

Faculty and Staff Diversity Mini-Grant Application - Final Report

Just Marriage - From Outlaws to Inlaws: Marriage Equality, Family Health and Human Rights

In November of 2013, the marriage equality film “Inlaws & Outlaws” was shown in Big Rapids (in the FSU Interdisciplinary Resource Center), Grand Rapids (at the Urban Institute for Contemporary Arts) and twice in Traverse City (in the Milliken Auditorium and in the Bijou by the Bay Theater). This film weaves the story of real life couples and singles, gay and straight, to expose stereotypes and illustrate the universality of the struggle for love and understanding.

There were over 100 student attendees at the on campus screening which included a prescreening pizza party, and approximately 50 students and community members at each of the off campus screenings for a total of 250 audience members.

Director Drew Emery was available for a Q & A talk back at each of the screenings of the film, updating audience members on the cast member’s personal stories since the original filming, and to discuss the state of gay rights and marriage equality in Michigan and nationwide. The Ferris State University LGBT student organization DSAGA met with the director prior to the screening and provided student volunteers at the on campus screening along with member of the social work Phi Alpha Honors Society. The Northwestern Michigan College LGBT student group hosted the NMC Milliken Auditorium showing. Various faculty and community members volunteered at the other events and provided additional transportation, food and housing.

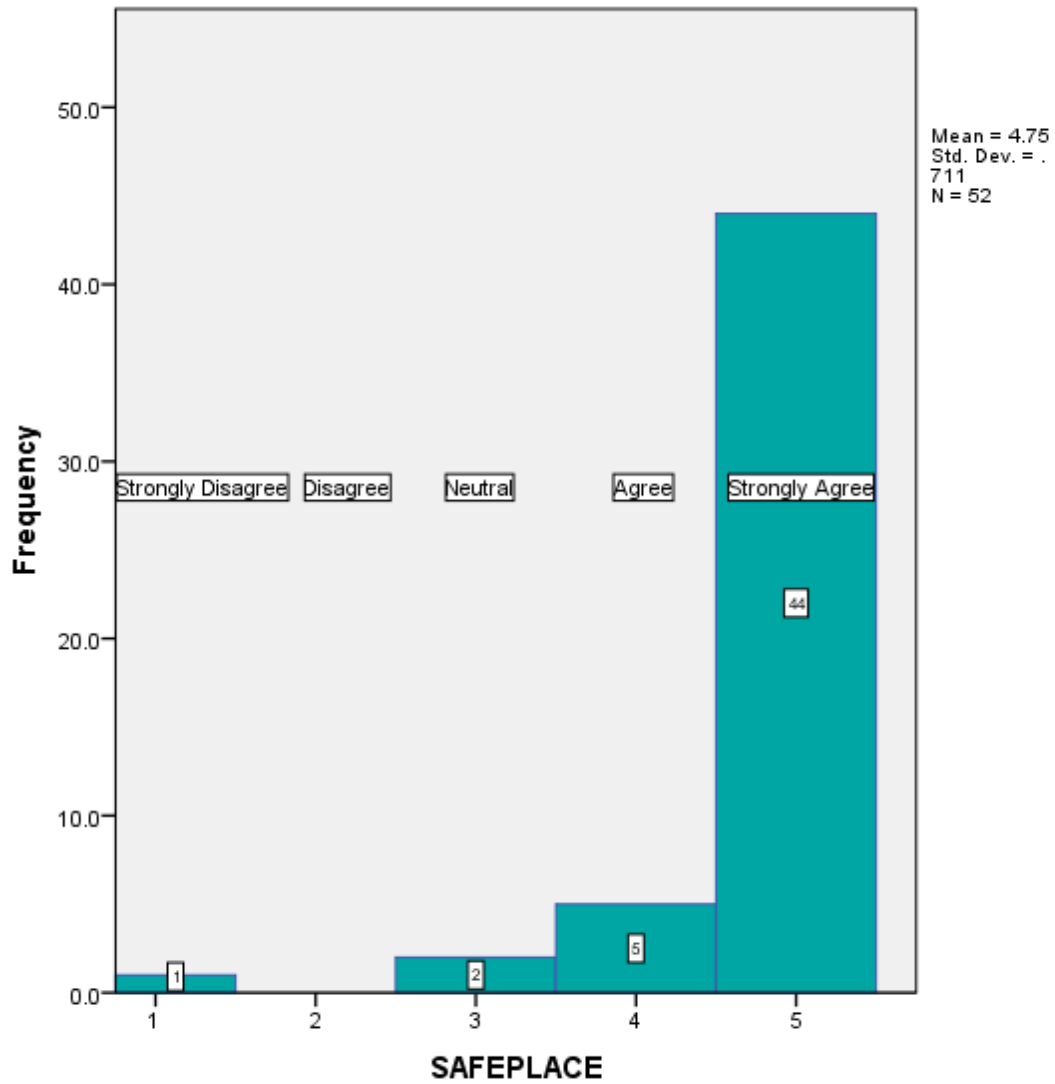
A ten question survey focused on the FSU core values and the safe place philosophy was administered with a 50% response rate at the initial on campus screening. The results are charted out below showing predominantly positive responses to all aspects of hosting the film and its content. Written comments were also quite positive, i.e. “Fantastic”, “Thank you for this film!” and clarifications on question number 8, i.e. “Still see these issues in a positive light!” Verbal comments after the film were similarly positive with many attendees underlining the need for this kind of consciousness raising activity in Michigan. Of note are the survey responses that still indicate a need to create and maintain safe places for expression and respectful dialog and that reinforce the need to support and expand the work of the Alliance of Ferris Employees, DSAGA and other LGBT initiatives at FSU.

The grant was administered within budget and due to the generosity of the director and community members in Traverse City, the contingency plan location of the Bijou Theater became a 4th unplanned showing in addition to the original 3 that were anticipated in the grant.

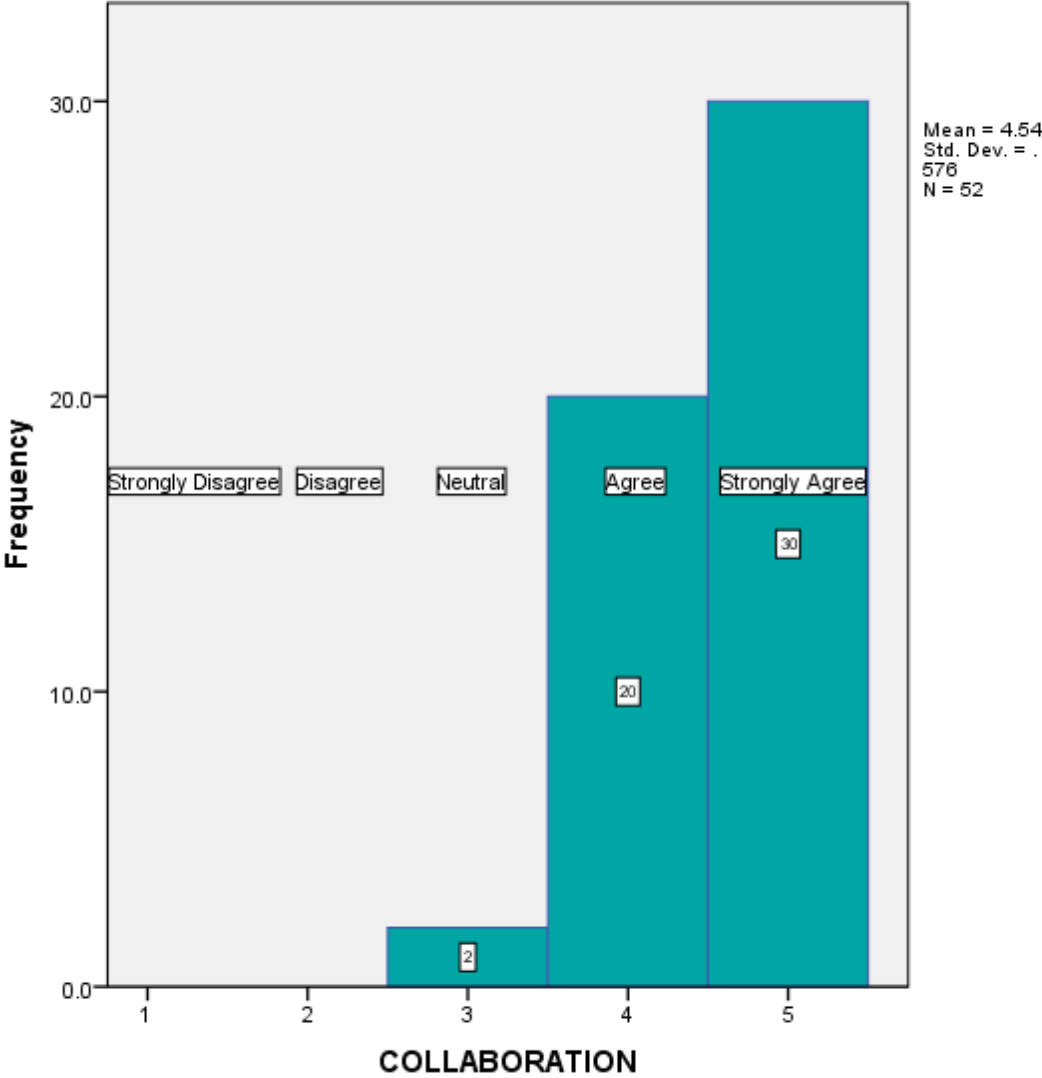
**Respectfully submitted.
Michael Berghoef
Professor of Social Work**

Appendix A – Survey results

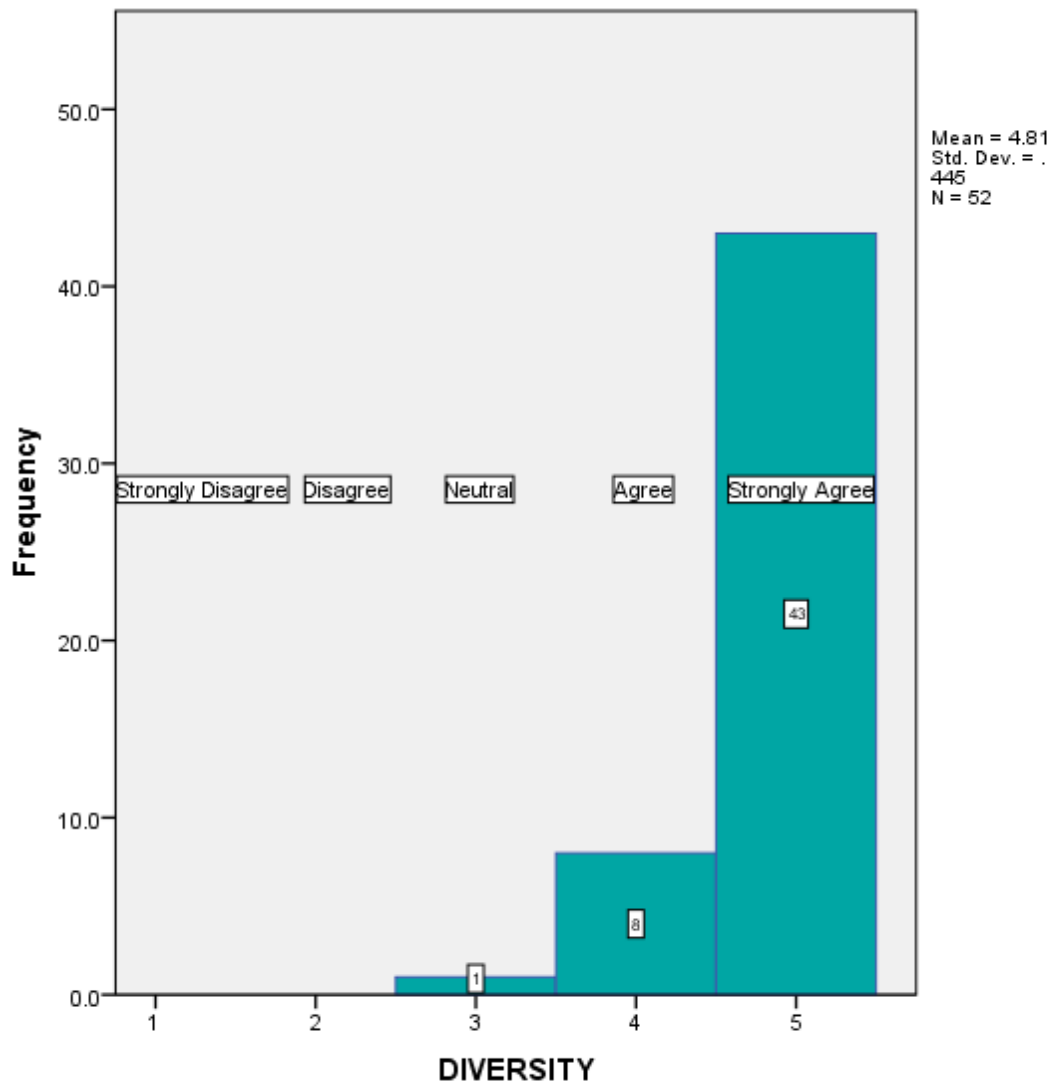
“This event created a safe place to discuss Lesbian, Gay, Bisexual, Transgender, Queer and Questioning (LGBTQQ) issues.”



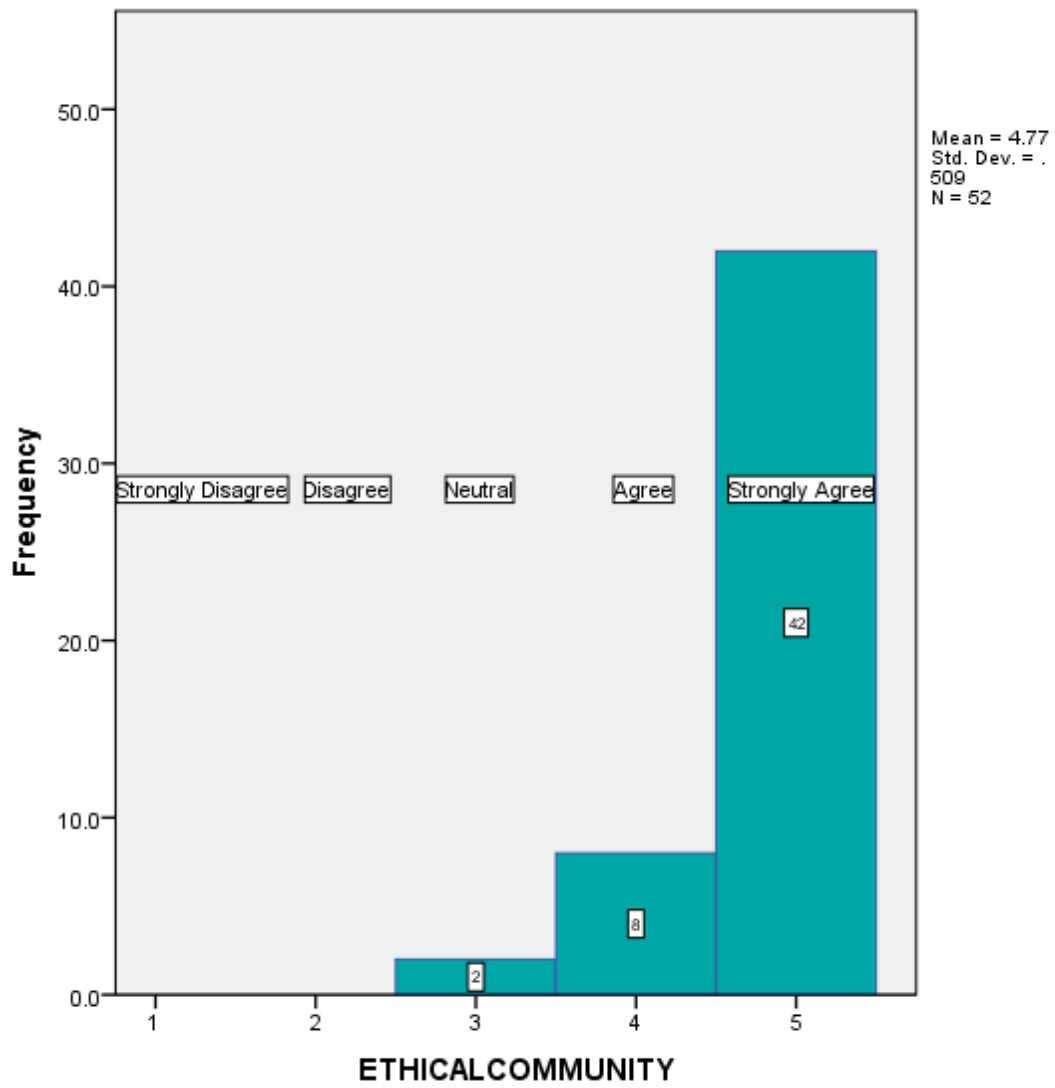
“This event demonstrated the FSU core value of Collaboration.”



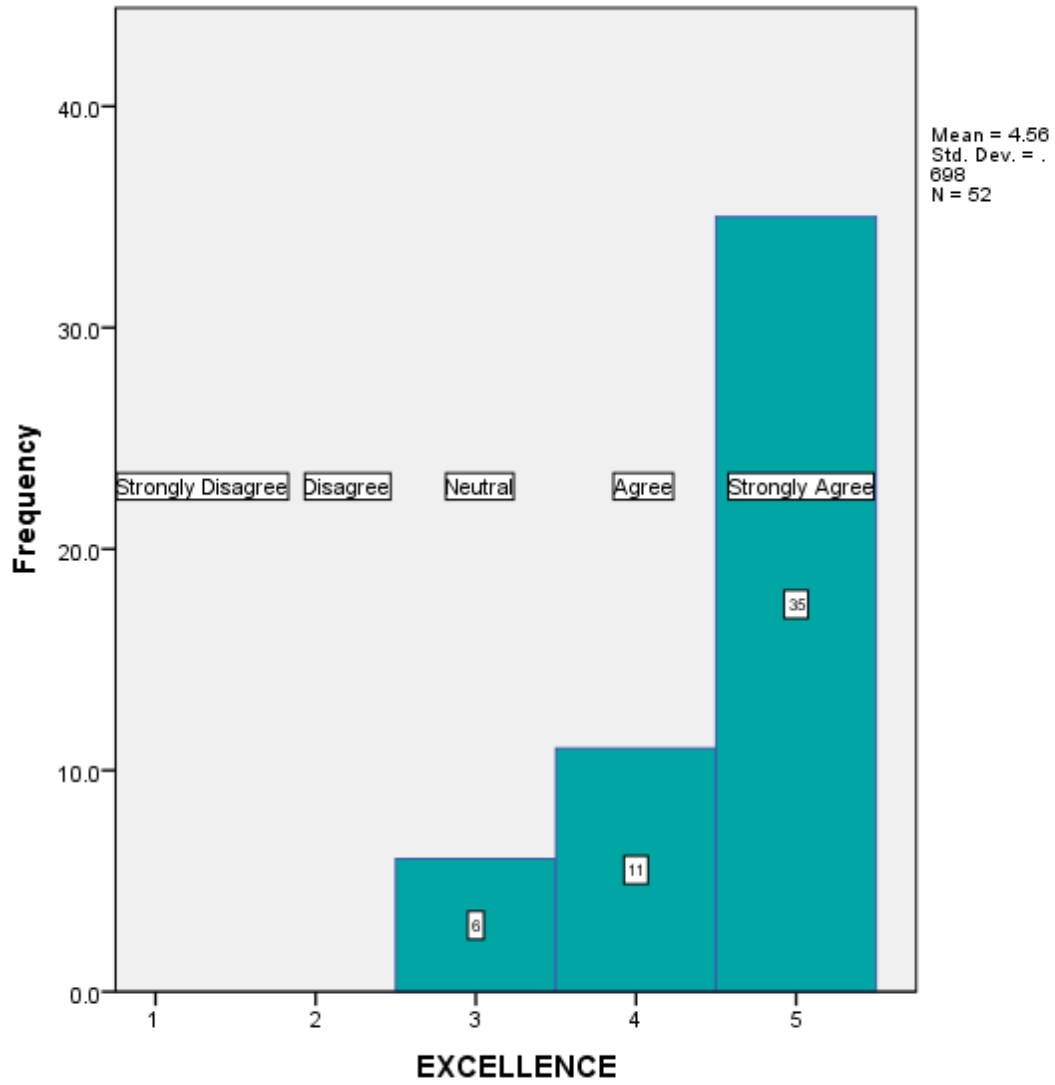
“This event demonstrated the FSU core value of Diversity.”



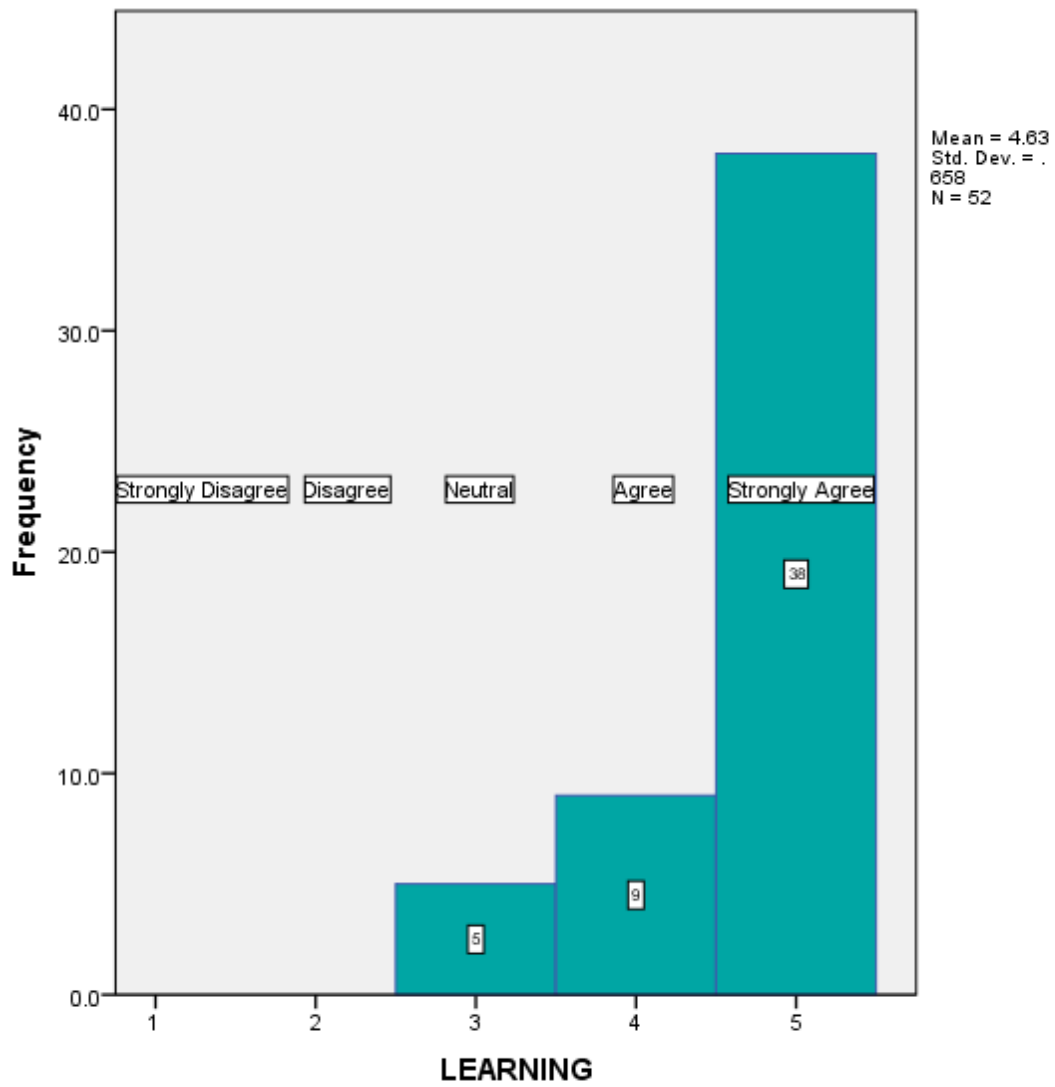
“This event demonstrated the FSU core value of Ethical Community.”



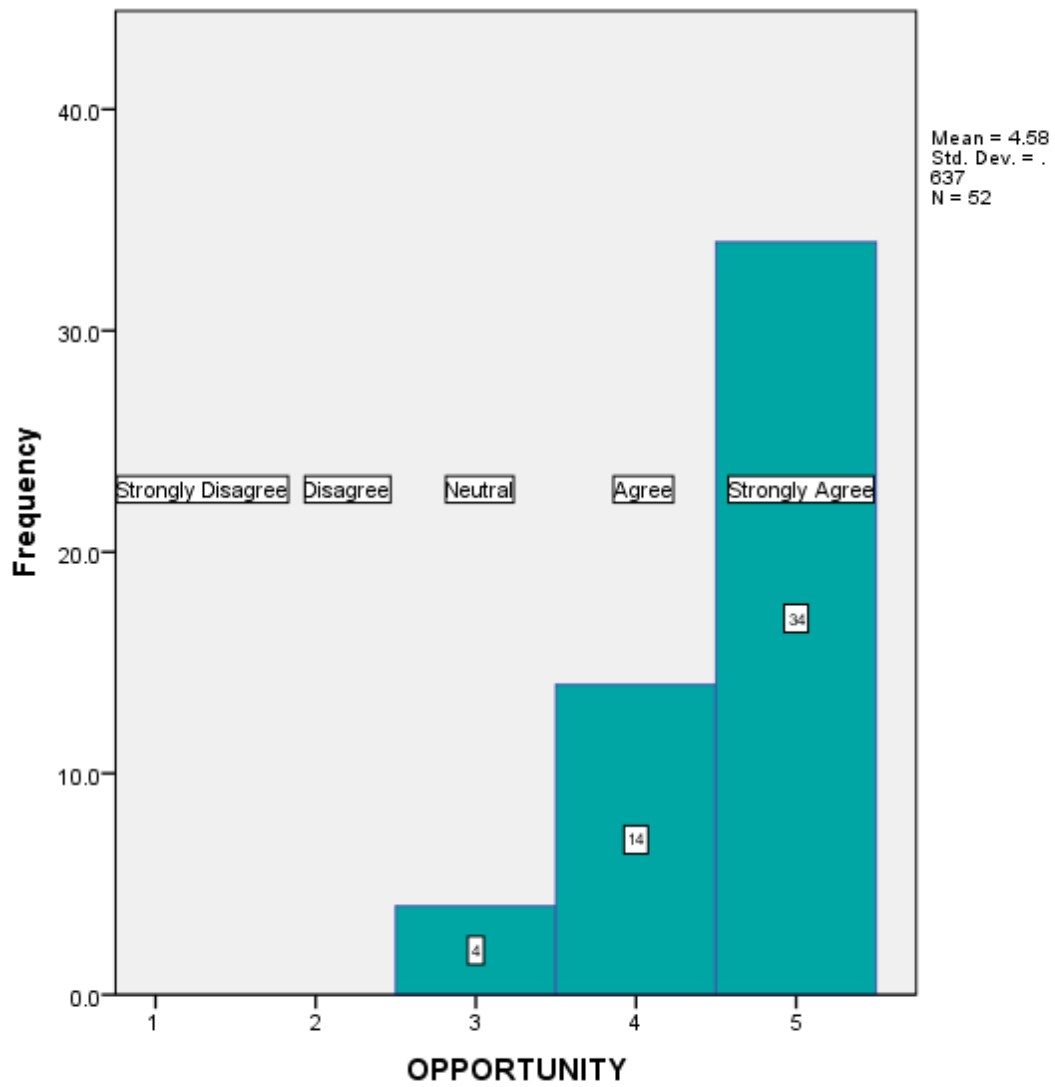
“This event demonstrated the FSU core value of Excellence.”



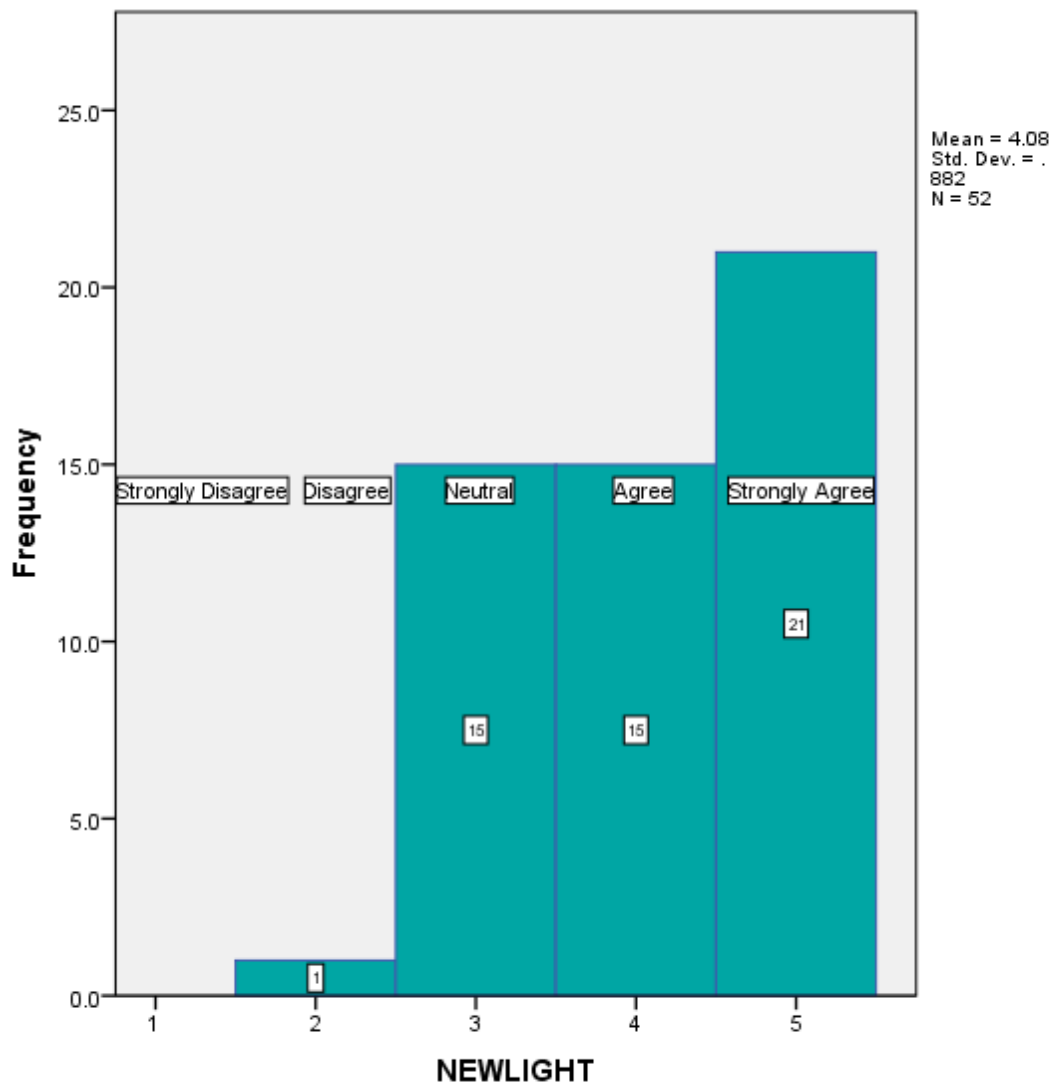
“This event demonstrated the FSU core value of Learning.”



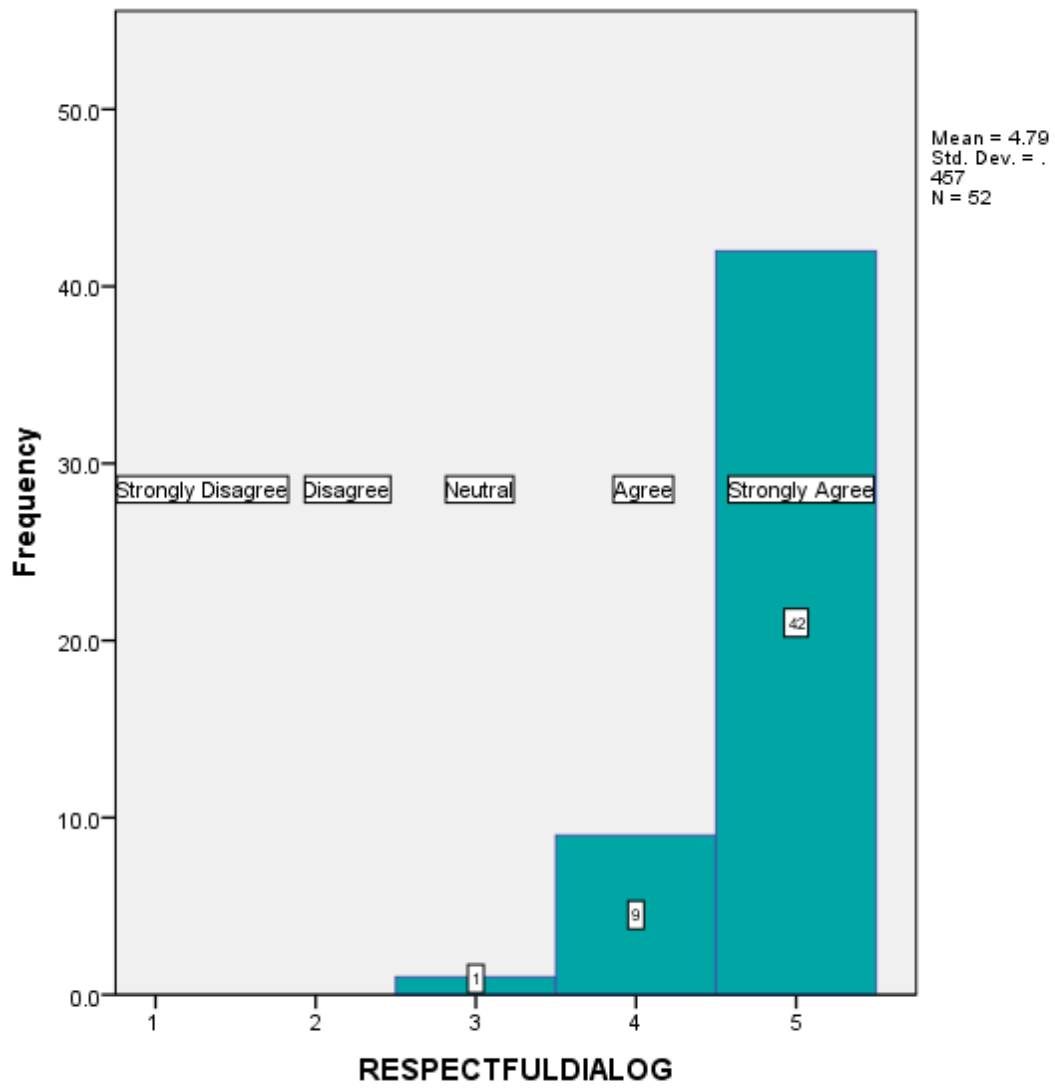
“This event demonstrated the FSU core value of Opportunity.”



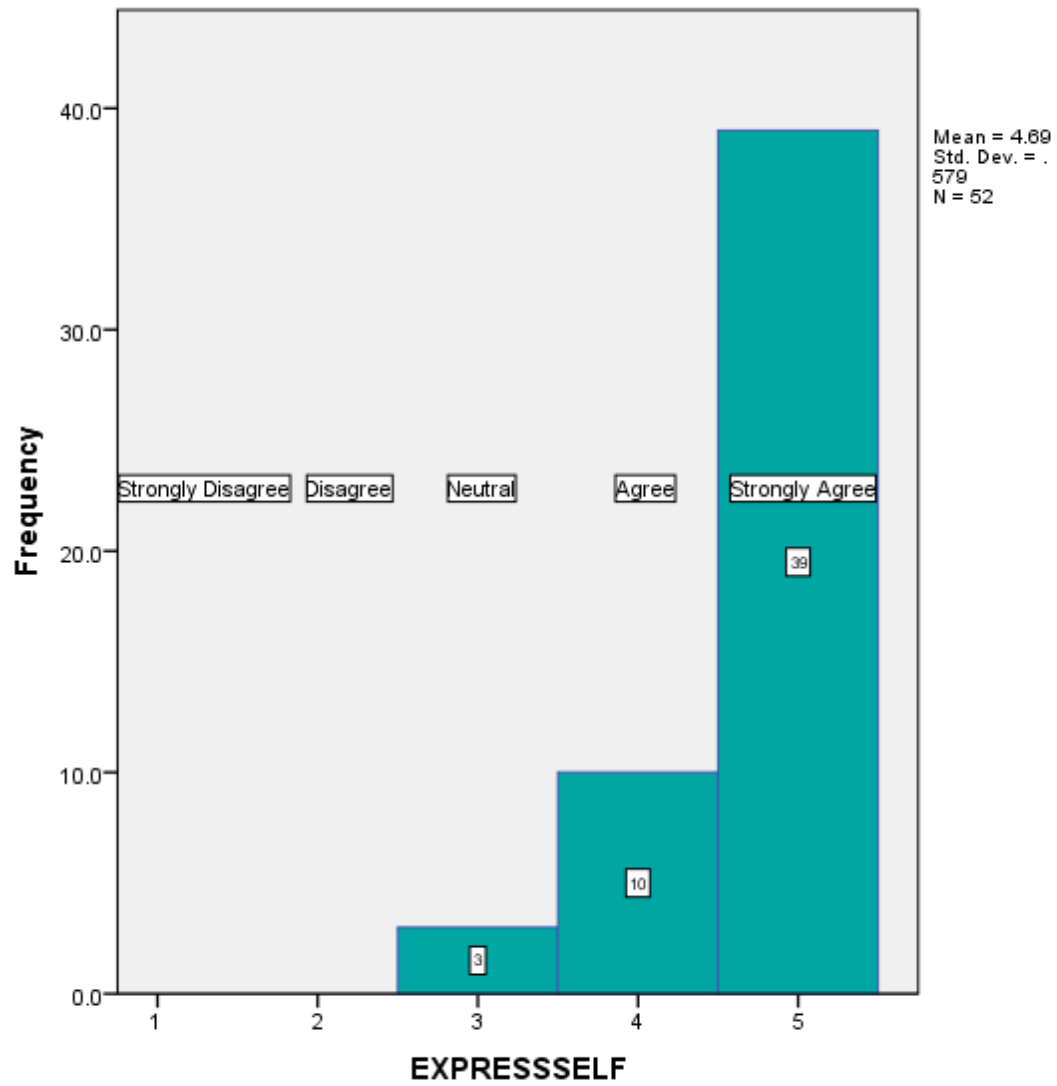
"I think of LGBTQQ relationship issues in a different light now."



"I think this event created respectful dialog on this topic."



"I felt safe to express myself on issues raised in the Inlaws & Outlaws film and discussion."



Appendix B - FERRIS STATE UNIVERSITY INLAWS & OUTLAWS ASSESSMENT

SD= Strongly Disagree D=Disagree N=Neutral A=Agree SA=Strongly Agree

	SD	D	N	A	SA
This event created a safe place to discuss Lesbian, Gay, Bisexual, Transgender, Queer and Questioning (LGBTQQ) issues.					
This event demonstrated the FSU core value of Collaboration.					
This event demonstrated the FSU core value of Diversity.					
This event demonstrated the FSU core value of being an Ethical Community.					
This event demonstrated the FSU core value of Excellence.					
This event demonstrated the FSU core value of Learning.					
This event demonstrated the FSU core value of Opportunity.					
I think of LGBTQQ relationship issues in a different light now.					
I think this event created respectful dialog on this topic.					
I felt safe to express myself on issues raised in the Inlaws & Outlaws film and discussion.					

Please indicate which of the following best describes you:

- FSU Student
- FSU Faculty/Staff/Administrator
- Community Member
- Other _____

Please use the space on the back of this page to provide additional comments on any issues that this presentation raised for you.

Appendix C – Original Application

Ferris State University Faculty and Staff Diversity Mini-Grant Application

I. Identification

Name of Primary Applicant:

Michael Berghoef, Professor of Social Work

Members of Team:

**Mischelle Stone, Associate Professor in Criminal Justice,
Michelle Richardson, Chair, Alliance of Ferris Employees, and with
Additional Student support from DSAGA and the Phi Alpha Honor Society**

Department or Unit: **Social Work, Social Sciences, Arts & Sciences**

Campus Address: **ASC 2108**

Telephone: **X-2765 - office & 616-485-7331 – cell (preferred)**

E-mail address: **berghoem@ferris.edu**

II. Event Title (25 words or less)

Just Marriage - From Outlaws to Inlaws: Marriage Equality, Family Health and Human Rights

III. Specific core value, strategic initiative, or goal related to diversity that the event will address.
(See the University Strategic Plan and the Diversity Plan)

This presentation will touch substantially on all of the FSU core values but in addition to the main focus on the core value of Diversity is the value of being an Ethical Community. Participants will be challenged to think in new ways about the intersection of LGBT rights, Human Rights and Social Justice on a national and international level but also as it relates to their families and communities. As we seek to give voice and standing to a group that has long been suppressed and discriminated against historically, these presentations allow us as a scholarly community to consider our current state of LGBT rights, on our campus, in Michigan in the US and internationally.

The core value of Collaboration is also exemplified in the interdisciplinary nature of the faculty and staff collaboration across colleges and divisions and the inclusion of various student groups who stand in solidarity with our LGBT community. The high quality of this educational event speaks to the values of Excellence and Learning. And finally the goal of having a more inclusive campus that is truly welcoming to LGBT students, faculty and staff directly relates to our founder's vision of an institution that provides Opportunity that includes our entire community and works toward their success as educated citizens who seek to make the world a better place. This can only occur if our values are realized in a way that ensures that diverse groups, including diverse sexual orientations, see themselves represented and supported in positive and highly visible ways on our campus and its satellite locations.

IV. Abstract (150-200 word, use additional paper if necessary). If the application is approved the abstract will be posted on the Diversity and Inclusion Office website.

The films “Inlaws & Outlaws” and “Just Marriage” highlight the important issues around marriage inequality and the need to address prejudices against our LGBT community members and their families. Director Drew Emery has travelled the country educating university students and community members on the importance of examining these issues with compassion and an eye to the social justice issues they raise. Participants will be asked to consider the human rights of a large portion of our society and the effects on all of us as we make decisions in our families, in our courts and in the voting booth. This event will engage the FSU community in 3 distinct West Michigan locations in a dialog about the ethical issues surrounding marriage equality for the LGBT members of our community, and encourage attendees of the film screening and director talk back to consider where we’ve come from and where we are headed next in our current struggle for equality.

Revised September 5, 2012V. Event Narrative (up to 4 pages single-spaced)

- a. The conceptual framework that explains how the event will augment Ferris’s long term commitment to diversity and inclusion.
- b. The goals and intended outcome(s) of the event.
- c. A statement on how the event relates to the curriculum or a specific discipline, if appropriate.
- d. A timeline.
- e. Description of the target audience, including the estimated number of participants.
- f. The expected impact that the event will have on Ferris.
- g. A specific plan to assess the impact of the event on the University.

Conceptual framework

This event is being framed as one that highlights social justice and human rights rather than just a set of political issues. The film is geared toward looking at the commonality of human experience rather than a fragmented view of gay vs straight, conservative vs liberal or religious vs secular. The complexity of human relationships is portrayed in a way to encourage fresh thinking and a more compassionate view of difference. In keeping with many FSU initiatives marriage equality will not be framed as a “gay issue” but rather as a human issue of importance and relevance to our entire extended campus community including those located in Grand Rapids and Traverse City.

Goals and intended outcomes

One of the main goals is to create an environment where respectful dialog can occur on a set of topics that are often disrespectful, contentious and divisive. A related goal is to frame this set of issues as worthy of thoughtful academic and scholarly consideration, particularly in the specific areas of family health and what is in the best interest of children as this is a current and highly contested topic in the Michigan legislature this fall. The positivity and visibility of this event will also be a tangible sign of support and solidarity with our LGBT students, faculty and staff. As a final goal we hope that participants walk away with a better understanding of the commonalties in relationships rather than the much easier and more common focus on difference.

Relationship to the curriculum or a specific discipline

These issues are multidisciplinary in nature, with relevance and value to all of the social sciences, Criminal Justice, Education and the Health Sciences most obviously. However the relevance is much wider than just these disciplines. With the help of the Faculty Center we will send out anticipatory educational messages that generate interest and thinking in advance of the event as has been successfully done in the past with similar speakers and films. Hopefully this will facilitate faculty including these topics into their classrooms more easily and successfully.

Timeline:

If funded, announcements about the event will go out shortly after September 20 via University Wide Notices and a Facebook page will be launched and maintained by students with regular updates and reminders. The director will fly to Grand Rapids (GRR) by November 12, 2013 and come to Big Rapids for the November 13 screenings and talkback, student meetings and consultations, return to Grand Rapids for the screenings and talkback on the 14th and go to Traverse City for the final screenings and talkback on the 15th. At that point he would either fly home or move on to his next engagements in Michigan.

Target Audience:

While primarily targeted to our student populations in Big Rapids, Grand Rapids and Traverse City locations, it is certainly not limited to this. A related event three years ago funded by a Student Diversity Mini-grant brought in many faculty, staff and community members in addition to the expected student turnout. Ideally having this kind of diverse turnout again would augment the talkback discussions by incorporating broader more varied viewpoints.

Expected Impact:

The films are presented in such a way that they present a gentle challenge to the audience. The goal is not to shock or distress participants but to encourage a fresh view of a wider variety of human experiences and relationships as opposed to the "othering" that often happens in the news and in the political arena. Stereotypes will be challenged through the presentation of many different stories where the sexual orientation of the characters is not necessarily known. This will hopefully lead to an opportunity to have more in depth discussion in the talkbacks about actual impact on children and the motivation and impact of current state and federal legislation on these issues.

Assessment Plan:

In addition to tracking attendance at each of the events, student volunteers will make observations about the audience composition and apparent level of engagement as well as keep track of the content of the questions and comments during the talkback. The brief survey located at the end of the proposal will be distributed to all participants by student volunteers and collected at the end of each event. The results will be analyzed and summarized by December in the two Fall 2013 sections of the Social Work 450 statistics classes for inclusion in the final report. The survey is itself designed as part of the educational event as well as an evaluative tool in that it directs the participants to the FSU core values (Questions 2 – 7). It also attempts to gauge attitudinal change (Questions 8 & 9) and perceived climate (Questions 1 & 10). Finally it captures the type of participant (Question 11) and allows for open ended qualitative responses at the end.

VI. Budget

- a. Anticipated expenses (itemize and briefly explain).
- b. Funds anticipated from other sources (please list).
- c. Total amount requested from Faculty and Staff Diversity Mini-Grant.

The total requested for this event which consists of 3 screening of the films Inlaws & Outlaws and “Just Marriage” with director talk backs, plus consultative meetings with FSU student groups and diversity groups on Main campus, is \$3261. If other Michigan universities “piggy back” onto this lead event, our actually total expenses may be somewhat lower as airfare costs could be shared.

Expenses include the base day fee of the director and screening rights of \$1000 (Big Rapids) plus two additional days at \$500 each. Travel is budgeted at \$650 to include the cost of airfare from Seattle and travel by car within Michigan between GRR, Grand Rapids, Big Rapids and Traverse City.

Per Diem for food expenses is budgeted at the FSU rate of \$37/day for 3 days totaling \$111. Printing costs are estimated at \$200 for posters for all three screenings. \$300 would be for food and drink at the Big Rapids screening.

In kind, donated and no cost budget items include use of facilities on the Big Rapids campus, Kendall in Grand Rapids and Traverse City for screenings, lodging to be provided by faculty and community members in Grand Rapids and Traverse City, loaner vehicle provided by faculty, University Wide Notices and Facebook as the primary electronic announcement vehicles, and analysis and summary of evaluation tool to be done by the two sections of Social Work 450 statistics courses.

VII. Final Report

A final report is required and it will appear on the Diversity Office’s website. That report is due no later than three months after the funded activity. The final report should address:

- a: A self-evaluation
- b: Results of the event assessment
- c: Attendance figures
- d: Final budget

A full final report will be submitted to the Diversity & Inclusion Office on or before January 13.

Applicants’ Signatures:

Submission Date: 9/13/13

Submit applications to Patty Terryn, Diversity and Inclusion Office, CSS 312. Review of applications will begin upon receipt and continue contingent on available funds. At the committee's discretion, applicants may be asked to participate in a brief interview to better explain their proposal.

Budget Overview

Requested Grant Funds	Funding from other	TOTAL BUDGET
STIPEND (3 days director + film rights)	2000	2000
HONORARIA		
TRAVEL (airfare & instate mileage)	650 In kind	650
FOOD (3 day per diem)	111	111
RENTALS	NA	
PRINTING & DUPLICATING	200	200
PROMOTION	UWN/In kind Facebook	
SUPPLIES & POSTAGE (pizza & soda)	300	300
RESOURCE MATERIALS	NA	
ASSESSMENT TOOLS	In kind Scwk 450	
OTHER: Lodging	In kind	
TOTAL	\$0	\$3261

Appendix D – UWN for screenings

“Inlaws & Outlaws” Marriage Equality film with director Drew Emery: 4 West Michigan Screenings

Inlaws & OUTLAWS

“What do you get when you fall in love?”

Inlaws & Outlaws cleverly weaves together the true stories of couples and singles — both gay and straight — and all into a collective narrative that is as hilarious as it is heartbreaking. At the top of the film, you meet real people one on one. You don’t know who’s gay or straight or who’s with whom. As their stories unfold and stereotypes fall by the wayside, you won’t care because you’ll be rooting for everybody. With candor, good humor, great music and real heart, Inlaws & Outlaws gets past all the rhetoric to explore what we all have in common. We love. We lose. We all want to belong. And we’re all making this up as we go

Join us for one of four special screenings and talkbacks with director Drew Emery:

- **In Big Rapids at Ferris State University main campus on Wednesday 11/13/13 at 6 PM in IRC 120**
- **In Grand Rapids at The Urban Institute for Contemporary Arts in Grand Rapids Thursday 11/14/13**
- **In Traverse City at Northwestern Michigan College on Friday 11/15/13 and at the**
- **Bijou Theatre on the Bay on Sunday 11/17/13**

These events are made possible through the support of an FSU Office of Diversity & Inclusion’s faculty mini-grant. Additional collaborative support has been provided by Kendall College of Art & Design, the UICA, NMC and the Bijou Theatre as well as the DSAGA and Phi Alpha Honor Society RSOs.

<http://www.inlawsandoutlawsfilm.com/go/index.php>

Anyone with a disability who needs special accommodations to attend this program should contact Pam Bogucki at 231- 591-2737 at least 72 hours in advance.