Diversity, Equity, and Inclusion Committee

Year End Report to Senate, 2019-2020

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: Natalie Wetzel, 2019-2020 • Faculty at large, Chair: Stefanie Snider, 2019-2021	• Staff: Mary Bradshaw, 2019-2021 • Faculty at large: Mick McCulloch, 2019-2021 • Faculty at large: Christine Haskill, 2019-2021 • Faculty at large: Danielle Wyckoff, 2019-2021 • Faculty at large: Mike Dollar, 2018-2020 • Faculty at large: Rhonda Kessling, 2018-2020 • Undergraduate Student member: Drue McPherson, 2020-2021 • Graduate Student member: Aaminah Shakur, 2020-2021

Summary of Activities and Projects for 2019-2020:

Over the course of the academic year, the committee met monthly to discuss DEI-related issues at KCAD, focusing on continuing to create a map of exhibition spaces at KCAD and an accompanying content-based exhibition policy and student permission form, discussing current and potential policies and procedures regarding bullying, revising a set of guidelines on best practices regarding pronouns and preferred names to be circulated among faculty and staff, and gathering data from current KCAD students, staff, and faculty in order to better understand the challenges and strengths KCAD as an institution has with regard to issues of diversity, equity, and inclusion.

In fall 2019, the DEI Statement and Recommendations written by the DEI Committee in previous years was placed on the KCAD website: https://kcad.ferris.edu/about/diversity/. In spring 2020 the committee put together a survey for students, staff, and faculty to assess the current state of diversity, equity, and inclusion at KCAD with regard to gender, race, sexual orientation, disability, and other factors. We staged a "Cookie Table" in the Student Commons in January 2020 and recruited three students who enthusiastically designed and created cookie costumes to perform in and bring in student interest to the survey. In exchange for cookies, students, staff, and faculty completed the survey (paper or electronic). We are currently

reviewing the results and will report on the results and formulate future plans based on the survey data in the next academic year. We were also asked by Interim President Tara McCrackin to attend and bring surveys to the April 2020 Registered Student Organization meeting she is leading to collect data from those in attendance so that we can build on our current information.

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. We have created a draft of a recommended policy as well as a student permission form for to display work on KCAD campus exhibition spaces. We will submit the completed maps, policy, and permission form to Senate in by the fall 2020 term.

Since fall 2018 we have been 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 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. Ferris State Director of Equal Opportunity 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.

In both 2018-2019 and 2019-2020 academic years 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. At the start of each semester since January 2019 we email the guidelines to all faculty at FSU and KCAD. We have received positive feedback from several faculty members and students who interact with faculty on both campuses. We hope to continue to circulate these policies at the start of each new semester.

In January 2020 the faculty members of the DEI Committee submitted a letter to the KCAD Senate leadership and faculty discussing the ways in which the new schedule for monthly Friday Senate meetings creates a structure of disenfranchisement for those faculty and staff who cannot meet on Fridays during the academic year due to family and personal obligations, professional obligations, and economic hardship. These issues were discussed in the January 2020 Senate meeting, but no schedule change has thus been implemented, though Senate leadership will consider it in the future.

In spring 2020, for the third year, the committee ran a call for student membership and successfully admitted both a KCAD undergraduate student and a KCAD graduate student in order to integrate student perspectives into our work. The two students will serve on the committee through the end of the 2020-2021 academic year.

In 2019-2020 the DEI Committee has supported several discussion and events on KCAD's campus. In fall 2019 it was brought to our attention that there is little seating available for students throughout the 17 Fountain building outside of the Student Commons and first floor; students need accessible furniture on other floors to wait for classes and work on their studies. The DI Committee has brought this issue to the attention of the KCAD First Impressions Committee and has been working with KCAD administration to find solutions and increase access on campus. This year the DEI Committee has also supported a screening of the film *MAJOR!* (2018), a documentary film about Black transgender activist Miss Major Griffin-Gracy; visiting multi-media artist and scholar Naima Lowe, who works at the intersection of Black, queer, and fat studies, speaking at the FED Galleries and UICA; and in May 2020 will help support Lavender Graduation with the Ferris State University LGBTQ+ Resource Center to celebrate graduating LGBTQ+ students for the first time on the KCAD campus.