

KENDALL COLLEGE OF ART AND DESIGN OF FERRIS STATE UNIVERSITY
 REPORT ON DIVERSITY AND INCLUSION FOR THE *DIVERSITY AT FERRIS ANNUAL
 REPORT 2014-2015*

INTRODUCTION

Kendall College of Art and Design (KCAD) is committed to diversity and inclusion and works to provide an environment that is welcoming to diverse populations, a curriculum that reflects cultural diversity as well as diversity in expression, and programming that is inclusive and innovative in its content and ideas. KCAD's approach to diversity is to reach inward to the college community and curriculum as well as reaching outward in terms of community outreach and programmatic sponsorships.

One of the nine standing committees of the KCAD Faculty Senate is the Diversity, Equity, and Inclusion Committee. Its charge is to "...identify KCAD'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." Furthermore, KCAD seeks to develop community partnerships and sponsorships that connect the College to the city of Grand Rapids and its diverse communities. The KCAD Diversity, Equity, and Inclusion Committee Annual Report for 2014-2015 is included below followed by reports on the goals of the Ferris Diversity Plan.

**KCAD Diversity, Equity, and Inclusion Committee
 Report to Senate – April 2015**

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, and one staff member.

Members: Erica Morawksi, Deb Rockman, Laura Whatley, Jordan Fenton, Darcy Storm (on leave), Vyana Slattery, David, Gianfredi, Donna St. John (sabbatical)

Chairs: Jordan Fenton & Laura Whatley

Year-end report:

1. During the academic year, the Diversity committee met monthly to discuss projects and develop initiatives to continue to cultivate an inclusive KCAD community.

2. Those discussions led to proposing and launching an entire semester of programming and events addressing race and representation in the form of educational outreach for our students, faculty and staff during the 2015 spring semester.
3. The four events included a speaker, Alan Headbloom, and three diversity films, each addressing various aspects of race, representation and misrepresentation. Mr. Headbloom addressed the value of diversity in regards to collaboration, problem solving and the economic market. The film series unfolded over the rest of the spring semester. Once a month, a film or short documentary was shown in the evening hours and a panel discussion with attendees and members of the Diversity committee further unpacked the issues raised by the films/documentaries. The attendance for all four events totaled nearly 200 attendees.
4. The topic of race and representation was chosen for four reasons:
 - a. It honored the way in which the spring semester begins with Martin Luther King Day and Black History Month
 - b. The timing of this lecture and film series was opportune as our nation was and still is currently engaged in critical interventions about issues of race, especially with the case of Ferguson in mind
 - c. The committee had yet to address race in its programming and activities
 - d. The committee felt that educational awareness about race and representation is a critical and important element of diversity that will foster our continued efforts in forging an inclusive learning environment.

2015 Spring Diversity events and schedule:

1. Speaker: Alan Headbloom
January 22, 2015, 11:20 – 12:20, Student Commons
2. Film: *White Like Me: Race, Racism, & White Privilege in America*
March 4, 2015, 6:30-8pm, 217 WNF
Summary: *White Like Me*, based on the work of acclaimed anti-racist educator and author Tim Wise, explores race and racism in the US through the lens of whiteness and white privilege. In a stunning reassessment of the American ideal of meritocracy and claims that we've entered a post-racial society, Wise offers a fascinating look back at the race-based white entitlement programs that built the American middle class, and argues that our failure as a society to come to terms with this legacy of white privilege continues to perpetuate racial inequality and race-driven political resentments today. For years, Tim Wise's bestselling books and spellbinding lectures have challenged some of our most basic assumptions about race in America. *White Like Me* is the first film to bring the full range of his work to the screen -- to show how white privilege continues to shape individual attitudes, electoral politics, and government policy in ways too many white people never stop to think about.

3. Film: *Latinos Beyond Reel: Challenging a Media Stereotype*
 March 26, 2015, 6:30-8pm, 221 WNF (with guest discussant Salvador Jimenez Flores)
 Summary: In “Latinos Beyond Reel,” filmmakers Miguel Picker and Chyng Sun examine how US news and entertainment media portray—and do not portray—Latinos. The film challenges viewers to think critically about the wide-ranging effects of these media stereotypes, and to envision alternative representations and models of production more capable of capturing the humanity and diversity of real Latinos.
4. Film: *The Grace Lee Project*
 April 16, 2015, 6:30-8pm, 217 WNF
 Summary: Growing up in Columbia, Missouri, director Grace Lee felt that she had a unique name and identity, as there were not many other Asians in her community. When she moved to New York and Los Angeles, she found her name shared by many other people. Dissatisfied with the “nice” personality commonly ascribed to the Asian-American women with this name, she sets out to find people who break the mold, including Grace Lee Boggs, a Chinese-American philosopher and activist.

We are happy to report that as a direct result of this semester series that a group of about 15 students have decided to assemble a student led diversity club. This Diversity and Inclusion Club is currently devising its own educational programing for fall 2015.

End Report

CREATE A UNIVERSITY THAT IS WELCOMING TO DIVERSE POPULATIONS

DisArt Festival

KCAD served as a sponsor, collaborator and the non-profit 501C3 umbrella for the first DisArt Festival in April 2015, which took place in the city of Grand Rapids. KCAD also hired Chris Smit in the assignment of Director of Arts and Access Initiative and Jill Vyn as associate Director of the DisArt Festival. The DisArt Festival was the first of its kind anywhere.

DisArt was a multi-venue Disability Arts Festival that took place on April 10-25, 2015 in Grand Rapids, Michigan. Through several world-renowned exhibits of Disability Arts from all over the world, DisArt Festival 2015 challenged its audiences to reconsider the importance of community, identity, and difference.

During DisArt 2015 visitors were able to see the US premiere of *Art of the Lived Experiment*, an exhibit originating from DaDaFest in Liverpool, UK. This groundbreaking collection included some of the top international and US contemporary Disability Artists. The show was on display at the Urban Institute for Contemporary Arts, Grand Rapids Art Museum, and Kendall College of Art and Design Fed Galleries from April 10th to July 31st, 2015.

Other exciting Festival events, between April 10-25, 2015 included:

- DisArt Local, a collection of works from the best Grand Rapids Disability Artists.

- Access is a Civil Right: The Photography of Tom Olin, a pivotal documentary photography collection of Tom Olin's work on capturing the past 40 years of the Disability Rights Movement.
- DisArt Fashion Runway Show, a night of fashion featuring videos and designs for Disability Models by Site Lab
- DisArt Film Series, a 4-night independent film festival curated by Dr. David Mitchell and Dr. Sharon Snyder of George Washington University.
- DisArt DisStories Performance, a night of Disability drama and performance to be held at Wealthy Theatre.
- A variety of Experiential/Family Oriented activities

All events were accessible. In addition, access services were available through the website and at the DisArt Festival Hub located at 50 Louis Street Northwest in downtown Grand Rapids.

Designing for DisArt: DisArt Fashion Show

Organized by DisArt Fashion Lead and Kendall College of Art and Design of Ferris State University (KCAD) alum Robert Andy Coombs ('13, Photography) and assisted by KCAD Fashion Studies Program Chair Lori Faulkner, the show was powered by a collaboration between KCAD's *Pamella Roland DeVos School of Fashion*, Spectrum Health Innovations, the Open Style Lab at MIT, and Fashion Has Heart.

Fashion Studies Program Chair, Lori Faulkner developed two Fashion Studies courses, KCFS 322 Garments for Action and Function and KCFS 422 Fashion Show Production, that came together in the production of the DisArt Fashion Event this April. She reports on her blog: "The DisArt Fashion Event featured work from Fashion Has Heart and Open Style Lab, as well as the results of KCAD's collaboration with Spectrum Health, wherein students in the Garments for Action and Function class designed garments for children with neuro-muscular diseases who are patients at Spectrum. The festivities started in the morning with a discussion panel, where the students were given the chance to present the design solutions they created in class for the child they were paired with.

Each student designer planned a time to meet with their child and his/her parents to take measurements and talk about specific needs for the design. Students then created patterns for the garments, and fit them before making final garments...

...The Fashion Show Production class brought together their knowledge of fashion shows and integrated the show's theme with models, staging, lighting, and accommodations for all attendees. The class created the show script and produced an informative video to play before the children showed off their specialized garments on the runway. Much attention was put into providing a safe and fun atmosphere for the families of the children who participated in this special event.

The crowd was standing room only for the evening runway show that left only a few dry eyes in the room. Seeing the children walking down the runway in garments made just for them was an emotional experience."

Art Prize Program on Diversity: Art Education

For ArtPrize 2014, KCAD sought to expand the impact of Education Days with two separate,

focused curricula—one for students in grades K-5, and another for students in grades 6-12—aimed at exploring the various reasons people create art and promoting ideas of self-worth and respect for diversity.

The K-5 curriculum focused on a celebration of individualism and diversity, utilizing visual art standards and integrated social studies standards to prompt students to consider why everyone is uniquely important. The 6-12 curriculum employed the same base structure, but took a more rigorous approach by helping students consider some of the reasons why art has been made throughout history as they analyze examples of personal, social/political, and event-specific art. Scheduled activities, which will include discussions, videos, stories, presentations, and hands-on art making, reflected a universal design for learning, meeting the needs of all different types of learners, including visual, musical, kinesthetic, intrapersonal, interpersonal, and linguistic learners.

Students in both curricula culminated their experience by creating artwork that became part of a large-scale political action installation, entitled *Don't Look Down on Anyone*, which was located in the atrium of KCAD's 17 Fountain Street NW building. The installation featured a pyramid-shaped pedestal anchoring hundreds of connected strings reaching up to the atrium's second-floor balcony. There, attached to the strings, was the artwork created by an intentionally diverse group of K-12 students. Each student was asked to create a continuous line drawing that was framed and hung as part of the installation.

KCAD established a temporary position of Community Arts Advocate from 2013 through May of 2015. The goal of this position was to reach out to the community and generate relationships with KCAD that enhance diversity of programs and recruitment of students.

KCAD Continuing Studies Reaches A Broad Community

The continuing impact of expanded programs to reach all age groups and constituents from a variety of backgrounds and in different life stages has been successful with the Go Folio youth program, the Grow Folio adult program and the Pro Folio program for professionals and businesses.

KCAD Communications Division contributed to the Following:

- Dia Del Sol sponsorship ad
- GR Symphony Celebration of Soul sponsorship ad
- Jordan Fenton Cultural Diversity lecture (2014.01.27) – graphic support
- Latino Youth Conference ad
- Caesar Chavez (Elementary School) sponsorship ad
- [Greetings from the West to the East](#) (faculty exhibition in Shanghai) – exhibition catalog design, content and media support
- Site Studio – photo and exhibition support, coverage in *Portfolio* (spring 2015, p.7), support for opening of exhibition as part of [ArtDowntown](#) spring 2015
- Diversity Committee
 - Nadira Kharmai talk 2014.04.07 – graphic support
 - Alan Headbloom talk 2015.12.22 – graphic support
- Festival of the Arts 2014 included a disability arts component here at the college

- DisArt/ALE – extensive support in terms of various graphics and advertisements; [photo](#)/video coverage (including fashion show recap [video](#)); [event](#), news ([1](#), [2](#), [3](#)) and [blog](#) coverage; media releases and support; earned media coverage and coverage in the spring 2015 edition of *Portfolio* (pages 8-9).
- [News](#) coverage of artwork at Assoc. for Blind and Visually Impaired
- Produced series of videos for international students
- Photo coverage of Latino Community Coalition luncheon on campus
- I AM exhibition series – extensive support in terms of graphics, photo/video ([1](#), [2](#)) coverage, event, news and blog coverage; media releases and support (I can provide more links if needed, there are quite a few)
- Photo support for representative from Benesse Study Abroad Center
- Completed website ADA compliance review
- [GRCF Challenge Scholars news article](#)
- Lily Hou graduate overcoming challenges story (sent to Ferris)
- [Bridge to Puerto Rico blog](#)
- [Patti Men \(Chinese student\) blog](#)
- Yohan Daza cover illustration and interview [Portfolio](#) spring 2015
- Various ongoing support for Fashion Has Heart/Wimage
- IL student portraits of Helen DeVos patients – photo, media support
- “Never Grow Up” fashion show w. Boys and Girls Club of GR – media support
- ASL translator for Wege Prize final event

RECRUIT, RETAIN, AND GRADUATE A DIVERSE STUDENT POPULATION

Initiatives/Activities/Engagement – Recruitment

Portfolio Reviews/Workshops (primarily underrepresented student groups)

- Locations:
 - ChiArts (Chicago)
 - Marwen (Chicago)
 - WMCAT (Grand Rapids)
 - Working Classrooms (Albuquerque, NM)
 - Dreyfoos School of the Arts (Miami, FL)
 - Puerto Rico: Escuela Especializada Central de Artes Visuales, San Juan, Colegio San Ignacio, Colegio Rosabell, and Rio Piedras
- College Fairs- promoting KCAD and building social equity for KCAD
 - Hispanic Center West Michigan: Bilingual College Fair
 - San Juan, Puerto Rico College fair
 - Ponce, Puerto Rico College fair
- “Connect to KCAD on the Road” where we invited Cass Tech High School (Detroit area high school) art students to the KCAD campus. We sponsored a bus to bring the students to campus, did a workshop, talk about portfolios, did a campus tour and

treated the students to lunch.

- Building relationships with the Challenge Scholars Program (Westwood Middle School, Harrison Park and Union High School).
- KCAD representation at monthly **Latino Community Coalition**; also, host a yearly luncheon at the KCAD campus for the Latino Community Coalition
- KCAD representation at monthly meetings at the **West Michigan Presidents Campus Compact**. Have helped plan the presidents' retreat as well as finding best practices for diversity, inclusion and retention in West Michigan colleges and universities.
- **Committee to Honor Cesar E Chávez** - Attended bimonthly meetings and have assisted with the organization of the three major events CHCC creates every year Scholarship & Community Award Gala, Social Justice March & Community Gathering and Cinco de Mayo Celebration. KCAD is a sponsor of these events. We also created a portrait commission contest for students at KCAD to participate and the winner created a portrait for a member of the community who was nominated for that year.
- **AIGA WM** (KCAD's Community Arts Advocate (multi-cultural)) - served as Outreach Chair in the Diversity Committee at AIGA WM and attended monthly meetings. Organized events with speakers that can talk about the importance of diversity in the workplace—these events are heavily student focused of all ages and it's a great opportunity to connect with prospect students and the KCAD community at large too. The latest speaker was Ram Castillo, an Australian designer of Pilipino descent, who also presented a lecture to KCAD students on how to get a job as a graphic designer.
- **GRAM Taskforce** - KCAD's Community Arts Advocate (multi-cultural) attended monthly meetings to find strategies on how to engage a broader participation of KCAD students, underrepresented groups and artists in the different art events hosted in Grand Rapids.
- **KCAD Site: Studio at Cesar E Chavez Elementary** - Assisted in the organizing of the closing reception and exhibition (held at KCAD), welcome parents and families and provided a tour to some of the students (April 10, 2015).
- **Latino Times community TV program** - KCAD's Community Arts Advocate was a guest to be part of these community tv program to share the different events and opportunities that KCAD provides for the GR community to the Spanish speaking community.
- **DisArt Festival** - volunteered in the outreach committee and curated an exhibition for the DisArt Festival, showcasing some of the initiatives that the KCAD Clay Collective have done with people with disabilities from Threshold organization and Hearthside.
- Specific to **International Outreach**, we were able to start conversations with University of Guadalajara, one of the oldest and largest public universities in México.

This can be a great connection for FSU and for the March program. We spoke about a potential agreement between both institutions, this agreement will allow both institutions to exchange students, faculty, materials and other more we can talk more about his and discuss if we want to sign an agreement like this.

- CAA Students and Emerging Professionals Committee: Mock Interviewer and Mentor for recent MFA graduates, which included international graduates from China and South America.

Student Business Affairs

- Participate in community FAFSA events, such as College Goal Sunday, which is aimed to help anyone filing a FAFSA but mainly focuses on first generation students. College Goal Sunday is the first Sunday of every February.
- Also worked with Ferris-Grand Rapids at a few WMCAT FAFSA nights in January/February
- Outside Scholarship opportunities to posted to KCAD website, some are specific to gender, sexual orientation or race.

Student Engagement

- **KCAD has a variety of RSO (Registered Student Organizations), two of which focus on diversity, equity and inclusion: 1) Inclusion and Diversity Club** – Focus is to address and discuss topics that affect the Kendall community regarding race, gender, sexuality and religion; 2) KCAD Pride – The KCAD Pride club aims to provide a safe and fun environment while informing people about important issues facing and within the LBGTQA community. Anyone is welcome to join even if you are simply an ally.
- **Study Away: Nicaragua** – KCAD partners with GVSU (Applied Global Innovation Initiative) to offer a study away experience in Nicaragua. The US students work together to lead workshops with local citizens and UNAN faculty. The KCAD students lead demonstrations on concept development and sketching. Professor Jon Moroney is the KCAD faculty leading the KCAD students. The perspective gained by KCAD students is life changing in terms of understanding the lives of people that are very different than their own. KCAD students that participate in this trip have all positive comments – one KCAD student has participated twice.
- **Bus Pass Initiative:** KCAD has been providing free bus passes to all students, faculty and staff since the fall 2010 semester. This initiative provides free, sustainable transportation opportunities to members of our community. This resource may be the reason attending KCAD is an option for low-income individuals.

KCAD is a partner in the *Woodbridge Promesa Summer Success* program sponsored by Ferris State University Division of Academic Affairs, Retention and Student Success Unit, the Center for College Readiness, and the Center for Latin@ Studies.

KCAD provided space and assistance to the Project Pipeline Architecture Summer Camp an Architecture Camp run by the Grand Rapids chapter of the National Organization of Minority Architects.

HIRE AND RETAIN A DIVERSE WORKFORCE

KCAD's Director of Human Resources attended the following workshops and events:

- Diversity & Inclusion Forum hosted by the GR Area Chamber of Commerce for which KCAD was also a sponsor – 11/21/14
- Cultural Intelligence session hosted by the KCAD Diversity, Equity, and Inclusion Committee – 1/22/15
- Access & Accommodations for Individuals with Disabilities presented by Matt Olovson, FSU Equal Opportunity - 9/18/14

All KCAD posted positions are placed on diversity recruitment websites used by FSU Human Resources, including Diversitytrio.com and Diversejobs.net

Matt Olovson, FSU's Director of Equal Opportunity/Staff Attorney came to KCAD

- August 11, 2014 to give the presentation "Understanding Individual and Institutional Cultural Inclusivity and Prohibiting Harassment and Discrimination"
- September 18, 2014 to give the presentation "Access and Accommodations for Individuals with Disabilities"

The KCAD Presidential Search Committee invited David Pilgrim, FSU's Vice-President for Diversity and Inclusion, and Matt Olovson, Director of Equal Opportunity/Staff Attorney to discuss diversity hiring practices in October 2014. KCAD had a diverse pool of applicants for the Presidential search.

KCAD had a diverse pool of applicants for the Director of Physical Plant search.

Jane Zhang has been hired as a permanent, full-time International Student Advisor.

David Du serves as a full-time International Student Advisor.

KCAD had a diverse pool of applicants for the Director of Physical Plant search.

We strive to hire a diverse pool of models for our Life and Figure Drawing classes

Fall 2014 – 17 models, 53% male, 47% female, 24% minority

Spring 2015 – 22 models, 45% male, 55% female, 18% minority

2014 – 2015 school yr. – 39 models, 49% male, 51% female, 21% minority

CREATE ENVIRONMENTS FOR STUDENT LEARNING THAT ARE INCLUSIVE OF AND SENSITIVE TO A DIVERSE STUDENT POPULATION

Counseling and Disability Services

- Active Minds Student Mental Health Advocacy group initiated, however, it did not sustain efforts. There are plans to reactivate again.
- The following were educational opportunities held for faculty and staff:

- Anti-harassment and anti-discrimination seminar conducted in August 2014
- Non-Discrimination and Accommodations Seminar in September 2014
- The Importance of Web and Media Accessibility/Creating Accessible Documents in Oct. 2014
- Close Captioning-Videos in November 2014

KCAD Diversity, Equity, and Inclusion Committee held the following events for the KCAD community at large:

- 1/22/15 Alan Headbloom's lecture, "Birds of a Feather: the Pitfalls of Flocking Together"
- 2/26/15 Film: "How Racism Harms White America" with discussion to follow
- 3/26/15 Film: "Latinos Beyond Reel Challenging a Media Stereotype" with discussion to follow (Salvador Jimenez-Flores)
- 4/16/15 Film: "Fierce Green Fire" with discussion to follow

KEY INITIATIVE

For 2015/2016 KCAD will continue diversity and inclusion initiatives at its current level. The College will also be entering into a strategic planning process where diversity and inclusion will be addressed in terms of long-term goals. This will be an opportunity to focus and clarify the college's mission and vision for diversity and set the key initiatives for the future.

A significant challenge for KCAD is successfully recruiting and retaining a diverse student body and diversity in faculty and staff positions. Those in leadership positions in the College recognize this challenge and are in support of exploring and implementing strategies for improvement. This will be the Key initiative for this year.

Prepared by President Leslie Bellavance with the assistance of Dean Ronald Riksen, Dean Sandy Britton, Human Resources Director Adam Wetherell, Communications Director Elena Tislerics, Assistant to the President and Director of Alumni Relations Jill Schneider, and Administrative Assistant to the Dean of the College Kim Sapkowski.