

Faculty and Staff Diversity Mini-Grant Final Report

Project title: Initiating Dialogue on Gender-Themed Issues at Ferris State University

Grant Recipients: Jody Gardei, Gayle Lopez, Vanessa L. Marr, Leah Monger,

Date Project Started: First workshop offered February 25, 2016

Amount of Money Funded by the Mini-Grant: \$915

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

In conjunction with a micro-grant from the MI-ACE Women's Network, the Diversity Mini-Grant was used to fund a series of three workshops on gender-themed topics. The session on February 25, titled "PowerTalks," focused on gender differences in verbal communication and featured a workshop facilitated by Dr. Vanessa L. Marr. The March 17 session on "PowerPoses" was an introduction to gender differences in nonverbal communication and highlighted the work of Amy Cuddy, including a showing of her TED Talk. The third session on April 7 was a "PowerPanel" and featured a question and answer session with four Ferris women leaders including Dr. Roberta Teahen, Dr. Mary Murnik, Angela Roman, and Dr. Kristen Salomonson. The two grants provided refreshments/light meals and books on topics related to the workshop series for door prizes. We had planned to record and closed-caption the programs, but due to poor audio quality and other technical difficulties with the recordings, we have decided against closed captioning and archiving the recordings. If we attempt to record future programs, we will not rely solely on ceiling microphones to amplify speakers' voices.

2. Describe the audience that was impacted by the grant's implementation. Provide quantitative data, if available.

25 participants attended the first session on-site, not including the four women who organized the event. At least four remote attendees participated via AdobeConnect. To attract a mixed-gender audience from diverse personal and professional backgrounds, the workshop planners invited faculty, staff, administrators, and students. Women outnumbered men at the February 25 session; according to registration and sign-in data, four men participated in the workshop as on-site attendees. Two full-time students, one male and one female, attended the session. Given the workshop's focus (understanding the impact of microaggressions based on gender, race, sexual orientation and other identifiers in addition to discussing ways to address these microaggressions on an interpersonal level), the attendees included more self-identified people of color and gender-variant individuals than the subsequent sessions based on anecdotal

accounts and prior knowledge of the participants. 32 people, not counting the five women who organized the event, attended the March 17 session. Approximately eight people participated via AdobeConnect. Again, women outnumbered men, but there were male attendees both on-site and through AdobeConnect. There were slightly more men in attendance (both on-site and remotely) than the previous session. Registration for this event filled very quickly, and we did not issue a University Wide Notice because we could not accommodate more participants in the room that had been reserved. Fewer faculty members attended this session, and the limited advertising might have been a factor in reducing faculty participation.

Not including the four organizers and four panelists, 26 people attended the final session on April 7. There were other meetings on campus on this date, including a conference hosted by the College of Health Professions, plus it was spring break for some local school districts, so attendance might have been affected by competing events. No one chose the online attendance option for this session. All attendees were women. There was a good mix of clerical, administrative, and faculty employees.

3. 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.

The brainstorming for the entire series was a collaborative effort involving the entire planning group. Vanessa L. Marr planned and facilitated the first workshop session. Jody Gardei took the lead in planning the second session and created a PowerPoint presentation. All members of the planning team participated in presenting the second workshop. Vanessa L. Marr drafted a list of questions for the PowerPanel, and Jody Gardei did much of the facilitation for the final session. Jody Gardei provided the technical expertise to connect remote participants through AdobeConnect. Leah Monger drafted the Diversity mini-grant application, and she also prepared initial drafts of the final report. Leah Monger and Gayle Lopez, Ferris' institutional representatives to the MI-ACE Women's Network, were successful in applying for an Institutional Representative micro-grant that partially funded the workshop series.

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

Prior to this workshop series, there had been no recent campus programming on women and gender-related themes for Ferris faculty and staff. The purpose of this project was to provide Ferris employees with a sampling of different types of programming on gender-themed issues, gauge interest in continuing this type of programming, and solicit volunteers interested in continuing this effort into the future. Based on the online surveys after each session and anecdotal feedback, attendees found the series useful, thought provoking, and enjoyable. At least three survey respondents noted a lack of racial diversity among the panelists at the third

session. (While attempts were made to invite a diverse group of women to participate, the individuals we contacted were unable to attend due to prior commitments.) There were also survey comments noting the shortage of women in high-level positions at Ferris.

Acknowledgement of both absences was expected due to the ongoing challenges of recruiting and retaining a diverse workforce at Ferris in general, but these challenges and comments encouraged the organizers to redefine “academic leadership” to create a more diverse pool of participants and consider programming related to the subject in future. Survey responses indicate that there is considerable interest in future programming on women’s and gender-themed issues.

We planned for 30 participants at each session. Attendance at the first two sessions was at full capacity. Several women volunteered that they would like to participate in the planning effort for programming events next year, and we will be calling a preliminary meeting of the group shortly. Since our primary measure of success is continued programming in the future, we are optimistic that we will be able to build on the success of this first effort next year.

5. 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.

2/8/16	\$500.00	MI-ACE Women’s Network Grant
3/9/16	(\$82.86)	Amazon books
3/16/16	(\$199.43)	Lunch from Jimmy Johns & Meijer
3/21/16	\$915.00	Diversity and Inclusion Grant
4/4/16	(\$278.00)	Lunch from FSU Catering
4/7/16	(\$279.50)	Lunch from FSU Catering
5/3/16	\$575.21	Total Remaining Funds

The total food expenses were \$756.93, which was very close to the \$765 budgeted for food. The \$500 from the MI-ACE Women’s Network Micro-Grant was applied to the food budget and the Diversity Mini-Grant paid for remaining expenses. We budgeted \$110 for books, but the MI-ACE Women’s Network generously donated three copies of *Lean In*, so we spent less than projected on books. As mentioned earlier in this report, we had planned to archive closed caption recordings of all three sessions on the Ferris website at a projected cost of \$540, but due to poor audio quality and other technical issues, we had to abandon this part of the plan. We anticipate that unspent dollars will be transferred back to the Diversity and Inclusion Office for redistribution through the Mini-grant program.

Primary Grant Recipient’s Signature _____

Date _____