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2018

2013-14 Everyone Counts Learning Community on Race & Racism

Lewis Walker Institute for Study of Race and Ethic Relations

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Lewis Walker Institute for Study of Race and Ethic Relations, "2013-14 Everyone Counts Learning Community on Race & Racism" (2018). *Diversity Learning Communities*. 4.

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What is the DMAP?

The Diversity and Multiculturalism Action Plan is the strategic plan for the University as it relates to diversity and inclusion. It aligns with the University Strategic Plan Goal #4: Ensure a diverse, inclusive, and healthy community. WMU President Bailey charged Dr. Warfield, Vice President for the Office of Diversity and Inclusion, with leading a council to develop the DMAP. Over 75 WMU community members assisted in its development. It was adopted by the Board of Trustees in 2006. The DMAP defines terms such as diversity, multiculturalism, institutional bias, global, culture, and affirmative action so that our community has a shared language.

Six DMAP Goals

- To develop and maintain a shared and inclusive understanding of diversity, multiculturalism, institutional bias, and affirmative action through training and education at every level of the institution.
- To recommend an institutional infrastructure that dismantles institutional bias and recognizes, supports, and sustains the efforts of this diversity and multiculturalism initiative at all levels of the institution.
- To create a welcoming and inclusive university environment (climate) that includes ongoing training, curriculum reform, and research incentives.
- To recruit, retain, and graduate a diverse student body and promote a diverse workforce at all levels.
- To enhance curricular, co-curricular, research, service, artistic, and study abroad activities as a means to fully engage the university community in an affirming diverse and multicultural learning environment.
- To develop and maintain consistent accountability measures in order to accurately assess progress toward institutionalizing diversity and multiculturalism at all levels.

Project Support

Financial support was provided by Dr. Carla Koretsky through a subrecipient grant through the W.K. Kellogg Foundation Racial Healing Planning Grant for student employee hours for transcription, a data analyst, two audio recorders, a foot pedal, and software.

This project has been supported by the time and effort of the following WMU community members: Mary Zwoyer Anderson, Mimi Abdul, Jane Baas, William Craft, Lauren Freedman, Beth Hoyer, Fredah Wambui Mainah, Andrew Niebor, Jodie Palmer, Bradley Rangel, Leah Smith, Tiffany B. White and Joyce Busch.

Team Development

The Campus Climate for Diversity Equity and Inclusion Tactical Action Community (CCDEI TAC) was created to implement the recommendations of the 2012-13 Campus Climate Study (CCS), assuring integration and alignment with the DMAP, University Strategic Plan, and to promote University-wide transformational change in regard to diversity, equity, and inclusion.

Recommendation #3 in the CCS states the following:

- Reaffirm the DMAP as the WMU Diversity and Multiculturalism Action Plan.
- Take steps to advance the work of diversity and multiculturalism at WMU as described in the DMAP.
- Identify specific actions included in the DMAP that have been achieved.
- Identify several specific actions from the DMAP that are yet to be completed, and initiate steps to achieve them.
- Make appropriate updates and revisions to the DMAP on the basis of actions that have been achieved and those that are yet to be accomplished.

Under the CCDEI TAC, many Project Action Teams (PATs) were created. The DMAP 2.0 PAT seeks to investigate how each unit is progressing toward DMAP goals. This information will be summarized into individual reports, as well as a composite report and would be used to update the DMAP. A group of WMU community members from diverse backgrounds and departments/units agreed to complete this project. Others were recruited to assist.

Interviews

Interviews have been conducted with the following areas: Center for Academic Success Programs, College of Aviation, Haworth College of Business, Career and Student Employment Services, Development in Alumni Relations, Office of Diversity and Inclusion, Enrollment Management, Extended University Programs, Graduate College, Lee Honors College, Lewis Walker Institute for the Study of Race and Ethnic Relations, Sindecuse Health Center, WMUK, the Office of University Relations, College of Fine Arts and the Office of Sustainability.

Other interviews have been scheduled but have yet to be conducted such as with the following areas: Budget and Personnel, Facilities Management, and the Division of Student Affairs.

Other areas are in the process of being scheduled: College of Education and Human Development, College of Engineering and Applied Sciences, Haenicke Institute for Global Education, College of Health and Human Services, Office of Information Technology, and the Office of Institutional Effectiveness.



Process

The DMAP team determined the best way to gain rich, meaningful data, and to have the most profound impact was to interview units, teams, departments, or diversity councils. An introductory memo and questions focused on the DMAP goals were developed. An inquiry was sent to the WMU Human Subjects Institutional Review Board with a response of no review required. The team met with Dr. Martha Warfield, Vice President for the Office of Diversity and Inclusion, and Dr. Brylinsky, Associate Provost for Institutional Effectiveness before proceeding. The University's Senior Leadership Team was updated via reports and presentations from Dr. Brylinsky's office, as well as, at the TAC Chairs' Luncheons. Smaller areas were given the opportunity to select to provide information electronically or to have an interview. The first interview was conducted with the College of Aviation Diversity Council. The feedback was positive so other interviews were scheduled. Interviews are generally audio recorded, transcribed, and then an individual report is sent to the unit/department/diversity council for review prior to being included in the composite report.

Sindecuse Diversity Council & DMAP Interview Team members



Lee Honors College & DMAP Interview Team members



Preliminary Project Impact

Increased awareness of the DMAP; Conversations occurred within units surrounding diversity and inclusion that may not have otherwise taken place; Increased awareness of diversity and inclusion efforts on campus; Some areas enhanced their web presence; Some areas are now discussing the DMAP in other meetings to assure that diversity and inclusion is a consideration in their daily work.

Looking Ahead . . .

The team will finish the interviews, individual reports, and composite report that will inform the campus community of efforts that could be used as models for their own areas and enhance collaboration opportunities. The composite report will demonstrate where WMU has accomplished the DMAP goals, where continued efforts are needed to accomplish goals, and if updates to the DMAP are needed to include other goals. According to the plan, University officials at the executive level will be held responsible for diversity and multiculturalism accomplishments, with specific consequences for achievement or non-performance. If you would like more information, please contact Mimi Abdul Bellamy, Walker Institute at (269) 387-2141.