

# *A Seat at the Table*

Updates from the Diversity and Inclusion Office  
July 2014

This newsheet highlights projects and initiatives that promote diversity and inclusion at Ferris State University

- ✚ Please remember that the annual diversity reports should be submitted to the Diversity and Inclusion Office by August 1, 2014. These reports should include material from January 2013 through June 2014. If you have any questions please do not hesitate to call David Pilgrim at x3946.
- ✚ The Achievement Gaps Taskforce has finished its work and the final report is being prepared. This fall the FSU community will be invited to an open forum to discuss the Taskforce's conclusions and recommendations.
- ✚ The Office of International Education is partnering with the Diversity and Inclusion Office to create *Beyond: Diversity...*, a year-long project. Events will include workshops, panel discussions, book study groups, a traveling show of educational banners, and more. Participating Ferris faculty will integrate materials into their courses. Co-curricular experiences will be encouraged. If you would like to be involved or want additional information, contact Katie Davidson at x2474.
- ✚ The Core Values images displayed on the Wheeler Pavilion screen have been replaced with new images.
- ✚ A Faculty/Staff Mini-Grant was awarded to the College of Engineering Technology for the *Mother/Daughter Technology Engineering Aptitude (TEA)* initiative with Celeste Baine. This full day event will expose young women to opportunities within STEM fields through hands-on lab activities and instruction from role models in the field.
- ✚ On June 18-19, Ferris was host to the 2014 Michigan Teen Conference, a state-wide conference for teens and young adults who are preparing to exit foster care, their caregivers, and professionals who work with them. This year's theme was "Take Charge of Your Journey." Participants attended workshops that explored a range of topics including, money management, searching for jobs, handling social media, and understanding the legal rights of youth in foster care. Special applause to Janette Ward, Nicholas Campau, Alicia Freye, and Patty Terryn for their work with the Conference.
- ✚ Fourteen Ferris faculty and staff attended the 2014 National Conference on Race and Ethnicity in Higher Education, held in Indianapolis May 27-May 31. Matt Olovson, Director of Equal Opportunity, and Andy Karafa, Associate Dean of the College of Arts and Sciences, presented a workshop on "Understanding and Circumventing Barriers to Equity in Personnel Processes."

- ✚ Julie Rudolph, an Educational and Career Counselor, is now also Disability Liaison to the Diversity and Inclusion Office.
- ✚ A Faculty/Staff Diversity Mini Grant has been awarded to the College of Pharmacy for the *Bridging Cultures and Faiths* initiative. This event will consist of Ferris students from religion, communication, philosophy, marketing, and international business classes traveling to Grand Rapids to observe Friday prayers at the Islamic Mosque and Religious Institute. They will also experience Middle Eastern cuisine and participate in open discussion about Islam facilitated by professional members of the Muslim community.
- ✚ Franklin Hughes created *Blacks as Targets*, a powerful video about the use of African Americans as targets in 19<sup>th</sup> and 20<sup>th</sup> century carnival games. The video can be viewed at: <https://www.youtube.com/watch?v=l4oCL99mrRk>.
- ✚ A film crew creating a documentary about Judge Damon J. Keith, a prominent civil rights leader, visited the Jim Crow Museum on May 15. Here is a link to their project site, <http://www.thedkdoc.com>.
- ✚ On May 20, a film crew from “10 Things You Don’t Know About,” a History Channel show, visited the Museum to shoot footage and interview David Pilgrim, the Museum’s founder. The episode is expected to air this fall.
- ✚ Several Ferris classes will work with the Ferris Women’s Collection of Sexist Objects this fall. This growing collection will have increased visibility during the 2014-15 academic year. Contact Tracy Busch at x5846 or [TracyBusch@ferris.edu](mailto:TracyBusch@ferris.edu) for more information.
- ✚ Written materials from the Jim Crow Museum and from the Women’s Collection will be deposited in the Ferris Institutional Repository (FIR). This will make the material more visible in search results from FSU library resources and on the Internet, and will also maintain and preserve content. FIR is found at <http://fir.ferris.edu:8080/xmlui/>.
- ✚ Ibis (formerly Ibis Consulting Group) and their partner Creative Diversity Solutions will be conducting a diversity audit of the University. This audit will begin in September 2014, and will conclude by the end of the Spring semester 2015. The audit will consist of interviews, focus groups, a climate survey, and a review of University data. The chief purpose of the audit is to lay the foundation for the creation of a new diversity plan that includes practical action steps and ways to measure sustained results.

“The world in which you were born is just one model of reality. Other cultures are not failed attempts at being YOU: they are unique manifestations of the human spirit.”

— Wade Davis