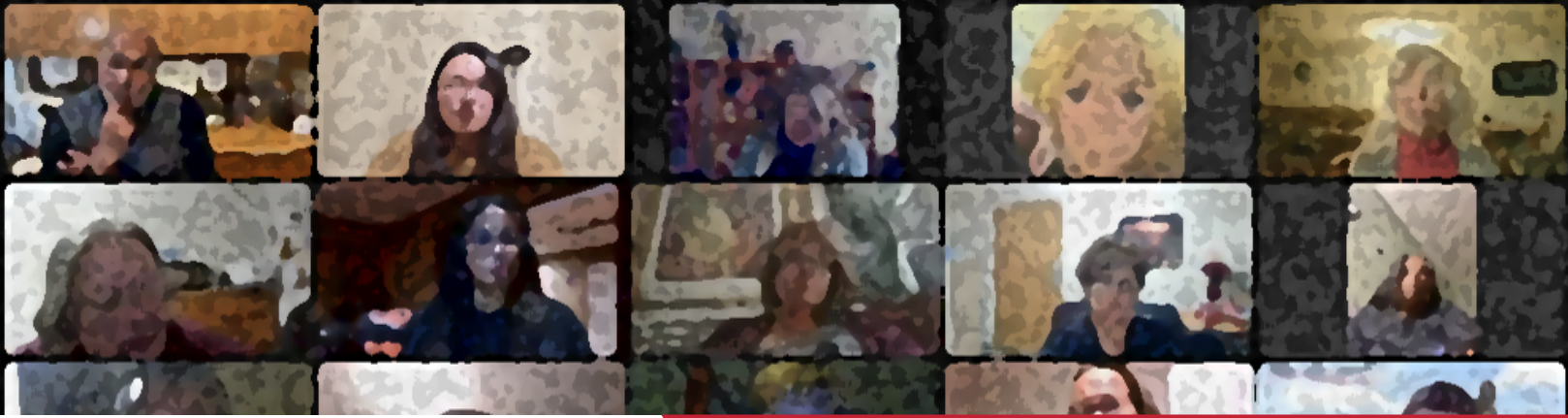


FERRIS STATE UNIVERSITY

DIVERSITY, INCLUSION AND STRATEGIC INITIATIVES



A SEAT AT THE TABLE

FROM THE VP OF DIVERSITY, INCLUSION AND STRATEGIC INITIATIVES

WELCOME

First, let me start with this land acknowledgment:

“We acknowledge that we occupy the ancestral lands of the Anishinaabe –the Three Fires Confederacy of Ojibwe, Odawa, and Potawatomi peoples. We acknowledge that we have a part to play in recognizing, supporting, and advocating for the twelve federally-recognized Indian nations in Michigan, Indigenous individuals and communities who live here now, and all who were forcibly removed from their homelands.”

At Ferris State University, we are challenged to make sure that people from Indigenous communities feel welcome here—that they, and all others—rightly believe that the University belongs to them as much as it belongs to others. Realizing our commitment to being an inclusive university has been made more difficult by the racial strife that exists in our nation, state, and local communities. We are

challenged, but well-positioned to meet challenges—to find innovative ways to turn those challenges into opportunities. This is the legacy of Woodbridge Ferris, our founder, and it is our mandate.

David Pilgrim
VP of Diversity, Inclusion and Strategic Initiatives



Strategic Plan

We continue to live our current Strategic Plan focusing on Academic and Program Offerings, Enhancing Resources, Institutional Effectiveness, Pride and Community, Student Success and the Mission, Vision and Values of the University. There are several goals and specific key strategic targets that help us assess our progress. Here is the link to our **Year One and a Half** progress report and updates.

The work that many of you are doing ties into the Strategic Plan. Please remember to document this great work. Visit **HERE**, select the focus area and find the form to Report Initiative Progress

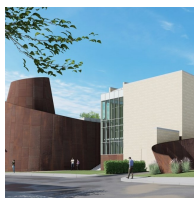
Diversity Plan

The University's second Diversity Plan *There is a Home for you at Ferris State University* ends this year. Reports are due to the Diversity, Inclusion and Strategic Initiatives Office by October 15, 2021, and the final report will follow.

Along with the University-wide Diversity Committee, we are starting to conceptualize the next Diversity Plan and where our opportunities and challenges lie. Here is the current **Diversity Plan and reports**.

Jim Crow Museum

On September 7, Garlin Gilchrist, Lieutenant Governor of Michigan, and his team visited the Jim Crow Museum. It was an opportunity for the Museum's staff to engage with them regarding the work of the museum. To see photographs of the visit, please see the **Jim Crow Museum Facebook** page.



The Jim Crow Museum reopened to visitors Tuesday, September 14, 2021. Regular open hours are Tuesday through Friday, Noon to 5pm. Self-guided group tours are available by appointment during open hours. Maximum group size will be limited. Please contact the Museum office at jimcrowmuseum@ferris.edu or (231) 591-5873 for more information.

We look forward to seeing our visitors again and continuing our mission of using objects of intolerance to teach tolerance and promote social justice.

We have several new educational videos from the museum on our **YouTube Channel**.

There is a group of internal and external stakeholders that continue to move forward on the new Jim Crow Museum building project. We welcome you to visit our **Jim Crow Museum expansion website** for information.

Campus Climate Survey

In the Fall of the 2020 the National Assessment of Collegiate Campus Climate (NACCC) survey was administered.



The survey contained six content areas and gave a snapshot of where we are as a University.

Here are results of that survey and the recommendations.

Campus Climate Team

The newly-formed Campus Climate Team (CCT) strives to ensure everyone feels respected and safe at Ferris. The CCT is co-chaired by Fredericka Hayes, Associate Vice President of Human Resources, and Kylie Piette, Director of Equal Opportunity. Through assessment, analysis, understanding, and education, the CCT works to improve our campus climate as well as address incidents of bias (explicit or implicit), harassment, or discrimination.

Visit the **CCT website** to learn more about their work, report an incident and review the FAQs (coming soon).

The CCT is hosting Campus Climate Conversations this semester and welcomes faculty, staff, and students to come together and share their thoughts, experiences, and/or concerns. The first conversation will take place on September 22 at 12:00 PM. There are two separate conversations, one virtual and one in-person. Participants may join either via **Zoom** or in person at the Center for Latin@ Studies, IRC 131.

First Lady's Attic

The First Lady's Attic's (FLA) is open for the Fall semester, ensuring that all Ferris students can dress for success with a wide range of professional clothing, including suits, shirts, blouses, dress pants, skirts/dresses, blazers, and various accessories.

Here are the **Fall semester FLA hours**.

We will have additional hours as we approach the Career and Internship Fair in early November.

FLA is still accepting donations of all new and gently-used professional attire at Pete's Cleaners at: 115 Hemlock Street Big Rapids.

Ferris Equity Initiative (FEI)

The University is partnering with EAB to create the Ferris Equity Initiative (FEI) to campus. This initiative includes Navigate, EAB's Student Success Management System, which brings together students, administrators, advisors, faculty, and other staff in a collaborative network to holistically support students across the college journey. But FEI is more than software. It is a cohesive equity plan that provides research-backed best practices, policies, and technology proven to reduce and eliminate equity gaps. For our students, that means reaching their attainment goals in less time, for less money, and achieving better career outcomes. Dr. Brittany Motley is the EAB representative who will help lead the FEI. She recently met with a team of Ferris employees. To learn more, please watch a recording of that meeting.

and wait, there's more...

A big shout out to Danyelle Gregory who has returned to Ferris as Director of the Office of Multicultural Student Services. Gregory said, "Connecting with and supporting all Ferris students, particularly our underrepresented student populations, is a true passion of mine. I am eager to pay forward all the great mentorship and leadership instilled in me by former colleagues, Dr. Matthew Chaney and Mike Wade." Well said.

From its earliest days, Ferris has produced inventors, ground-breaking scholars, founders of universities, captains of industry, military leaders, human rights leaders, and civil rights champions. When you get the opportunity, visit the Distinguished Alumni display on the lower level in the University Center. The wall was dedicated during Founders' Day. Franklin Hughes, who worked with David Pilgrim to research distinguished alumni from Ferris Institute, gave a short, poignant address.

Accessibility & Disability Services is pleased to share that Able Eyes will soon be available on the Ferris website. This service provides virtual walk-through tours of seven campus buildings. Virtual tours allow people with disabilities to explore the accessibility of the building before physically entering the space. Here are links to the tours:

Timme
Student Rec Center
Rock Cafe
FLITE
University Center
Disability Services
Birkham Medical Center

Please keep checking the University Calendar for events to attend and ways to get involved. Ferris has a lot to offer, and we hope you take advantage of some of these opportunities.

September 15 to October 15 is National Hispanic American Heritage Month.

October is National Disability Employment Awareness Month, LGBT History Month, and Global Diversity Awareness Month.

November is Native American Indian/Alaska Native Heritage Month.

November 11, 2021 is Veteran's Day.