Diversity, Equity, and Inclusion Committee

Year End Report to Senate, 2018-2019

Standing Committee Charge: Identify Kendall's challenges and strengths in achieving and relating to diversity, equity and inclusion. Recommend institutional goals relating to diversity, equity and inclusion. Recommend structures, initiatives and policies relevant to supporting, educating and promoting diversity, equity and inclusion. Monitor and report on diversity, equity and inclusion initiatives. This Committee will include one Senator, six faculty at large and one staff.

Diversity, Equity and Inclusion Committee Membership:

• Senator and co-chair: Natalie Wetzel, 2018-2019 • Faculty at large, co-chair: Stefanie Snider, 2017-2019	• Staff: Elise Bohn, 2017-2019 • Faculty at large: Mick McCulloch, 2017-2019 • Faculty at large: Monty Simpson, 2017-2019 • Faculty at large: Danielle Wyckoff, 2017-2019 • Faculty at large: Mike Dollar, 2018-2020 • Faculty at large: Rhonda Kessling, 2018-2020 • Student member: Drue McPherson, 2018-2019

Summary of Activities and Projects for 2018-2019:

Over the course of the academic year, the committee met monthly to discuss DEI-related issues at KCAD, focusing on revising the DEI Statement and Recommendations initially passed by Senate in spring 2018, creating a content-based exhibition policy, discussing current and potential policies and procedures regarding bullying, and writing a set of guidelines on best practices regarding pronouns and preferred names to be circulated among faculty and staff.

In the fall, for the second year, the committee ran a call for student membership and successfully admitted a KCAD undergraduate in order to integrate student perspectives into our work.

In the fall, the committee reviewed and revised the DEI Statement and Recommendations that the committee had been working on since 2015. The revised statement submitted to Senate for approval had originated as a DEI Plan in spring 2018. Based on feedback from the KCAD leadership team and KCAD students, the committee shortened the plan to a statement and added a list of concrete recommendations addressed to the administration to implement in the near future. This Statement and list of recommendations was approved by Senate and administration in fall 2018. In the 2019-2020 academic year we will review our recommendations and assess their implementation at KCAD.

The committee has continued working on an exhibition policy recommendation; we began this work in fall 2017. We are mapping out an exhibition policy recommendation that would outline "who can exhibit what where" for students, faculty, and staff. Our policy recommendations will also define who makes decisions regarding content in these spaces to clarify their oversight. The goal for the policy is to help define the guiding principles of freedom of expression and clarify

the process and spaces appropriate for exhibition for specific programs across the campus. We continue to accumulate information about the exhibition spaces at KCAD to help craft the policy maps and language and plan for a draft of a recommended policy in the 2019-2020 academic year.

In fall 2018 we also began discussing the current policies at KCAD and Ferris State University that dictate actions to be taken when faculty and/or staff encounter bullying on campus. We met with Ferris State Director of Equal Opportunity, Kylie Piette, in spring 2019, to better understand the current shared FSU/ KCAD policies as they outline reporting and intervention procedures for bullying. We found out that there are no bullying-specific policies in the Code of Student Community Standards, and that the specific actions taken in bullying events are what will determine the categorization and consequences for the actions. Kylie Piette suggested that we could create policy addenda for the code for intra-student bullying and employee-student bullying incidences with guidance from her, Nick Campau, Director of Student Conduct at FSU, Adam Wetherell, Director of Human Resources at KCAD, and Dean Sandy Britton, Title IX Coordinator at KCAD. We are currently considering this suggestion in moving forward with this issue.

Finally, in preparation for the start of the spring 2019 semester, the committee worked with Sarah Doherty, the Coordinator of the LGBTQ+ Resource Center at Ferris State University, to write a set of guidelines on best practices regarding preferred names and pronouns to be sent to faculty at FSU and KCAD. While FSU and KCAD have had a preferred name policy for approximately two years, allowing students to complete a form to change their first names on Banner-based information, we found that there continued to be incidences of misgendering reported by students in various classes and departments at FSU and KCAD. Our guidelines outlined how to best ask students about their names and gender pronouns and how to handle situations of misnaming and misgendering with students; it also included a series of resources to further explore the significance of this issue. We were able to email the guidelines to all faculty at FSU and KCAD in January 2019 and received positive feedback from several faculty members. We hope we can re-circulate these policies at the start of each new semester and include it in the promised DEI webpage on the KCAD website.