

**Diversity, Equity, and Inclusion Committee
Year End Report to Senate, 2020-2021**

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:

<ul style="list-style-type: none"> • Senator: Mick McCulloch, 2019-2021 • Faculty at large, Chair: Stefanie Snider, 2019-2021 	<ul style="list-style-type: none"> • 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 (sabbatical spring 2021) • Faculty at large: Cindy Todd, 2020-2022 • Faculty at large: Mary Ellen Fritz, 2020-2022 • Undergraduate Student member: Drue McPherson, 2020-2022 • Graduate Student member: Aaminah Shakur, 2020-2021
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Summary of Activities and Projects for 2020-2021:

Meetings: Over the course of the academic year, the committee met 1-2 times each month to discuss DEI-related issues at KCAD, focusing on creating programming and recommending policies that would support marginalized students at KCAD and prompt staff and faculty to more thoroughly integrate DEI-related materials in their curricula and professional interactions.

Student Membership: In spring 2021, based on our successful integration of student members on the committee for the past three years, the DEI Committee put forth a motion to amend the Senate Bylaws Handbook to officially include 1-2 student members on the committee roster. The motion passed.

At the same time, for the fourth year, the committee ran a call for student membership and successfully admitted a new KCAD undergraduate student to the committee, Oakley Zaiding. In addition, we have invited Drue McPherson back as a student representative based on his invaluable work on the committee for the past several years. The two students will serve on the committee through the end of the 2021-2022 academic year.

Programming:

1. **Name and Pronoun Guide:** Since 2018 the committee has 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 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.
2. **Pronoun Workshop:** In January 2021 during faculty week, the DEI Committee supported a workshop created by Sarah Doherty, the Coordinator of the LGBTQ+ Resource Center at Ferris State University that provided hands-on learning on pronouns and names. Multiple members of the committee lead breakout rooms to discuss the issues at stake and to practice correctly using pronouns and names with other faculty and staff.
3. **Inclusive Curriculum Workshops:** In spring 2021 the DEI Committee presented a series of three Zoom-based workshops for KCAD faculty, staff, and graduate students on inclusive practices for class curricula. Christine Haskill, Stefanie Snider, Mick McCulloch, Mary Ellen Fritz, Danielle Wyckoff, and Rynita McGuire presented on best practices for designing syllabi and assignments with a focus on diversity, equity, and inclusion in academic, design, and art courses. The workshop presentations were recorded, uploaded to YouTube, and circulated among faculty and staff. At the time of the writing of this report, attendance and views were as follows: Workshop #1 (Academic), 20 in attendance, 14 YouTube views; Workshop #2 (Design), 11 in attendance, 13 YouTube views; Workshop #3 (Art), 6 in attendance (Video has not yet been uploaded to YouTube).
4. **Documentary Film Series:** The DEI Committee co-sponsored a screening of the film *MAJOR!* (2018), a documentary film about Black transgender activist Miss Major Griffin-Gracy on March 26, 2021, followed by a Zoom-based discussion lead by Sarah Doherty, the Coordinator of the LGBTQ+ Resource Center at Ferris State University and Jazz McKinney, Executive Director of the Grand Rapids Pride Center. Twenty-four people attended the film screening and 15 participated in the discussion after on Zoom. The DEI Committee worked with KCAD Student Engagement, the LGBTQ+ Resource Center at FSU, the Grand Rapids Trans Foundation, and the Grand Rapids Pride Center for this event. DEI Committee member Aaminah Shakur acted as liaison between KCAD and GR Pride Center and Trans Foundation organizations during this process.

This film screening was a pilot for a new virtual documentary film festival the committee is planning for 2021-2022 that features films, speakers, and panels 2-3 times

each semester as a site of community-building and learning for the KCAD and broader Grand Rapids community. A subcommittee was convened for planning the spring 2021 film screening and will continue to meet during the summer 2021 months to organize the 2021-2022 series.

5. **Lavender Graduation Participation:** For the second year, at the end of the spring 2021 term, the committee will help support Lavender Graduation with the Ferris State University LGBTQ+ Resource Center to celebrate graduating LGBTQ+ students at KCAD.
6. **Lunchtime Speaker Series:** The DEI Committee has agreed to take over the planning for the DEI-speakers series launched in 2020-2021 by President Tara McCrackin for the 2021-2022 academic year. A subcommittee will meet during the summer 2021 months to organize this Zoom-based speaker series.

Continuing Work:

1. **KCAD Equity Council:** Two DEI Committee members, Drue McPherson and Mary Bradshaw, have been a part of the Equity Council organized by President Tara McCrackin starting in the fall 2020 semester. Their work continues at least through the end of summer 2021.
2. **KCAD Exhibition Policy Recommendations:** The committee's ongoing work on an exhibition policy recommendation that began in 2017 was put on hold while Natalie Wetzel and Danielle Wyckoff, the primary committee members organizing this work, were on sabbatical in 2020-2021. We will return to this work in the next academic year. 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 the near future.