



Introducing the Committee for Developing Leadership in Diversity, Social Justice and Inclusion (LDSI)

For the past four years a group of faculty, staff, and administrators from various WMU units including: Africana Studies, Division of Multicultural Affairs, Education, Intercollegiate Athletics, Literacy Studies, Mathematics, Nursing, Public Safety, Social Work, and Speech-Language Pathology has been working together to address diversity, social justice, and inclusion at WMU.

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The goal of the Committee for Developing Leadership, Social Justice, and Inclusion (LDSI) is to make recruitment and retention of faculty, staff, students, and administrators viable by working to transform decision-making at WMU into a more equitable process. One action for achieving this long-term goal is to participate in the development of methods for identifying, understanding, and then eliminating racism and other sources of structural (systemic) exclusion.

Members of LDSI work closely with the WMU Office of Diversity and Inclusion, as well as ERAC/CE (Eliminating Racism and Claiming Celebrating Equality) in the Kalamazoo community. LDSI members are part of a large network of institutions in southwest Michigan striving to become more democratic from the inside out. LDSI uses an organizing strategy that is relationship-centered and evidenced-based and has been effective in engendering a shared interest in moving this work forward on campus and in the community.

The following activities are planned for the 2008 – 2009 academic year:

- Continue to organize workshops on Understanding and Analyzing Institutional Racism, (provided free for WMU faculty, staff, and administrators)
- Organize caucusing among University personnel and students who have participated in the workshops on institutional racism, and applying the analysis to University units
- Identify students to participate in LDSI
- Continue to increase awareness among the University Community about LDSI and its work
- Continue to develop our own knowledge and skills in the areas of diversity, multiculturalism, social justice, and inclusion, recruitment/retention, and organizing
- Develop a WMU anti-racism team
- Work with University administration to develop reassigned time for faculty, staff, and administrators serving on LDSI

For more information contact: Yvette D. Hyter, Ph.D. at yvette.hyter@wmich.edu or 387-8025