

KENDALL COLLEGE OF ART AND DESIGN OF FERRIS STATE UNIVERSITY
REPORT ON DIVERSITY AND INCLUSION
FOR THE *DIVERSITY AT FERRIS ANNUAL REPORT 2018-2019*

INTRODUCTION

Kendall College of Art and Design (KCAD) is committed to diversity, equity, 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 programing 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 Senate is the Diversity, Equity, and Inclusion Committee (DEI). 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. Finally. This year the Student Engagement Department took on the creation of programming and events throughout the academic year calendar that provided opportunities for the campus community to celebrate diversity and learn about strategies for inclusion.

REPORT

The DEI Committee continues to work on an approach to exhibition recommendations in response to ideas surrounding freedom of expression in exhibition of artworks on campus. The DEI Committee submitted a final version of the KCAD Diversity Equity, and Inclusion Statement to the KCAD Senate on October 23, 2018. The statement was approved by the Senate to recommend to the administration. KCAD administration approved the statement and created a web page devoted to this statement and to our activities that help our community build awareness and engage in conversations on the topic of inclusion. (*Ferris Diversity and Inclusion Plan Goal 1: Create a University that is respectful of differences and civil toward people who are different; Ferris Diversity and Inclusion Plan Goal 2: Build and maintain an infrastructure that supports diversity and promotes inclusion*)

The entire KCAD Leadership Team attended two leadership retreats of the West Michigan Presidents' Compact Committee (WMPCC), one in the fall and one in the spring semesters. Both had a focus on new approaches and best practices for faculty and staff hiring that promote diversity, equity and inclusion. (*Ferris Diversity and Inclusion Plan Goal 1: Create a University that is respectful of differences and civil toward people*)

who are different; Ferris Diversity and Inclusion Plan Goal 2: Build and maintain an infrastructure that supports diversity and promotes inclusion; Ferris Diversity and Inclusion Goal 4: Recruit, employ, and retain a diverse workforce)

The **Urban Institute for Contemporary Arts** continued its focus on diversity, equity and inclusion through their curatorial method, programming, exhibitions and community engagement. (*Ferris Diversity and Inclusion Plan Goal 6: Build upon existing partnerships and create new partnerships that enhance the University's commitment to and work with diverse populations; Ferris Diversity and Inclusion Plan Goal 5: Improve inclusivity by incorporating diversity and inclusion in significant ways in teaching, learning, and research*)
Exhibitions included:

WARM WATER: NEW WORKS BY CHARLES EDWARD WILLIAMS

Jan 11 - Apr 28, 2019

Warm Water is a collection of re-narrated visual works based on the event that sparked the Chicago Race Riot of 1919. These works unfold the story involving five Black teens, and what reportedly caused the death of Eugene Williams in Lake Michigan on the South Side of Chicago. The works document and shed light on the marginalizing oppositions the teens faced during the fragile height of racial sociopolitical conditions nationwide. This day, July 27, 1919, became the tipping point, and as a result, led to a string of violent race riots across the United States.

OR DOES IT EXPLODE?

Feb 15 - June 16, 2019

Or Does It Explode? is a multimedia group exhibition on the documentation of refugees and forced migration. In an effort to build awareness of the millions of lives affected globally, this exhibition offers figurative work merged with descriptive text that individualizes the numerous struggles that result from migration.

The primarily portraiture work puts faces to facts about refugees and migrants, and creates a bridge of humanity by delving into how individuals and families navigate their new lives, culture, identity, and dreams for their future.

BREACHING THE MARGINS COMMUNITY ART PROJECT

Sat, May 4, 2019

Amos Kennedy Jr. is creating a large-scale site-specific installation for UICA's *Breaching the Margins* exhibition and the Grand Rapids community is invited to contribute. Kennedy will be onsite demonstrating letterpress techniques with original designs that quote local businesses and organizations, who are making a concerted effort to serve marginalized and underrepresented groups. Workshop participants will print letterpress posters from these designs and have the option to include their prints in Kennedy's installation.

About the artist: Amos Kennedy Jr. is an internationally known printer best recognized for his boldly colored letterpress designs expressing social and political commentary. He

currently operates out of his letterpress printing studio Kennedy Prints! in Detroit, Michigan, and offers workshops and lectures worldwide.

The Breaching the Margins Community Art Project is supported by The Michigan Council for Arts and Cultural Affairs.

Student Engagement, along with the Diversity, Equity, and Inclusion Senate Committee and other college committees developed a series of Awareness Months that promote inclusivity through the celebration of historical moments. This was all entirely new programming for KCAD. The programming each month was presented in various formats that included lectures, workshops, field trips, and other group activities. This programming also included connecting with local organizations and community partners, including UICA and Ferris State University. Via Counseling and Disability Services, the Director of Student engagement identified awareness/communication opportunities in addition to training/workshop/screening opportunities on topics such as Bystander Awareness, Title IX, Depression, Disability Awareness, Alcohol, Anxiety, and Seasonal Affective Disorder Awareness. Also, to be inclusive, exploring alternative self-defense training courses that allow for all genders to participate. (*Ferris Diversity and Inclusion Plan Goal 1: Create a University that is respectful of differences and civil toward people who are different; Ferris Diversity and Inclusion Plan Goal 2: Build and maintain an infrastructure that supports diversity and promotes inclusion; Ferris Diversity and Inclusion Plan Goal 3: Recruit, retain, and graduate a diverse student population; Ferris Diversity and Inclusion Plan Goal 5: Improve inclusivity by incorporating diversity and inclusion in significant ways in teaching, learning, and research*)

Please see the listing below for AY 2018-2019 monthly programming that was achieved:

August 2018 (Bystander Awareness Month)

“Communication, Choices & Consent”

Presented by Lindsay Barber, Ferris’ Director of Counseling & Health Center at Exploration Day (August 24, 2018) and during Welcome Week (August 30, 2018).

September 2018 (Emergency Preparedness Month)

“Emergency Preparedness Presentation”

Presented by members of the EMLT on September 18, 2018 and September 19, 2018 (open to students, faculty and staff).

October 2018 (Disability Awareness Month)

October 2018 (Depression Awareness Month)

“Depression Screening”

Hosted by the Director of Counseling & Disability Services on October 9, 2018.

“Process and Presence: Conversation on Disability Arts & Culture”

Panel discussion held on October 17, 2018 that was led by Jill Vyn and Chris Smit.

Panelists included Lee Davis, Olivia Miller, Jeen Na, Meaghan Newhouse, Eric Schroeder, and Rynita Shepherd.

November 2018 (Transgender Awareness Month)

November 2018 (Seasonal Affective Disorder Month)

“When You Know Better: Avoiding Microaggressions Against Transgender People”

Presented by Codie Stone, Ph.D. on November 8, 2018.

Lightboxes provided in three locations on campus along with educational information describing how to use the lightboxes. The information was shared through an email campaign. Hosted by the Director of Counseling & Disability Services.

January 2019 (Mentoring Awareness Month)

“Mentoring Awareness Month Panel Discussion”

Panelists included Carol Sloan, Matt Schenk, Tara McCrackin, Lynn Loubert (KCAD Mentor) and Andrew Biggs (KCAD Mentor). This programming was held on January 17, 2019, and the discussion, moderated by Nicole Dekraker (Director of Student Engagement), encouraged attendees to connect with professional mentors, General Advising Counselor/Faculty Advisors and the KCAD Mentor Program.

February 2019 (LGBTQ+ Awareness Month)

February 2019 (Black History Month)

“LGBTQIA+ Resources and Opportunities”

Presentations by representatives from Grand Rapids Pride Center, Grand Rapids Trans Foundation and Sarah Doherty (Ferris LGBTQ+ Resource Center Coordinator).

To celebrate Black History month, KCAD and UICA collaborated in hosting Charles Williams – (“Warm Water” exhibition). Mr. Williams was on campus February 18-19, 2019 and participated in studio visits, small group critiques and gallery talks with KCAD students and faculty.

March 2019 (Youth Art Awareness Month and Trans Day of Visibility)

“2019 West Central Michigan Region of Scholastic Art & Writing Awards – Awards Ceremony, Reception and Exhibition”

Awards Ceremony and Reception hosted on March 2, 2019

Exhibition hosted February 12 – March 2, 2019

In recognition of Trans Day Visibility, KCAD brought awareness to our community by joining the Grand Rapids Trans Foundation and the Grand Rapids Pride Center in celebrating Trans Day of Visibility on March 31, 2019.

April 2019 (Sexual Assault Awareness Month)

April 2019 (Equal Pay Day Month)

“What Were You Wearing Exhibition” March 11 – April 12, 2019

The University of Kansas first developed this exhibition in 2013. They provided KCAD with the framework for implementation. KCAD students, faculty and staff collaborated to further develop the framework for this installation on the KCAD campus. This exhibition challenges visitors to engage with the universal connection we have with clothing and reflect on what gives this specific rape culture myth so much power.

“Equal Pay Day Bake Sale” on April 10, 2019

The Bake sale was a platform to illustrate the differences in pay by charging different prices to specific groups of people. For example, on April 10, 2019, a white woman would have made the salary that a white male would have made by the end of the previous December 2018. This was a fundraiser for the registered student organizations (RSOs) that participate.

The Financial Aid Office sought the opportunities to better network with Registered Student Organizations (RSOs) through lunchtime sessions. These sessions promoted scholarship opportunities that pertain to a specific group, such as KCAD Pride, International Students, and the Veteran Student Group.

The Financial Aid Office had a booth in Atrium during October 2018 to promote the start of AY 2019-2020 FAFSA season. Email communications were sent to all students and posted on the KCAD Financial Aid Facebook page including information about donor supported, institutional and private scholarship opportunities. At the time of this reporting, networking with current RSO's has not been initiated.

RESPONSES TO QUESTIONS

What actions were taken to address//implement initiatives that are in the current diversity and inclusion plan?

In the report above the goals of the current Ferris State University Diversity and Inclusion Plan that are addressed by each initiative described are included in parentheses and written in italics in each section.

Are there other diversity and inclusion successes that were implemented in your division or college?

We have continued our commitment to best practices in faculty and staff hires to promote diverse pools of candidates. A special assistant to the president for outreach and inclusion was appointed at KCAD from among the faculty. This initiative has facilitated programs of outreach into neighboring public schools that bring experiences and opportunities in art and design to diverse school children.

What are the major diversity and inclusion challenges facing your division or college?

KCAD continues to seek opportunities to recruit, retain, and graduate a diverse student population in a way that will demonstrate measurable improvement. Likewise, at a time when there are not many new positions being hired, it is a challenge to recruit, employ, and retain a diverse workforce. However, we do attend to refining our practice to promote diversity when we do have the opportunity.

What needs to be done to address those challenges?

KCAD has made a lot of progress with diversity, equity and inclusion programming and responding to students' feedback about inclusion and this has had a positive effect on the culture. To meet the challenge of continued improvement the entire campus needs to continue its engagement in innovative approaches to keeping diversity, equity and inclusion as a constant and continuing conversation resulting in action.

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