

Faculty and Staff Diversity Mini-Grant Final Report

Project title Project I-Dentify (Project ID)

Grant Recipients FLITE Library (faculty members: Mari Kermit-Canfield, David Scott, Stacy Anderson)

Date Project Started Materials prep began in March 2018; Installation opened to the public on April 4, 2018

Amount of Money Funded by the Mini-Grant \$952.07

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

FLITE's HLC Quality Initiative around Learning Environment is for "FLITE Library [to] be recognized as a space on campus where all students can study, learn, or relax in an inclusive, welcoming, and safe environment. FLITE will offer a variety of spaces and services that are designed to support research, studying, group projects, socializing, meeting, and other academic endeavors. This project is multi-faceted and includes ... developing robust, inclusive, and transformative programming."

Project ID demonstrates our interest in finding out who is in our community. Additionally, by its nature, Project ID was an attempt at inclusive programming; we made a concentrated effort to include many different identifiers for students to choose among.

FLITE's Diversity Committee's 2017-18 goals include aligning FLITE with the Ferris State University Diversity Plan and the diversity action items as identified by the Division of Academic Affairs, creating ways for FLITE personnel to become more aware of the diversity inherent to FLITE's faculty and staff, and students, and establish and maintain contacts with other groups engaged in the promotion of diversity and inclusion within Ferris State University and the surrounding Big Rapids community.

It was a lucky coincidence that the idea behind Project ID tied in so well with the 2016-2021 Ferris Diversity and Inclusion Plan's Goal 1, Item H: "Display art with diversity and include themes across the campus." Ferris students, as well as employees of FLITE, could see how the Ferris community was similar and different, and our efforts of diversity and inclusion were publicized through the University and the Big Rapids community. The Project even made the front page of the *Big Rapids Pioneer*. (attached)

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

The audience primarily impacted by the Project were Ferris students and FLITE staff. A survey was provided for those who participated and/or observed the Project. 16 surveys were completed.

Words used to describe it include: important, good, creativity/creative, community, thought invoking, awesome, fun, unique, crazy, diversity, studying.

Questions asked:

- Project ID helped me engage with other people in the Ferris community.
 - 56% agreed or strongly agreed.
- Project ID was a good way to examine my similarities with other people.
 - 80% agreed or strongly agreed.
- Project ID allowed me to demonstrate who I am to the Ferris community.
 - 75% agreed or strongly agreed.
- Project ID demonstrates the diversity of the Ferris community.
 - 58% agreed or strongly agreed.

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.

Mari Kermit-Canfield was the project lead. She worked with FLITE's secretary to order supplies and with physical plant to mount the corkboard. She collated the identifiers to use. She prepped all the supplies including painting the knobs, printing the label, and soliciting donations of yarn.

David Scott assisted with prepping the supplies. He contacted the press, including the *Torch* and the *Big Rapids Pioneer*. He publicized the project through social media.

Stacy Anderson constructed the assessment survey, collected and analyzed the data, and wrote the final report. She assisted Mari Kermit-Canfield with selecting the identities that were displayed on the knobs.

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

Ferris students really responded to Project ID from the moment it was put up. In fact, it was more popular than we expected, and we had to stop the activity earlier than expected because it was so full of yarn. We were pleased with the positive reactions to the questions about how Project ID allowed participants and observers to examine their similarities with other people as well as demonstrate who they are and the diversity of the community, as a whole. Though the response to the questions about engagement was more positive than negative, I think we would like to have students more engaged with each other during the project. However, they did often work on it in groups of two or three people; they were probably people they already knew though.

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.

- Corkboard -- \$650
- Engraved plate -- \$20
- Paint -- \$11.28
- Unfinished wooden knobs -- \$252
- Avery round labels -- \$8.79
- Misc. supplies - \$10

Primary Grant Recipient's Signature _____

Date _____

PIONEER

bigrapidsnews.com

*****CAR-RT LOT**C 006
0039272 05/24/2018 C006
LEON HOTZ

515 RIDGEVIEW DR
BIG RAPIDS, MI 49307-1939

May 3, 2018 | ISSUE 15

We've been the talk of Big Rapids for 155 years

\$1/\$1.50 w

Township officials set more road projects for 2018

Township officials approved four more road projects during their monthly meeting Tuesday night, on top of the five projects slated.

Contracted through the Mecosta County Road Commission, the officials approved:

• Chip fogging Arthur Road, from 205th Avenue to Northland

Drive for \$20,692.31;

• Mill and asphalt 14 Mile Road, from Northland Drive to Oakwood for \$36,531.04;

• Pulverize and asphalt Garfield Road to the township line for \$83,734.41; and

• Chip fog Golfview Drive, from Northland Drive to the end for

\$35,247.

In all, the township has approved spending around \$380,000 on eight projects and brine for 2018.

While the township's road millage funds and additional funds set aside for 2018 amount to \$480,000, officials expressed concern about work on Madison

Street, with a price tag of more than \$260,000 for

Township officials were ed with the proposed road for the year in March; how board declined to take a members sought to find o

SEE RO

the nce

athlete set to
in Australia

va Hills track and
mpeting interna-
d is seeking com-
with expenses.

ior on the Chip-
l Track and Field
Australia in July as
Sports program.
e of the financial
family are hosting
ay, May 5.

1 run/walk begin-
ippewa Hills High
tion begins at 10
n, there will be a
lbrook Township
oad, Blanchard.
ts to participate.
s pay \$30, which
r the 5K a goodie



FSU COMMUNITY PARTICIPATION
IN PROJECT I-IDENTIFY

y Road Commission, the
s approved:
ip fogging Arthur Road,
05th Avenue to Northland

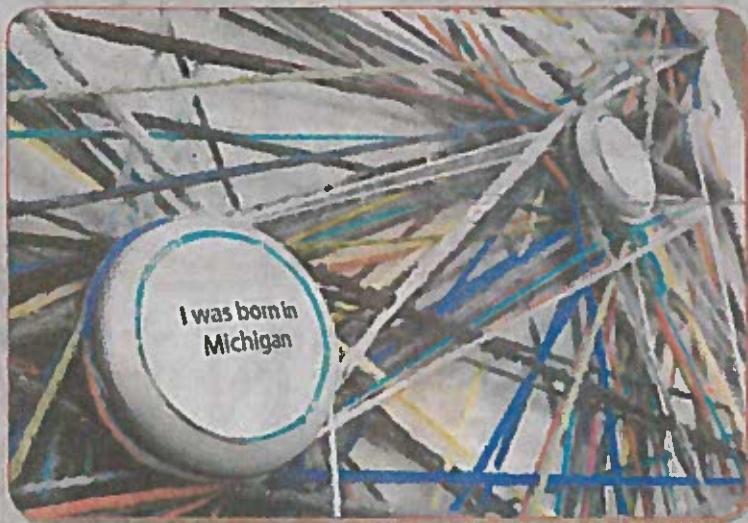
field Road to the township line for
\$83,734.41; and
• Chip fog Golfview Drive, from
Northland Drive to the end for

millage funds and additional
funds set aside for 2018 amount
to \$480,000, officials expressed
concern about work on Madison

board declined to take action as
members sought to find out about

SEE ROADS PAGE 2A

LABELS AND THREADS



(TOP) "I worry about money" was one of the many diversity descriptors used in Project I-Identify on Ferris State University's campus.

(ABOVE) Another descriptor many students, staff and faculty wound a thread around was "I was born in Michigan." This descriptor was one of more than 60 that participants could use to identify themselves. (Pioneer photos/Meghan Gunther-Haas)

FSU COMMUNITY PARTICIPATES IN PROJECT I-IDENTIFY

BY MEGHAN
GUNTHER-HAAS
Pioneer Staff Writer

BIG RAPIDS — Using nothing but thread, Ferris State University students, staff and faculty described the different aspects that define them during a two-week project on campus.

Those passing through the Ferris Library for Information, Technology and Education (FLITE) building may have noticed a large bui-

letin board full of silver drawer knobs and a variety of colorful balls of yarn, which were set out beside instructions for Project I-Identify. More than 60 diversity descriptors, such as "I was born in Michigan," "I worry about money" and many more, were printed on stickers and attached to the knobs. Participants would pick a small ball of yarn and weave the strand around as many descriptors applying to them as they chose.

SEE THREADS PAGE 3A

Salvation Army volunteers help at wildfire

BY CANDY ALLAN

for help received about 9

BY BRANDON FOUNTAIN
Pioneer Staff Writer

BIG RAPIDS TWP. — After months of a seesawing fire department salary budget for fire and medical responders, Big Rapids Township officials feel a switch to how compensation is distributed will keep the department's overall budget in line.

The township board of trustees approved implementing a point-based compensation policy for fire and medical responders during their meeting Tuesday night at the township hall.

Previously, responder pay was based on the number of calls. The point-based system adopted allocates a certain amount of points for fire response and medical response, and compensation will be based on the number of points earned.

The move comes after several months of work surveying operations and the budget by township trustees Carman Bean and Jerry Everett and fire chief Jim Tubbs.

Following the township board's special meeting in March, Tubbs

said he took the recommendations of board members and sought out a point system.

"In researching some things, I found a system of what they do with the City of Ithaca Fire and Rescue that runs a very similar program like we wanted to do," he said, adding he spoke with the fire chief and received paperwork to help him construct the township's point system.

"Going through that, it was important we develop a system that suits our needs," he said.

Tubbs indicated there was a legal review of the point system, which will assign points to responders based on the type of activity, from structure fires to medical calls, as well as training meeting and false alarms.

The policy also omits Tubbs and the deputy chief from the point system, but increases their salary to \$12,500 for Tubbs and \$10,000 for deputy chief, respectively, Bean explained.

"The reason we came up with those numbers is because we took a look at the last three years and took the average of their calls and

added that average to their base salary," he said.

Everett noted it was important for Tubbs to have the ability to adjust the point system as needed.

"There are so many points for each activity, but it's not set in stone," he said. "We needed (Tubbs) to be able to start somewhere and this is where he is going to start. We're going to learn how our fire department responds to the point system and Jim will need to adjust this as we go."

Bean said the policy change will help township officials manage the compensation budget for the remainder of 2018 and as officials look ahead to 2019.

"We all know the salary and wages have been especially unpredictable," he said. "We wanted to make it a fixed cost so we know what we're going to spend. There will be months where points are worth more and months where the points will be worth less."

The proposal also calls for monthly review of the policy and point system by the fire chief and the township officials.

during his retirement. In addition, I roughly enjoyed crossword puzzles, euchre and golf. He played Mecosta County as well as the right up until his death in his late years for a trip to the family.

Ron is survived by his wife, Bess; their grandchildren, Benedict (Amy) Jill Bishop (Cherish), Maria and

Edwin

LAKE — Edwin McNeilly, 88, passed away at his home in Lakeview on Friday, May 2, 2018.

Bud was born the son of Edwin (Gibbs) McNeilly. Bud was a "seasoned" every way, started contracting business and developing rental business. owning and operating McNeilly Supply was a philanthropist. "Nth" degree agencies such as County Fair, 4-H of Lake, Clare County Rails to Trails education project. Clare County Fair, St. Jude's Mid-Michigan Home Care. Bud was a member of Moorhead American Legion Post No. 324 in Clare County Road, Farwell DDA, I Board and Lark Club. Bud and many winter where he was involved in local crime watch.

Bud will be greatly missed by his wife, Faith; children: son, I and wife Cheryl and daughters, and husband D and Nancee Jel and husband Al, of

THREADS

CONTINUED FROM PAGE 1A

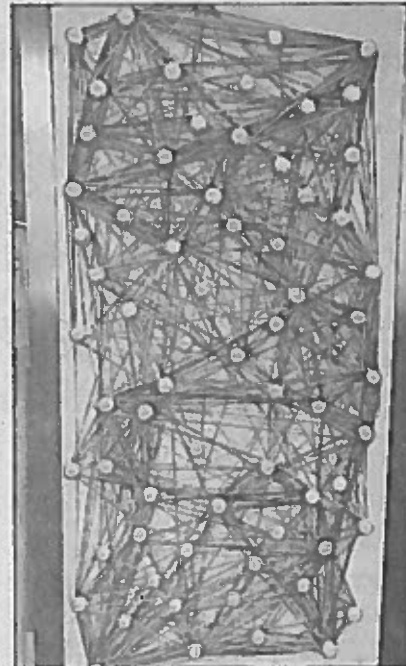
"The project is based on another, the Unity Project," said Mari Kermit-Canfield, FLITE Creative Learning Librarian and Research Services coordinator. "With this, we can see trends in the FSU community."

The Unity Project is an interactive public art form which started in 2016 to raise consciousness about the labels people give themselves and others, and explore how these labels celebrate uniqueness and strengthen individuals' ties to each other, according to the Unity Project website, unityproject.net. Similarly, Kermit-Canfield and fellow FLITE employee David Scott, Outreach and User Engagement librarian, said FSU students,

staff and faculty could see a visual representation of the many similarities on campus by the amount of thread wound around different knobs.

"When this first started, you could see how all the participants were similar in a way, but you could still see the differences, too," Scott said. "We all have many similarities. With this project, you can visually see it. I think that is more impactful."

Kermit-Canfield and Scott originally planned to have Project I-Dentify open for participation for approximately a month. However, the project garnered enough of a response to close participation after two weeks. The bulletin board will continue to hang in FLITE for the next five years, when the threads will be cut and the project will start again, showing the new trends in the FSU community.



The bulletin board will be on display in the FLITE building for the next five years before the threads will be cut and the project will start again. (Pioneer Photo/Meghan Gunther-Haas)