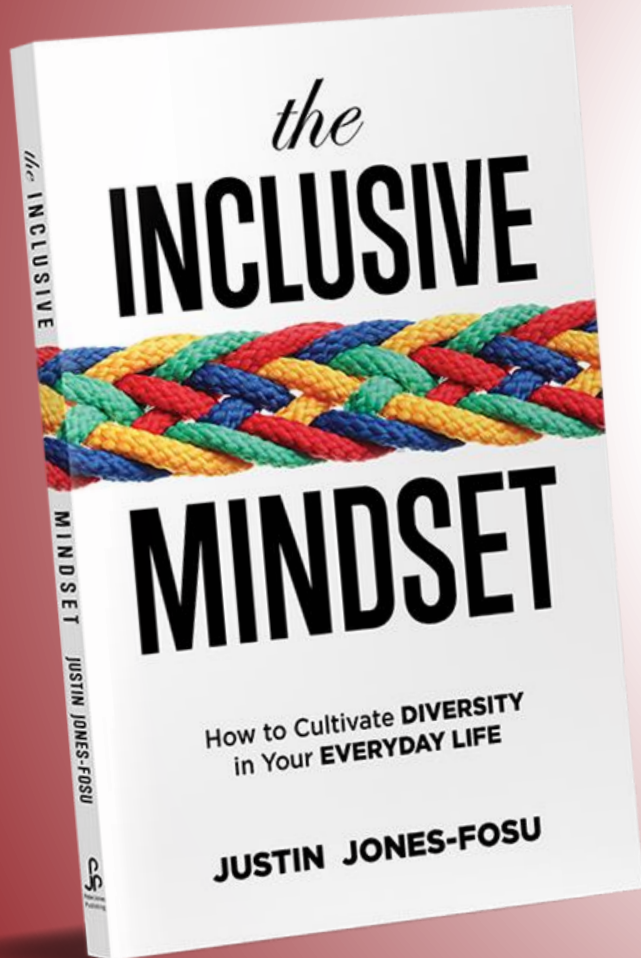


INCLUSIVE EXCELLENCE



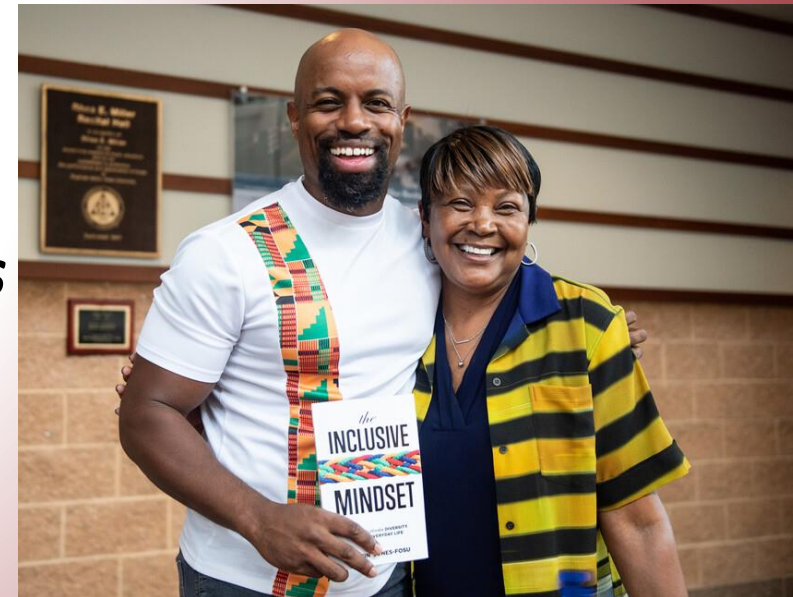
ACCESS & EQUITY

Recruitment • Retention • Outreach



Justin Jones-Fosu visits campus in July and gives Inclusive Mindset workshops to campus and community.

100% of 70 individuals responding to post workshop survey found the workshop “personally useful”, “professionally useful”, and “useful for the climate at SVSU”



INCLUSIVE EXCELLENCE



ACCESS & EQUITY

Recruitment • Retention • Outreach



Saginaw
community foundation

SAGINAW COUNTY DIVERSITY, EQUITY, AND INCLUSION COUNCIL SUPPORT

- **Diverse group of individuals with representation 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 address:**
 - **“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.”**
 - **Define common definitions, mission, vision statement, goals and initiatives to support our DEI journey**
 - **Develop DEI plan for the community**

Goal 5

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SV SU SAGINAW VALLEY STATE UNIVERSITY

Office of Diversity Programs

The 18th Annual
Great Lakes Bay Regional Youth Leadership Institute
End of the Year
Celebration Banquet

featuring
a special presentation from the
Class of 2023

Tuesday, April 18, 2023
6:00 pm - 8:00 pm
Banquet Rooms
Curtiss Hall
Saginaw Valley State University

RSVP due by Friday, April 7, 2023
Registration link is provided below:
<https://forms.office.com/r/YRXCut9R1p>

Questions:
Please contact
The Office of Diversity Programs
(989) 964-4068
diversity@svsu.edu




Marshall Fredericks Sculpture Museum Exhibition

Presentation in the Roberta Allen Reading Room

INCLUSIVE EXCELLENCE

MULTICULTURAL & INCLUSIVE CAMPUS CLIMATE

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



Progress on DEIJ Discussions and DEIJ Canvas Site

- Discussion on diversity, equity, inclusion, justice, accessibility, and belonging at SVSU were held in the Roberta Allen Reading Room. In addition to individual and collective learning, this discussion aimed to grow a community and network of practice and support.
- Goal 4 committee partnered with the Office of Diversity Programs and Center for Excellence in Teaching and Learning to developed a DEIJ Canvas site offering resources which reflect SVSU's commitment to inclusion, equity, and justice as articulated in the University's mission, vision, core values, and policies.

Goals 3 & 7

INCLUSIVE EXCELLENCE



MULTICULTURAL & INCLUSIVE CAMPUS CLIMATE

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



LEADERSHIP DEVELOPMENT PROGRAM

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
- Growing Through Tough Conversations/Civility in the Workplace
- 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)

Cohort #1 • Sept. 29 – Dec. 9, 2021
Cohort #2 • Feb. 10 – April 21, 2022
Cohort #3 • Sept. 21- Dec. 7, 2022

61 Faculty/Administrative Professionals/Support Staff have participated in the Leadership Program



Goal 1

INCLUSIVE EXCELLENCE

MULTICULTURAL & INCLUSIVE CAMPUS CLIMATE

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



NATIONAL
INCLUSIVE EXCELLENCE LEADERSHIP
ACADEMY
Connecting Leaders | Sharpening Vision | Innovating Change

2022 SUMMER NIXLA ACCELERATOR SERIES

July 2022

The series explored key topics in the field of DEI leadership and organizational change, including sessions on:

- planning and implementation of DEI strategies
- the role of Chief Diversity Officers
- the use of campus climate research in affecting change
- recommendations for developing and strengthening a culture of allyship on campus

SVSU NIXLA ACCELERATOR SERIES TEAM:

Mamie T. Thorns, Associate Vice President and Chief Diversity Officer for Diversity, Equity & Inclusion

Marcia Mastracci Ditmyer, Dean, College of Health & Human Services

Jayati Ghosh, Dean, Scott L. Carmona College of Business

James E. Tarr, Dean, College of Education

Tony Crachiola, Associate Dean, College of Science, Engineering & Technology

Joni Boye-Beaman, Emeritus Professor of Sociology

Goal 4

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Black Studies at SVSU

Black Studies at SVSU examines the full spectrum of the African Diaspora and provides the breadth of study and experience to deepen students' understanding and knowledge of our local communities and larger world, challenges students to consider their place and responsibility in it, and enhances, strengthens, and expands their critical skills, vision and confidence to succeed in our world.

— Program Mission

For more information about Black Studies at SVSU, please visit our website: svsu.edu/blackstudies

Goals 5 & 6

INCLUSIVE EXCELLENCE



DOMESTIC & INTERNATIONAL
DIVERSITY RESEARCH & SCHOLARSHIP



SVSU Diversity Awards

- **Ruben Daniels Community Service Award**

Rosina Hassoun, Associate Professor of Sociology

- **Roosevelt Ruffin Diversity Award**

Veronika Drake, Associate Professor of English

- **Diversity, Equity & Inclusion Research Award**

Sara Beth Keough, Professor of Geography

Scott Youngstedt, Professor of Anthropology

- **Global Diversity Award**

Danilo Sirias, Professor of Management

GOAT Project

On July 22, 2002, SVSU initiated the GOAT project, the brainchild of Vanessa Brooks Herd, recently retired faculty member in the Social Work program. Dr. Ofori-Dankwa is a collaborator on the project.

- 22 Goats were delivered to widows and economically disadvantaged women in the Dodowa area of Ghana in partnership with the Women's Ministry of the Church of Pentecost.
- A week later, an additional 8 goats were purchased.
- On July 26 the SVSU team went to Ocansey Kope to deliver another set of 30 goats to a Widows Association

INCLUSIVE EXCELLENCE



DOMESTIC & INTERNATIONAL
DIVERSITY RESEARCH & SCHOLARSHIP

“The *INSIGHT Into Diversity* HEED (Higher Education Excellence in Diversity) Award, open to all colleges and universities across the U.S. and Canada, measures an institution’s level of achievement and intensity of commitment in regard to broadening diversity and inclusion on campus through initiatives, programs, and outreach; student recruitment, retention, and completion; and hiring practices for faculty and staff. Applications are comprehensive, covering all aspects of campus diversity and inclusion. One of the goals of the application process is to help institutions of higher education assess their diversity efforts in order to build on their success and improve where necessary.”

Thank you to the 50 campus colleagues who provided information for the application, we could not have been successful without your assistance!



NEXT STEPS

INCLUSIVE EXCELLENCE

Continue to work with goals and develop new initiatives to align with Inclusive Excellence model

DEI COUNCIL

Update DEI Website
Budget Alignment
Create DEI Student Council
Publish DEI Plan
Prepare DEI Summit

2024 CLIMATE SURVEY

Ongoing discussion of topics and questions to be included

2024 HLC VISIT

Highlight DEI Plan In Self-Study

SVSU recognized as a national leader of diversity, equity & inclusion