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2013-14 Everyone Counts Learning Community on Race & Racism

Lewis Walker Institute for Study of Race and Ethnic Relations

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The Diversity and Multiculturalism Action Plan (DMAP) 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 Dr. Waletzki charged Dr. Warren, 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 multicultural initiative at all levels of the institution.
- To create a welcoming and inclusive university environment 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, data analyst, audio recorders, and software. This project was supported by the time and efforts of the following WMU community members: Mary Zwoyer Anderson, Mimi Abdul, Jane Baas, William Craft, Lauren Freedman, Beth Hoger, Fredah Wambui Mainah, Andrew Niebor, Jodie Palmer, Bradley Rangel, Leah Smith, Tiffany B. White, and Joyce Busch.

Interviews

Interviews have been conducted with the following areas: Center for Academic Success Programs, College of Aviation, Haworth College of Business, College of Education, College of Health and Human 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, WMU, 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 the following areas: Budget and Personnel, Facilitates 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.

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 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.