

## **Faculty and Staff Diversity Mini-Grant Final Report**

**Project title :** “Intersections of Teaching, Learning and Diversity: Improving Classroom Climate for Lesbian, Gay, Bisexual and Transgender (LGBT) Students.”

### **Grant Recipients**

**Mischelle Stone, Ph.D.**

**Todd Stanislav, Ph.D.**

**Michelle Richardson, M.A.**

**Date Project Started: 12/1/10**

**Amount of Money Funded by the Mini-Grant: \$1,020.00**

### **1. How was the grant used to address a diversity or inclusion related goal?**

There were two events scheduled in conjunction with Dr. Renn’s visit during National Coming Out Week. The first was a keynote address by Dr. Renn entitled “Intersections of Teaching, Learning and Diversity: Improving Classroom Climate for Lesbian, Gay, Bisexual and Transgender (LGBT) Students.” This 50-minute keynote address and Q&A session were scheduled for 11:00 am on October 10, 2011. Later in the afternoon on that same day, a 90-minute workshop for faculty and staff entitled “Diverse By Design: Creating Diverse Learning Environments to Promote Student Success” was facilitated by Dr. Renn. In this workshop, faculty and staff learned how to structure student interactions to promote academic success and foster inclusiveness. Importantly, it also helped faculty and staff to develop concrete strategies for improving retention among this vulnerable student population.

### **2. Describe the audience that was impacted by the grant’s implementation.**

#### **Provide quantitative data, if available.**

This project was aimed at the FSU community of faculty, staff, and students, and the larger Big Rapids community. Participants were provided with an evaluation at the conclusion of each film and/or talk back session, where they were asked to rate their level of awareness of issues before and after their viewing of the films. The surveys used a Likert-type scale that assessed levels of awareness and other issues related to the goals of the project as described above. The evaluations provided the following average scores on the measures of outcomes (where 1 = failed to meet the goal, 2= somewhat met the goal, 3= no opinion, 4= mostly met the goal, and 5= completely met the goal:

## **Intersections of Teaching, Learning, and Diversity:**

**3.** On a scale of 1-5, with 5 being strongly agree:

- 1) Helping to create and sustain a University that is welcoming and supportive of all people: mean = 4.5
- 2) Enriching and strengthening the University community's ability to examine and openly discuss diversity- and inclusion-related subject matter, issues, etc.: mean = 4.5
- 3) Infusing diversity issues into the broader discussion of discrimination and prejudice: mean = 4.4
- 4) Creating environments for student learning that are inclusive of and sensitive to a diverse student population: mean = 4.6
- 5) Providing expertise and leadership on diversity and inclusion related matters-- e.g., the challenges facing LGBT students in the classroom, and the impact of intolerance: mean = 4.9

**4. Grant recipients are required to provide a short narrative that details the specific efforts each of the collaborators made to the implementation of the grant.** Todd Stanislav acted as the coordinator for the events, and Mischelle Stone and Michelle Richardson, from the AFE, co-hosted the events with Todd. Todd arranged for guest travel, Michelle Richardson was responsible for ordering food and drinks, and made sure that the Office of Diversity and Inclusion was appropriately billed. She also tallied the assessment results. Todd and Mischelle coordinated the efforts to advertise the project, and also coordinated the informational materials provided at the venues.

**What is your overall assessment of the project's impact on the Ferris community? How did this impact compare to what you expected?**

Dr. Renn's keynote address and workshop were designed to heighten faculty and staff awareness of the challenges LGBT students face in the classroom. These challenges range from benign neglect of LGBT perspectives and student perceptions that faculty do not understand them, to experiencing outright hostility from faculty and other students.

The events associated with Dr. Renn's visit to Ferris State addressed and supported several of the University's core values, strategic initiatives, and goals, including those that are diversity- and inclusion-related. Among these were:

- 1) Present a final budget including all funds received and spent related to the project, with special focus on the funds received via the Diversity Mini-grant.**

The total budget spent for this project was \$1,020.

Report Completed by: Mischelle T. Stone

Date: 11/25/13