

# STUDENT AFFAIRS DIVERSITY REPORT

October 2023

The Division of Student Affairs is committed to helping students succeed at Ferris State University as their full and authentic selves. Our collaborative work is aligned with the goals of the 2016-2021 Diversity and Inclusion Plan, and achieved through programs, services, resources, advocacy, and recruitment that values each person and is sensitive to how race, color, religion, national origin, gender, sexual orientation, age, socioeconomic status, disability, and veteran status can impact a student's experience.

In addition to the initiatives and activities highlighted in this report, the Division of Student Affairs Diversity Committee is comprised of members from the Division and focused on discussing, advocating, collaborating, and supporting efforts to increase and sustain diversity, equity, and inclusion throughout our division and across the University. Moreover, they coordinate professional development for employees to enhance their understanding and knowledge about diversity, enabling us to better serve our diverse students.

The Division of Student Affairs includes the following Departments/Units:

- Enrollment Services (Admissions, Commencement, Financial Aid, Registrar's Office, Veteran's Resource Center, Orientation, and Institutional Research and Testing)
- Student Life (Anti-Violence Alliance, Birkam Health Center, Career and Professional Success, Center for Student Involvement, David L. Eisler Center, Dean of Student Life Office, Housing and Residence Life, KCAD Student Services, LGBTQ+ Resource Center (relocating to Division of Diversity and Inclusion in October 2023), Office of Multicultural Student Services (OMSS)- (relocating to Division of Diversity and Inclusion in October 2023), Personal Counseling Center, Student Conduct Office, Title IX, and University Recreation and Racquet and Fitness Center)

This report provides numerous examples of the work that is accomplished by individuals and groups throughout the division and in collaboration with others across the University. All of the material in this report are continued examples of the ways we advance our University's Core Value of Diversity and the numerous ways we help all of our students find their own success.

AUGUST

- **Transitions to Success: Multicultural Freshman Orientation** – organized, implemented, and sponsored by the Office of Multicultural Student Services (OMSS). Transitions to Success impacts our institution’s diversity efforts by exposing students of color to the many resources on campus that will encourage their retention and overall success. In addition, Transitions provides students opportunities to meet faculty and staff from diverse backgrounds
- **Black Student Welcome** – organized by OMSS to support students who identify as Black/African American in an effort to increase retention among this population. Academic success tips are shared as well as how to utilize resources, and key faculty and staff are introduced. In addition, students are able to make healthy networking connections with their peers who share their interest of study
- **Bulldog Beginnings** – A university-wide programming series for the first three weeks of the Fall semester. Programming includes an introduction to campus resources and departments, academic success tips, social activities, and more. These initiatives create a welcoming environment to all of our students and campus community

SEPTEMBER

- **Get Acquainted Day** – organized, implemented, and sponsored by the OMSS. This event impacts diversity by giving students opportunities to meet and establish relationships with diverse Registered Student Organizations at the beginning of the school year. Also, students have an opportunity to meet and find out more information regarding departments that will support their educational journey
- **Hispanic Heritage Celebration Events** – organized, implemented, and sponsored by the OMSS, in partnership with the Center for Latin@ Studies (CLS). Events that are coordinated for this cultural heritage celebration are designed to expose our campus community to the many important contributions made to our country by our Latino/a/x culture
- **Celebrate Bisexuality Day** – organized, implemented, and sponsored by the LGBTQ+ Resource Center. Events coordinated on this day are to recognize and celebrate bisexual people, the bisexual community, and the history of bisexuality
- **Ferris Leadership Scholars Experience** – organized, implemented, and sponsored by the Career and Professional Success Office. This is an eight month long leadership development and practice program for students. The Leadership Curriculum is based on leading a just and thriving work environment with a healthy disregard for the impossible

OCTOBER

- **Hazing Prevention Week** – organized, implemented, and sponsored by Greek Life and Club Sports. This week is filled with a variety of events and education addressing culture of care, bystander intervention, and hazing awareness
- **Domestic Violence Awareness Month** – organized, implemented, and sponsored by the Anti-Violence Alliance in partnership with the Dean of Student Life office, the Center for Latin@ Studies, the LGBTQ+ Resource Center, and the Women’s Information Service (WISE). These

month-long coordinated activities raise awareness about domestic violence and unhealthy relationships, discuss prevention of domestic violence, and other ways to support survivors and victims

#### NOVEMBER

- **Native American Heritage Celebration Events** – organized, implemented, and sponsored by the OMSS. These events highlight the many contributions made to our society by our Native American community
- **The President’s Military Veterans’ Breakfast** – organized, implemented, and sponsored by the President’s Office and Enrollment Services. This event is designed to pay special recognition to our military veteran students
- **Trans Day of Remembrance** – organized, implemented, and sponsored by the LGBTQ+ Resource Center. This is an annual event to honor and remember those who died at the hands of violence, being a target due to their transgender identity

#### DECEMBER

- **World AIDS Day Events** – organized, implemented, and sponsored by the LGBTQ+ Resource Center. Events that are coordinated for this day are focused on raising awareness about the status of the AIDs pandemic and encourage progress in HIV/AIDS prevention, treatment, and care around the world

#### JANUARY

- **MLK Celebration Events** - organized, implemented, and sponsored by the OMSS along with various departments from across campus. These coordinated events positively impact diversity on our campus by highlighting and promoting the legacy of Dr. Martin Luther King, Jr. and his impact on civil rights in our country
- **Spring Semester Welcome** - organized by the Center for Student Involvement. This campaign provides campus with a visual representation of our welcoming community, and includes buttons and yard signs welcoming students
- **Stalking Awareness Week** – organized, implemented, and sponsored by the Anti-Violence Alliance. These events promote awareness of stalking, especially cyberstalking, highlight the impact of stalking on students, and present ways to recognize and prevent stalking behavior in the community

#### FEBRUARY

- **Black History Month Celebration Events** – organized, implemented, and sponsored by the OMSS. These coordinated events promote diversity by highlighting the many contributions made to our society by the Black community
- **Dating Violence Awareness Month** – organized, implemented, and sponsored by the Anti-Violence Alliance. These events promote awareness and understanding of healthy and unhealthy relationship dynamics aimed at students with limited or no dating experience. The events highlight the impact of unhealthy relationship dynamics on mental health and wellbeing

and provide students with opportunities to learn how to support a friend or a loved one who may be experiencing dating violence

#### MARCH

- **Women's History Month Celebration Events** – organized, implemented, and sponsored by the OMSS. These coordinated events and activities promote diversity by highlighting the many contributions made to our society by women

#### April

- **Multicultural Graduate Recognition Celebration** - organized, implemented, and sponsored by the OMSS in collaboration with CLS, First Gen, the Honors Program, and the LGBTQ+ Resource Center. This event is designed to pay special recognition to underrepresented backgrounds who have been approved to participate in commencement, thus fulfilling their requirements in earning an associate's degree, bachelor's degree, master's degree, or higher in a program of study from Ferris State University
- **Sexual Assault Awareness & Prevention Month** – organized, implemented, and sponsored by the Anti-Violence Awareness (AVA), the Social Work program, the Dean of Student Life office, the Diversity and Inclusion office, the OMSS, the Student Conduct office, and various off-campus partners. These month-long coordinated activities raise awareness about sexual assault and prevention of sexual assault

#### ON-GOING

- **SISTAH Circle** – organized, implemented, and sponsored by the OMSS. This initiative is designed to address issues faced by women of color professionally, academically, and socially. The goal is to increase retention and graduation as well as create support and a sense of belonging amongst this demographic by coordinating discussions, workshops, and activities that foster empowerment
- **Cultural Awareness Celebrations** – organized, implemented, and sponsored by the OMSS. Cultural Awareness Celebrations are recognized and celebrated on our campus each year. Some of the traditional celebrations are Hispanic Heritage Month; Native American Heritage Month; Dr. Martin Luther King, Jr. Celebrations; Black History Month; Women's History Month; and Asian Awareness Month. The OMSS recognizes that there are a multitude of cultural heritage celebrations in addition to ones mentioned and encourages students, faculty, and staff to share their ideas regarding other celebrations we can possibly highlight on our campus
- Members of the Student Affairs Division will continue to support Registered Student Organizations (RSOs) in creating programs that promote diversity, social justice, and inclusive communities
- **Campus Pride Index** – initiated participation in this program by the Enrollment Services Department. This program has increased awareness of our efforts and services to support the LGBTQ+ community
- **Black Male Empowerment Network (BMEN)** – organized, implemented, and sponsored by the OMSS. This initiative is designed to address the many issues associated with the

achievement gap of this particular demographic. The goal is to increase retention and graduation by coordinating discussions and activities to promote academic success

- **Craf-tea Wednesdays** - organized, implemented, and sponsored by the LGBTQ+ Resource Center. This weekly event is an open social hour for LGBTQ community members and allies to come together and discuss current issues facing the community, advocacy, and innovative programming to support the community
- **Catch the Career Coach** - organized, implemented, and sponsored by Career and Professional Success (CAPS). A CAPS staff member will spend their day in the Veteran's Resource Center, Center for Latin@ Studies, and OMSS one time per semester to provide on-the-spot coaching sessions

Identify and list progress made toward each Diversity Plan goal (6) and the progress (from July 1, 2022 to June 30, 2023).

1. Create a University that is respectful of differences and civil toward people who are different.

- The **LGBTQ+ Resource Center** executed Drag Bingo and held informational tables at Bulldog Bonanza, Dawg Days, and Bulldog Beginnings.
- The **LGBTQ+ Resource Center** Student Staff hosted “Craf-Tea Wednesdays” and “Friday Night Gaymes” every week to promote a sense of community and peer engagement.
- **The Birkam Health Center** started/promoted a mobile wellness cart, Brutus’s Care Cart, that ventures around the Robinson Quad and DEC the first Tuesday of every month. It is stocked with several free health related items for students to take as they wish. It includes but is not limited to; thermometers, Band-Aids, deodorant, hand sanitizer, viral illness bags, covid tests, and menstrual supplies.
- **The AVA** works hard to create an environment that is welcoming and affirming. We have a student office that we let our peer educators decorate and use as they see fit. Professional staff is available not only to support students but to build genuine relationships with them. We try to make the work culture warm and engaging so all students, including potential victim/survivors, feel safe.
- **The Personal Counseling Center** works hard to create a welcoming inclusive environment for all Ferris students. We intentionally focus on eliminating as many barriers to accessing care as possible, such as ensuring that all counseling services are free to our students. We work to ensure that all of our clinical documentation follows best practices and is culturally sensitive. We engage in regular staff level conversations about the challenges our diverse students face and how we can best assist them in addressing these challenges. We also provide a wellness room for all students to come use as they need.
- All CAPS services are available using Navigate and categorized by topic. This eliminated the need to know who to meet with (**Career and Professional Success**).
- A CAPS employee work committee created a new customer service philosophy and trained all employees to implement beginning Fall 2023 (**Career and Professional Success**).
- **The Career and Professional Success** Office assessed the needs of students and their satisfaction with the Career and Internship fairs. We found opportunities for improvement, and the Fall 2023 Career Fairs are being planned with inclusion and diversity in mind. A new brand message was created to get students from each college to the career fair and then explore employers in an open environment, considering employers hire for a variety of job titles and degree programs. Other minor logistics were updated to make the event easier for students and employers to engage.
- **The Office of Housing and Residence Life** works to provide a safe and inclusive environment by ensuring that the community reflects inclusive language, decoration, and support. Housing and Residence Life has developed plans to welcome students to campus to ensure that students feel at

home within the community. Through a feeling of belonging, students are more likely to be retained to the campus. This feeling of belonging is encouraged through community development, move-in pride, programming, and encouraging engagement across campus. Housing and Residence Life has continued to identify barriers for our students and to reduce them in our policy and procedures.

- **The Office of Student Conduct** understands the formal student conduct conference process can induce anxiety. To try and combat that, staff in the Office of Student Conduct has created a more welcoming and inclusive environment in the offices by providing snacks to students, comfortable seating, and art/flags of support for a variety of identities. In addition, training to the Office of Student Conduct staff is available to further educate them about a variety of students they may see through the process (i.e. students with disabilities, LGBTQ+ students, students of color) and provide ways to best support those students.
- The **Office of Multicultural Student Services (OMSS)** hosted its Annual Black Student Welcome. The Black Student Welcome aims to support students who identify as Black/African American by welcoming them to campus and building a sense of belonging, community, and pride at Ferris State University. Students were able to mix and mingle, meet staff, enjoy music, dance, and play games.
- The **Office of Multicultural Student Services** hosted its Annual Open House. Students had the opportunity to meet the OMSS staff, learn about leadership development programs, employment opportunities, and upcoming events.
- **University Recreation** held an all-staff training in which we held team building activities for all students to participate in. Through this, they were able to work in teams, get to know one another, and feel a sense of belonging within a team. We also held an hour-long session of DEI training provided through NIRSA. The 45-minute training focused on the meaning of diversity, equity, and inclusion, stereotyping, and unconscious and implicit bias.
- **University Recreation** held three different events outside of work for students to hang out and get to know their fellow student employees. This helps students learn about and understand one another on a deeper level. These events helped our students to understand each other's different personalities and helped them work better as a team.
- **University Recreation** continues to develop our fitness and coaching program to adapt to all students on campus. We have created more programs with various experience levels in them to fit the needs of any student who walks through our doors. We've expanded our coaches as well to keep up with the higher demand that we experienced during year two of this initiative.
- All events coordinated by the Office of Orientation and the Office of Admission included tables during the resource fair for offices including the LGBTQ+ Resource Center, OMSS, the Personal Counseling Center, ECDS, and the Center for Latin@ Studies. This was to help ensure that all students had easy access to learn more about a particular office that they identify with (**Orientation & Admissions**).
- The **Office of Multicultural Student Services** hosted its Annual Get Acquainted Day where Multicultural student organizations and campus departments provided students with information



on how to get involved on campus and the resources available to them. Students also were able to mix and mingle and enjoy music.

- **The Center for Student Involvement (CSI)** co-hosted Salsa Fiesta and Day of the Dead Ball as part of Hispanic Heritage Month.

## **2. Build and maintain an infrastructure that supports diversity and promotes inclusion.**

- Birkam Health Center changed verbiage in their online scheduling portal to be more inclusive of gender diverse people. Instead of listing “Women’s Health Annual Exam”, the terminology was changed to “Annual Gynecologic Exam.”
- **The AVA** has a student office that peer educators and students can use to study, connect, and meet new people. We engage in conversations formally and causally about DEI issues as they often intersect with our sexual violence work and these concepts are crucial to understand in order to effectively help survivor/victims.
- **The Office of Student Conduct** staff participated in professional development for restorative justice, social justice mediation, and other conflict resolution practices in order to build a spectrum of conflict resolution options for students, address concerns related to student behavior or experience at Ferris that do not violate University policy and offer an additional conflict/concern resolution process that may be more in line with the students’ cultures.
- **The Personal Counseling Center** works to prioritize annual professional development that either focuses on DEI topics directly or is connected to DEI topics. We also engage in regular conversations within our staff and with our campus partners to collaborate in programing and outreach.
- **Career and Professional Success** provides “Catch the Career Coach” one time per semester within the following identity centers: Veteran’s Resource Center, Center for Latin@ Studies, Office of Multi-cultural Student Services, and International Education.
- **Career and Professional Success** offers nursing mothers a room with a comfortable chair and privacy.
- **Career and Professional Success** offers staff professional development to attend conferences and workshops: MCAN Educated Workforce Summit, EAB Navigate Connected Conference, and internal reading reviews on career trends.
- **The Office of Housing and Residence Life** reviews and implements expectations that have DEIB at the core of the community building. This includes expectations on inclusive language and actions. The Office of Housing and Residence Life has committed to a style of lifelong learning. The Office of Housing and Residence Life works to provide DEIB training for all levels of staff including implicit bias and cultural communication. Housing and Residence Life works to identify ways to provide a more inclusive environment while living on campus including non-binary bathrooms, break housing, themed communities, and early move-in for affinity groups.

- **University Recreation** continues to update the Student Recreation Center with the most up-to-date equipment by replacing older and worn-out equipment. This allows students of all fitness levels to use our facility. We continue to create spaces that allow students to workout in a more private setting, so they can feel comfortable performing a variety of different lifts or workout routines.
- **University Recreation** continues to expand its intramural program offerings with new and innovative sports and equipment. We now offer a pickleball league for those interested in racquet sports, and we purchased fowling boards to run a fowling league. We have access to multiple fields and facilities in order to offer a wide range of programs for our students.
- **The Student Recreation Center** now has three single user restrooms in the facility in order to accommodate all of our students and patrons.
- New Enrollment Services staff underwent web-based training on the University's GCN Platform. The sessions were: Diversity for Employees, Diversity for Supervisors, LGBTQ Awareness, and Transgender & Gender Non-Conforming Awareness (**Enrollment Services**).
- The Registrar's Office implemented upgrades to Self-Service Banner 9 to allow preferred first name, personal pronoun, and gender designation to be self-identified by students, faculty, and staff. For the first time, faculty and staff preferred first names are now displaying within class registration, advisor search, and employee profiles (**Registrar's Office**).
- The Registrar's Office has implemented a course withdrawal workflow that allows students to submit open text 'reasons' for why they are withdrawing from a course. In collaboration with the Dean of Student Life, students are connected to resources to increase persistence throughout their remaining schedule to increase student success and decrease equity gaps in academic achievement (**Registrar's Office**).
- The **Office of Multicultural Student Services'** programming supports diversity and promotes inclusion by providing learning opportunities for students and the campus community (Sistah Circle and Black Male Empowerment Network leadership development programs, monthly cultural heritage celebrations, and various social justice events). OMSS continues to promote an inclusive environment in FLITE, Suite 159, where all students are welcomed and supported. The OMSS strives to educate *all* students on the value of differences and embracing other cultures by being welcoming to all in the office and offering all students the same opportunities to engage and uncover the ideals of inclusion in a social setting. The OMSS strongly encourages students to take what they have learned by visiting the office and share it with somebody else and challenges them to bring a peer the next time they return.
- **The David L. Eisler Center (DEC)** developed a process through Zoom to provide live transcription for speakers and presentations.

### **3. Recruit, retain, and graduate a diverse student population.**

- The **LGBTQ+ Resource Center** tabled at Detroit, Grand Rapids, and Big Rapids Pride events during the summer to engage with people and provide resources to all.

- **The Birkam Health Center** is an LGBTQIA+ ally and one of our nurses attended the “Queer and Glad you’re here” networking event at the beginning of Fall 2023 semester. This gives students a face to associate an ally with.
- Experiencing sexual trauma has profound negative impacts on a student’s ability to be successful. Our peer educators and professional staff all have training to support any student who has experienced trauma and is familiar with referral resources. The AVA also has a part time WISE victim advocate that works in the AVA suit available to help students. (AVA)
- We know how mental health concerns make completing a college degree even more challenging. The PCC strives to be culturally competent in our therapy practice of being mindful of the various intersections of identity that impact our student’s experience in order to effectively help them reach their counseling goals (**Personal Counseling Center**).
- **Career and Professional Services**, along with our diverse group of Peer Engagement Coaches, attend Dawg Days, Admitted Student Open Houses, and summer orientation sessions to talk with incoming students.
- **Career and Professional Success** offers Life Design Career Coaching which seeks to understand the student's unique abilities and life goals to assist them in creating and attaining career goals that align with their skills, values, and interests.
- **The Office of Housing and Residence Life** recognizes that many of our students from underrepresented groups make the decision to live on campus beyond their first year. We work to provide different housing opportunities that provide break housing, cooking opportunities, and support from partners across campus to meet the needs of all students living with us. Housing and Residence Life works to provide job opportunities for students living on campus by being a Residence Advisor, Community Advisor, Desk Service Associate, and/or Senior Staff Advisor. Our student staff population reflects a larger diversity of students compared to the general population of Ferris State University.
- **The Office of Student Conduct** utilizes a restorative justice approach to adjudicating alleged policy violations to help educate students and help them reflect and learn from the situations so that they can be an active member of the Ferris community. By providing educational outcomes, the Office of Student Conduct is providing students the opportunity to grow and continue their education here at Ferris. Therefore, impacting our student body retention.
- The **Office of Multicultural Student Services** hosted its Annual Multicultural Graduate Recognition Program in partnership with the LGBTQ+ Resource Center, the Honors Program, the Center for Latin@ Studies, and First Generation. Many students were recognized for their academic success with certificates, cords, and pins.
- Through our club sports program, we help to recruit students to Ferris State, specifically for a club sport they have interest in. We offer a total of 32 club sports that students can participate in. Future and potential students are always asking questions about club sports during Dawg Days and other recruiting events. When these students arrive on campus and join a club sport, they build a support system with the team that helps to retain them (**University Recreation**).

- **University Recreation** continues to be present at all recruitment events, such as a Dawg Days, where we are able to inform prospective students about our facility and the programs we offer. Extracurricular activities on campus as well as facilities are huge recruitment tools for potential students.
- The Office of Orientation implemented a mandatory Diversity, Equity, & Inclusion Training this year for all the student orientation (**Orientation**).
- Ferris is one of two of the Michigan Public Fifteen Universities that has a zero-cost application for admission for the Fall 2023 cycle. Access is a critical driver in this philosophy. Application fees typically begin at \$30 and may grow to \$75 or more. With more students submitting applications to three schools or more, the costs can add up quickly (**Admissions**).
- The Office of Admissions in collaboration with the Transfer Services Center, the Charter School Office, and the Office of Multicultural Student Services arranged a series of admission-focused visits with Ferris Charter schools in Fall of 2022 and Spring of 2023. A large proportion of students of color are first generation students, and the outreach and community-building can be a critical force in increasing a diverse enrollment (**Admissions**).
- Admissions partnered with representatives from the LGBTQ Resource Center and KCAD to have booths at the Grand Rapids, Big Rapids, Detroit, and Flint Pride Day events. Staff and students handed out Ferris merchandise and provided information to potential applicants to both Ferris and KCAD (**Admissions**).
- The Office of Admissions distributed \$22,000 to schools to assist with the transportation costs associated with a student program. These dollars target areas with limited resources who often do not have the opportunity to experience a college visit (**Admissions**).
- **The David L. Eisler Center (DEC)** worked with Ready for Life to hire two students who have an intellectual disability.

#### **4. Recruit, employ, and retain a diverse workforce.**

- **The LGBTQ+ Resource Center** hired the first full-time Coordinator in order to meet student needs and grow the involvement of the LGBTQ+ Resource Center.
- **The LGBTQ+ Resource Center** hired more student staff and two interns during the summer.
- **The Birkam Health Center** sent four out of our six employees to the National American College Health Associations annual conference in Boston. They sought education sessions including but not limited to; Dismantling White Supremacy and Healing Racial Trauma: Ending Racist Practices in College Health; Gender Affirming Care; Happiness: How to Feel Better in Difficult Times; and Increasing Access to Services for Underrepresented Populations Utilizing Liaison Roles. Providing continuing education for the health center staff with an emphasis on DEI attributes to better knowledge, understanding, and advocacy for our student population.
- **The AVA** works hard to recruit a talented, diverse student peer educator group. Currently we have 11 student peer educators. The AVA engaged in a hiring process this last year to replace our OVW

Project Director. We were able to attract a diverse candidate pool, but unfortunately, we were unable to find a candidate who met the requirements for the position. We are continuing to work to fill that position as soon as possible.

- **The PCC** has not hired any new professional staff from July 2022 – June 2023; however, actively recruit and train a diverse group of student employees yearly.
- **The Career and Professional Success Office**, including student employees, maintains a very diverse employee base in gender, economic status, sexual orientation, race, and ethnicity.
- **Housing and Residence Life** actively seeks out employees from underrepresented groups to ensure that our staffing relates to all of our students. Our professional staff reflect diverse backgrounds which allows us to better serve our students. We actively work to provide a work environment that is supportive of all our professional staff in order to retain them to their positions. Each professional staff member is encouraged to bring their passions and excitements to the position to provide the opportunity for job satisfaction and growth.
- **The Office of Student Conduct** staff members have served on hiring committees this past year to help assist in promoting a diverse faculty and staff pool.
- **University Recreation's** staff continues to serve on various hiring committees in order to hire a diverse work force on campus.
- **The Student Recreation Center** employs 70-90 students on any given year in which we try and recruit and retain a diverse staff. We offer many programs throughout our department, so it is important to have a student staff that reflects the entire campus population in order to recruit students to participate in our offerings.
- The Title IX Coordinator or Deputy Title IX Coordinator/Director of Equal Opportunity reached out to all employees alleged to be affected by sexual misconduct or sex/gender-based discrimination to provide accommodations and remedies aimed to aid in their persistence (**Title IX**).
- 90% of administrative and clerical staff members in Enrollment Services served on a hiring committee to ensure a diverse workforce (**Enrollment Services**).
- Enrollment Services is pleased to add two new full time staff members of color to continue to improve the level of representative staffing in the Registrar's Office and Financial Aid. (**Enrollment Services**).
- Our Student Admissions Representatives (STARs) and Orientation Leaders programs embraces diversity on campus. This year, approximately 40% of our STARs and Orientation leaders are from diverse groups (**Admissions & Orientation**).

##### **5. Improve inclusivity by incorporating diversity and inclusion in significant ways in teaching, learning, and research.**

- **The LGBTQ+ Resource Center** presented trainings and educated faculty, staff, and students on various different LGBTQ+ terms, history, and best practices.

- **The LGBTQ+ Resource Center** connected with the Registrar's Office to start thinking about how to ethically collect enrollment numbers of LGBTQ+ students for data purposes and potential grant opportunities.
- **The Birkam Health Center** clinical staff provided free education to various RSOs, along with teaching and providing clinical experiences for student nurses and student nurse practitioners. These educational opportunities provide students with college-age risk assessments related to physical and mental/emotional wellbeing.
- The PCC therapists focus on the intersections of identity and different life experiences while conducting counseling sessions with clients. We work to integrate these themes as we help our clients move toward their counseling goals. We also try to be responsive to feedback we receive in ways we can improve our outreach to the diversity of the student body (**Personal Counseling Center**).
- **The AVA** is mindful of how important understanding intersections of identities are when working in sexual violence. Several of our presentations touch on those intersections in trauma response and prevalence rates. We also host presentations that talk about sexual violence in popular culture and discuss DEI themes.
- **Career and Professional Success** provided a book club using the book "Launch Your Career." This is an educational book that includes a workbook that assists college students with building their social capital and improve their opportunities to find the career of their dreams.
- **Career and Professional Success** hosts Social Work Interns each semester. They are each required to complete a research project in which we typically look at minority groups and their needs. Interns researched the needs of our transfer students and first gen students, giving CAPS information and ideas on how to best support these students.
- **Housing and Residence Life** works to increase inclusivity across campus through both programming and training. Both student staff and professional staff train on different topics of inclusivity, including implicit bias. We actively seek out feedback to ensure that we are listening to the students that we serve and using their feedback to improve inclusivity and belonging. Through programming, Housing and Residence Life provided over 50 programs on campus that encouraged diversity and inclusion. This is reflected in our programming model and the expectations of the position.
- **The Office of Student Conduct** has spent the past year looking at new ways to teach students about the impacts of substance use in a way that they will best connect with and learn from. The Diversion Program is an alternative adjudication method for issues with the University regarding alcohol or drugs. If a student opts-in and successfully completes the program, which is three individualized meetings with a diversion staff member and the completion of a pre and post survey, it will not result in a disciplinary record. The Office of Student Conduct understands that utilizing restorative justice practices, such as the Diversion Program, increases their efforts in creating a more diverse and inclusive office by providing students the ability to take a traditionally transactional process and make it a transformational experience tailored to them and their identities.

- **University Recreation** includes diversity training as part of our all-staff training in August. We also support, encourage, and even pay our student staff to attend any DEI offerings on campus throughout the year.
- This will be our second full year offering the You@Ferris platform, a wellness resource, available to all students on campus. This platform offers more than 2,500, diverse and inclusive resources for students so they can be successful while being on campus and earning their degree (**Student Recreation Center**).
- The Office of Institutional Research completed all Federal, State and Supplemental reporting regarding Race and Ethnicity trends. Please see table below (**Institutional Research**).

**Race and Ethnicity Data - Fall 2023**

Race and Ethnicity	Females	22 Fall Total	Up/Down	% Up/Down
American Indian/Alaskan Native	42	75	4	5.3%
Asian	100	178	-10	-5.6%
Black/African American	496	874	-24	-2.7%
International	71	135	18	13.3%
Hispanic	349	647	-16	-2.5%
Native Hawaiian/Pacific Islander	2	9	-1	-11.1%
Two or More Races	160	312	-27	-8.7%
White	3881	7444	-115	-1.5%
Unreported	235	398	17	4.3%
<b>Total</b>	<b>5336</b>	<b>10072</b>	<b>-154</b>	<b>-1.5%</b>

- The Office of Institutional Research expanded the dashboard series using the Power BI platform. They include race and ethnicity information on new FTIAC and Transfer enrollment, as well as information on applications, university enrollment, and graduation (**Institutional Research**).
- Marty Brockschmidt, Programmer, joined the First Scholars Team for the University. It is a first-generation student initiative sponsored by NASPA. He is providing data and other analytic support for the Ferris team. (**Enrollment Services**).

**6. Build upon existing partnerships and create new partnerships that enhance the University’s commitment to work with diverse populations.**

- The **LGBTQ+ Resource Center** staff joined the PRIDE Big Rapids Board and played an instrumental role in the planning and execution of Big Rapids PRIDE, and an active role in Grand Rapids PRIDE.

- **The LGBTQ+ Resource Center** connected with multiple campus partners to build relationships and collaborate on programming.
- **The Birkam Health Center** is attempting to coordinate with the College of Pharmacy to increase access to common medications that are dispensed frequently at a very low/no cost option for students.
- One of the AVA's main functions is to connect with other groups on campus to provide educational training on sexual violence. Over the last year we provided outreach for Greek life, Residence Life, and various educational colleges. We also frequently table at the DEC advertising our work and passively engaging students in this content. (AVA)
- **The Personal Counseling Center** works with our various campus partners annually to provide mental health outreach and consultation. Some of these groups include, Residence Life, FSUS, the LGBTQ Resource Center, OMSS, CLS, Greek Life, and the Anti-Violence Alliance.
- **The Office of Housing and Residence Life** continues to build strong relationships with OMSS, CLS, and the LGBTQ+ Resource Center. This is evident in the work that we do including the Multi-Cultural move-in. Housing and Residence Life continues to partner with the Office of International Education to meet the housing needs of our International students. We also work with CSI to provide inclusive programming to all of campus and work with the Office of Student Conduct to review all conduct data to look for implicit bias. Housing and Residence Life works with the BBNA to support students with both food and housing insecurities.
- **The Office of Student Conduct** has continued to partner with Ready for Life to collaborate if/when a student connected to that office finds themselves involved in the student conduct process with the Office of Student.
- **University Recreation** now manages and oversees the Racquet and Fitness Center. Through this partnership, we can offer more spaces, equipment, and programs for our students. We can also offer more space for our club sport teams to practice free of charge.
- During our annual Rec Fest event at the beginning of each year where more than 600 students attend, we invite multiple different offices to showcase their area and what they offer. These offices include OMSS, the LGBTQ+ Resource Center, the Veterans Office, and the Center for Latin@ Studies (**Student Recreation Center**).
- Ferris State University hosted the ALSAME Conference on May 12, 2023. This event was planned and executed by Enrollment Services staff. The conference brought over 500 Hispanic students to campus allowing them to attend various sessions, meet with colleges and industry partners, and discover all the opportunities that are available to them in their future (**Enrollment Services**).
- The Office of Admissions partnered with the Alumni Association to spend a "Day with the Tigers" on June 25th. The Office of Admissions was able to provide tickets to high school counselors from Detroit and surrounding areas with a complimentary ticket and a Ferris State University and Tigers co-branded hat in celebration and appreciation of the continued partnership and commitment to students in the region (**Admissions**).



- Two staff members from the Enrollment Services family continue in the Ferris Youth Initiative program for the Fall 2023 cohort (**Enrollment Services**).
- The Office of Admissions collaborated with the Office of Multicultural Students Services and the Center for Latin@ Studies on more than a dozen campus visit events during the reporting period (**Admissions**).
- The Office of Admissions sponsored and attended the Metro Detroit Youth Day event on July 12<sup>th</sup>. Metro Detroit Youth Day is an annual event hosted on Belle Isle in Detroit, Michigan to inspire youth in the region to reach their fullest potential. Ferris joined several other colleges in attendance to help ensure students knew what to expect of their future that awaits them in higher education (**Admissions**).
- The Registrar's Office collaborated with the MASU Registrars and LGBTQ+ Resource Center to identify best practices surrounding safely tracking data for members for the LGBTQ+ community outside of a Student Information System (**Registrar's Office**).
- **The Center for Student Involvement (CSI)** worked with a number of Registered Student Organizations that primarily serve under-represented populations in preparing, planning, and executing events and travel through the Student Activity Fund.

#### 7. List actions to address/implement initiatives in the University Strategic Plan (6 Themes) from July 1, 2022 to June 30, 2023

[https://www.ferris.edu/strategic-planning2/strategicplan19\\_24/pdfs/StrategicPlan2019\\_2024.pdf](https://www.ferris.edu/strategic-planning2/strategicplan19_24/pdfs/StrategicPlan2019_2024.pdf)

- Institutional Effectiveness, Initiative 1: The Office of Student Conduct has reviewed and updated communication that is sent to students to increase their understanding of the student conduct process (**Office of Student Conduct**).
- Student Success, Initiative 2: **Birkam Health Center** promotes the dimensions of physical and mental/emotional wellness to foster academic success to students at Ferris State University.
- Student Success, Initiative 3: Educating on sexual violence topics are not as effective if the content does not also include conversations around diverse populations and how sexual violence impacts those groups differently than others. This past year we worked to ensure that our trainings followed best practices. Our staff also attended various webinars and state level conferences on these topics to make sure we were effectively addressing not just sexual violence, but also how it intersects with different kinds of diversity (**AVA**).
- Institutional Effectiveness, Initiative 1. The Personal Counseling Center continues to build connections and in-roads with other offices on campus to ensure that the Ferris community is aware of counseling services available to students. Over the last year we have made an effort to connect with more educational colleges and more athletic teams with the goal of building a broader referral network for our students, so every Ferris student not only knows about counseling services but feels more comfortable utilizing the service (**Personal Counseling Center**).

- Student Success, Initiative 2: The Title IX Coordinator reached out to all students who disclosed experiencing sexual harassment or sexual misconduct to offer supportive measures and accommodations. These supportive measures help support academic success when a student is working through the aftermath of an incident (**Title IX**).
- Institutional Effectiveness, Initiative 1: **Housing and Residence Life** has worked to review all of our housing processes to remove barriers to success including the housing contract guarantee. Housing and Residence Life has worked to ensure that our housing procedures have a level of equity to them when students choose their housing assignment.
- Institutional Effectiveness, Initiative 1: **Housing and Residence Life** has identified non-binary bathrooms in our on-campus living areas.
- Student Success, Initiative 2: **Housing and Residence Life** works to ensure that our student staff are on the pathway to graduation. We do this by providing a strong financial support along with a GPA standard for maintaining their position in Housing and Residence Life.
- Student Success, Initiative 3: **University Recreation** continued to have more experienceships for students this past year. We offered one in our wellness programming, one in our sport programming, and one in our facility management area. We were able to provide these three experiences for students to help them gain knowledge in a specific area while earning credits to graduate.
- Student Success, Initiative 2: **University Recreation** promotes the dimensions of physical and mental/emotional wellness to foster academic success for students at Ferris State University. This may include overseeing an entire club sports team or creating a residence hall IM team. In addition, our student employment opportunities provide students the chance to lead amongst their peers and enhance their personal skills that are attractive for future employers.
- Student Success: The **Office of Multicultural Student Services** supports student success through our GEAR UP Programming in targeted districts who have low socioeconomic status and are Pell eligible. This demographic of students has a high percentage of Tuition Incentive Program (TIP) eligibility and given Ferris' unique standing in offering associate degree programs, the OMSS contributes to the pipeline of matriculating these students to Ferris State University.
- Student Success: **The Office of Multicultural Student Services** provides a supportive and welcoming environment to *all* students, operating within OMSS' 5 pillars: Advocacy, Mentorship, Leadership Development, College Access, and Cultural Awareness. The OMSS provides rich learning and engagement opportunities, access to free printing and school supplies for Ferris students, and various engagement opportunities to develop transferrable leadership skills through initiatives such as SISTAH Circle and BMEN.
- Pride and Community: **The Office of Multicultural Student Services** has built an intentional partnership and mentorship program with the Ferris State University Black Alumni Association (FSUBAA) to provide networking and access opportunities for Ferris students post-graduation.
- Pride and Community: **The LGBTQ+ Resource Center's** approach to programming is rooted in racial justice, intersectional feminism, and disability justice; in centering and being accountable to

LGBTQ+ communities typically marginalized and particularly in LGBTQ+ higher education spaces; in providing opportunities for community building, celebration, and pride in gender and sexuality diversity; and in providing opportunities for all students to learn about LGBTQIA+ issues.

- Institutional Effectiveness Initiative 2: The Office of Orientation and the Office of Admissions implemented using closed captioning for the welcome presentations at all admissions and orientation events (**Orientation & Admissions**).
- Institutional Effectiveness Initiative 2: The Office of Institutional Research & Testing implemented remote testing capabilities for a variety of assessments – including Accuplacer. This computer-based option insures everyone has easy access to testing to enhance their student success journey (**Institutional Research & Testing**).
- Institutional Effectiveness Initiative 1: The Office of Institutional Research produced a collection of reports which included a deep dive of retention data by race and a variety of other academic variables (**Institutional Research**).

## **8. List major DEI challenges for Student Affairs**

- The LGBTQ+ Resource Coordinator needs an additional non-student staff to help manage the increase in programming and student needs within the center.
- The major challenges for the LGBTQ+ Resource Center are staffing and budget. Student employees need these jobs to survive, and right now the current wage and allowance for non-work study is tight.
- There is a need for a transition/bridge program to assist incoming diverse employees who are not familiar with working in higher education.
- There is a high need to employ a health care professional at the Birkam Health Center with mental health specialty (i.e., Psychiatric Nurse Practitioner) to help better serve students/patients who have high mental health needs. There is a high percentage of students in the LGBTQIA+ community who have a need for complex mental health care.
- The AVA faces challenges that are similar for most offices working in higher education. We have limitations in our financial capacity to offer peer to peer education on campus. Some of this work is grant funded and when the grant cycle ends, there is not always a clear path to future funding. It is also difficult to attract a diverse pool of applicants to do this work in rural west Michigan that also possesses the unique qualifications required for professional staff.
- A major challenge for the Personal Counseling Center has been a limitation in our capacity to conduct broader outreach to more of the campus community while also balancing meeting the needs of our individual clients seeking therapy.
- CAPS staff have limited access to employer information from across campus. If all faculty/staff used one location to document employer relationship contact, all faculty and staff would have access to more employer information to help all students instead of the students in a specific college, program, or class.

- There are students who do not have money to pay for an academic internship and often, the internship is unpaid. This makes it difficult for some students to gain a good Experienceship. CAPS is administering a survey to all students in the Fall 2023 semester to capture the impact of internships and need for internship assistance to find solutions to equity gaps.
- The major challenges are time and resources to keep current services and to do more to assist students.
- One of the challenges of Housing is to ensure that we have the resources needed to serve the diverse needs of underserved students who are living on campus. This is done by recognizing that our greatest resources are our community. Housing and Residence Life is going to continue to examine processes and procedures to ensure that our process is equitable for all students (i.e., housing contract guarantee costs, meeting basic needs, etc.). Housing is developing initiatives to support students living on campus, including continuing the early move-in for our affinity groups, themed housing, and other ways to develop and sustain a diverse and equitable community.
- There are some students who are financially unable to pay for the \$100 or \$200 fee associated with the CREW/AOD outcome and the alternative option, which is community service, may impact their class or work schedules.
- We continue to lack any DEI guidance/training or resource material available for our students or staff. It would be beneficial if the University provided resources that would allow us to facilitate year-round training for our students.
- We continue to get pulled in many directions across campus and outside of our area, so it is hard to find the time and the resources to provide trainings.
- The major challenges are time and resources to keep current services and to do more to assist students. As our students exhibit greater diversity in a variety of ways, it is imperative that we redouble our efforts at increasing the level at which our staff reflects our students.
- There is a need for a transition/bridge program to assist incoming diverse students with college readiness. Post-COVID, so many of our applicants continue to demonstrate impacts on their academic preparedness. We need to recalibrate our resources and direct our attention to better align with student needs.