Message from the Dean

As an Asian American, diversity, equity, and inclusion is something that I hold of great importance. Accordingly, increasing diversity among faculty, staff and students has been and will continue to be one of my administrative priorities and commitments. I am committed to creating and promoting a culture of diversity, equity and inclusion in which all people are welcome and respected. I am committed to using CEHD Equity and Inclusion Vision, “to be the premiere choice for diverse learners and the leader in promoting equitable and inclusive learning and teaching environments that promote anti-racist, anti-bias, and anti-oppressive practices”, as a guiding principle to work with both CEHD’s internal and external communities to continue to develop and support programs that prepare graduates to be successful in a diverse world.

Ming Li, Ed.D., Dean
WMU College of Education and Human Development

CEHD IDC Proposed Initiatives for 2021-2022

At the October 2021 meeting, the CEHD IDC discussed and selected three of the eleven recommendations provided to Dr. Li Spring 2021, to pursue during 2021-2022:

**Initiative 1**: Select (or create) and facilitate an equity and inclusion climate survey for CEHD Faculty, Staff, and Students. **Deliverables**: Instrument identified and purchased or created, timeline created and executed, meetings to review data and determine 2022-2023 initiatives/action items. **Rationale**: The Campus Climate Survey data will not be disaggregated by college and the CEHD IDC seeks data about experiences, issues, ideas, and suggestions for our college. We have also noticed low participation and/or the same people participating in opportunities offered so we need to have input from all for best use of our time and other resources as we support the shift to equitable and inclusive learning and working spaces.
Initiative 2: Formalize process and skills for CEHD IDC members to serve on search committees. **Deliverables:** Draft procedure for including CEHD IDC members on search committees for Dr. Li's approval and distribution, create a folder containing recruitment and retention resources for CEHD IDC members, identify a "train the trainer" model for this work for committee members, and create a rubric for this role/work. **Rationale:** Although the university previously offered hiring committee professional development, not everyone participated and we want to create an internal system and processes for equitable hiring procedures in the CEHD and prepare CEHD IDC members to assist in department and unit searches.

Initiative 3: Identify and recommend professional development options for the CEHD Administrative Council and request completion by end of 2021-2022 academic year. **Deliverables:** PD recommendation list, Administrative Council completion of professional development. **Rationale:** A leadership team with common and consistent understanding and application of equitable and inclusive practices to establish a culture that models these values and holds all accountable for these values in the workplace.

**Say My Name: An Effective and Quick Way to Demonstrate Equity and Inclusion**

The CEHD IDC previously highlighted this topic but perhaps not explicitly enough as we continue to be informed of experiences of students, faculty, and staff having variations of the following communicated to them:

1. "You should change your name to something easier to pronounce."
2. "Since I can't pronounce your name, can I call you ________ (insert a shortened variation, syllables, sounds, or an entirely different name)?"
3. "You don't look like a ________ (insert a dominant culture name, envision a person of color)
4. "I am sorry, I thought you were the other __________ student in class (stated to the incorrect person)."
5. "When I saw your name, and talked to you on the phone, I thought you were ________ (upon visually meeting a person for the first time)."
6. "Who would name their kid that, no one can pronounce it?"
7. "I am going to mess up names, (insert giggle), so just go with it, I do it all the time."

Depending upon the power dynamics, relationship, and personal and social reasons, not everyone is able, willing, or interested in correcting someone who mispronounces or reassigns them a name. **The responsibility belongs to the speaker.** When speakers disregard this responsibility, bystanders can also assist if appropriate (full knowledge of the person's name pronunciation and their preferences before intervening). It is important to be helpful in these situations but also balance helpfulness with not overstepping or speaking for someone else. Building relationships with colleagues and students requires authenticity, sincerity, and vulnerability.
Children's books about the importance of names

Teach Us Your Name recommended by Dr. Selena Protacio, Professor, SPLS
https://www.amazon.com/Teach-Us-Your-Name-Protacio/dp/069269532X/ref=asc_df_069269532X/?tag=hyprod-20&linkCode=df0&hvadid=312106842432&hvpos=&hvnetw=g&hvrand=846806778838048404&hvdev=c&hvlocint=&hvlocphy=9017276&hvtargid=pla-490101687542&psc=1

Your Name is a Song recommended by Daven Carter, FEP, FAME, and TRIO FESP Scholar
http://amazon.com/Your-Name-Song-Jamilah-Thompkins-Bigelow/dp/B07W4XJ184/ref=asc_ref?
tag=hyprod-20&linkCode=df0&hvadid=459616993353&hvpos=&hvnetw=g&hvrand=846806778838048404&hvdev=c&hvlocint=&hvlocphy=9017276&hvtargid=pla-490101687542&psc=1

The Name Jar recommended by Marcy L. Peake, FCS and CEHD Dean's Office
https://www.amazon.com/The-Name-Jar-Choi/dp/0440417996/ref=pd_bxgy_img_1/147-0021525-8866015?pd_rd_w=xuNHx&pf_rd_p=c64372fa-41c4-222e-990d-9e034f73989b&pf_rd_r=XZCV1ZMN8X1W39XDASW&pd_rd_r=51246378-9fe9-4de5-a844-0025ed1234af&pd_rd_wg=fBN1Y&pd_rd_i=0440417996&psc=1

To learn more about why name mispronunciation is problematic and how to stop doing it:

https://www.idealist.org/en/careers/name-correct-pronunciation

https://www.kuow.org/stories/a-rose-by-any-other-name-would-not-be-me

https://www.pbssocal.org/education/honor-students-heritage-pronouncing-names-correctly

https://hbr.org/2020/01/if-you-dont-know-how-to-say-someones-name-just-ask

https://www.idsnews.com/article/2021/03/black-voices-pronounce-my-long-syllable-name

Links for Information About Upcoming Events
We encourage anyone interested in notifications of upcoming events, to visit these sites* and to regularly check the shared CEHD IDC Teams folder for real time information as events are shared with us. CEHD IDC Teams Folder: https://teams.microsoft.com/l/channel/19%3aSZD4gFDCoO8LEct8XSjlwY8bNxBXXkuWEIEPmt1wSA1%40thread.tacv2/General?groupId=8e0e48f9-b8fc-4abc-a3f4-a9231846e77d&tenantId=25762251-7aa9-4c72-905f-39bf026a

WMU Walker Institute for the Study of Race and Ethnic Relations: https://wmich.edu/walkerinstitute
WMU Office of Diversity and Inclusion: https://wmich.edu/diversity/events-0
WMU Lesbian, Bisexual, Gay, and Transgender Student Services: https://wmich.edu/lbgt/programs
Disability Network of Southwest Michigan: http://www.dnswm.org/events/list/
Arcus Center for Social Justice Leadership: https://arcuscenter.kzoo.edu/
SHARE: http://sharekazoo.org/
Experience WMU: https://wmich.campuslabs.com/engage/events or via the icon on the Go WMU homepage

*Please submit other sites for future publication, this list compiled by sites in which the committee is aware.

CEHD IDC Representatives 2021-2022

Please contact your department or unit IDC representative with ideas and suggestions:

Bright Egwim - Doctoral Student Representative
Lori Farrer - TLES Representative
Sangwoo Lee - HPHE Representative
Elijah Lewis - Undergraduate Student Representative
Nicole Lockwood-Womack - Staff Representative
Nateya Moore - TRIO and Student Success Representative
Marcy L. Peake - Chair
Selena Protacio - SPLS Representative
LaSonja Roberts - ELRT Representative
Tangela Roberts - CECP Representative
Arezoo Rojhani - FCS Representative
Vacant - Masters Level Student Representative - If you are or know of a student enrolled in a CEHD master's level program interested in applying to be the master level student representative, please send a one-page letter of interest explaining why you would like to join this committee and a resume or CV to: marcy.peake@wmich.edu by January 31, 2022. The committee will review all applicants and reach out sometime in February 2022.