

# CEHD Inclusion and Diversity

September/October 2021

## Welcome Back from the 2021-2022 CEHD IDC Representatives & Thank You to Outgoing Representatives

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 - CECF 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](mailto:marcy.peake@wmich.edu) by September 30, 2021. The committee will review all applicants and reach out sometime in October.

Thank you to the following for their dedication, commitment, and service to the CEHD IDC: Harmony Durden (Master Level Student), and Angel Gullon-Rivera (FCS).

## What's New?

The CEHD IDC created a Microsoft Team to share equity and inclusion event and opportunity fliers and information in real time. The Team is public to anyone with a WMU email address:

<https://teams.microsoft.com/l/channel/19%3aSZD4gFDCoO8LEct8XSjlwY8bNxWbXXkuWEIEPmt1wSA1%40thread.tacv2/General?groupId=8e0e48f9-b8fc-4abc-a3f4-a9231846e77d&tenantId=25762251-7aa9-4c72-905f-39bf026a8a84>

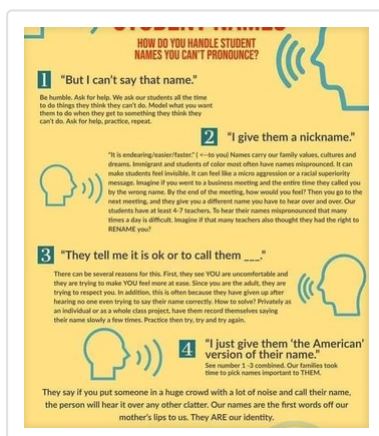
# Where do I start with equity and inclusion?

Occasionally faculty, staff, and students share with IDC members that they value equity and inclusion but are unsure where to start implementing content, policies and practices into their interactions and work. Here are some suggestions to get started that first require a commitment to learn:

1. Research: WMU is "1 of 185 public institutions that is classified as high research university" by the Carnegie Foundation. As scholars, researching topics of interest is a skill set many at WMU are familiar. The skills utilized to research equitable and inclusive content and practice are similar to the skill sets needed to research any other content.
2. Review any field specific accreditation and/or governing body expectations and criteria, and professional codes of ethics, especially specific to equity and inclusion. Audit content and practices to these expectations and ask, "Where and how is this demonstrated in my work?"
3. Become familiar with on and off campus resources and engage in opportunities and activities. See below for links of where to locate information about events and opportunities.
4. Work with campus colleagues and student organizations to increase knowledge and understanding.
5. Review and complete the WMU Everfi Training modules: <https://wmich.edu/hr/resources>

## Workplace Awareness: Consider Using Intentional Language

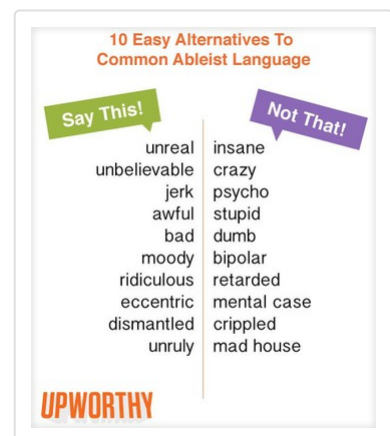
Below are a few examples of how language can be exclusive and harmful. Please submit any suggestions of similar photos for future newsletters.



Pronouncing Student Names



Native Appropriated/Colonizer Phrases "Instead of Use..."



10 Easy Alternatives to Common Ableist Language

# Reporting Concerns and Complaints

The CEHD IDC previously received complaints and concerns about diversity, equity, and inclusion situations. As a committee with no authority, we voluntarily assisted those who reached out by providing the following information to officially have their complaint or concern reported and offered to assist with the process.

**Starting in Fall 2021, the CEHD IDC continues to encourage sending us suggestions and ideas to improve equity and inclusion in the college, but are referring all complaints and concerns to one or more of the following for assistance and guidance:**

1. CEHD Department Chairs and Directors - please go to the appropriate department website to connect with CEHD department chairs. Please review this directory to connect with CEHD directors: <https://wmich.edu/education/directory>
2. CEHD Dean and Associate Deans: to connect with the dean or associate deans: <https://wmich.edu/education/directory>
3. WMU Office of Institutional Equity: <https://wmich.edu/equity/reporting-forms>
4. WMU Office of the Ombuds/formerly Ombudsman (students): <https://wmich.edu/ombudsman>
6. WMU Office of Diversity and Inclusion: <https://wmich.edu/diversity/contact>
7. WMU Human Resources (faculty and staff): <https://wmich.edu/hr/directory>
8. WMU AAUP (faculty): <https://wmuaaup.org/>
9. WMU Office of the Provost: <https://wmich.edu/provost/directory>
10. WMU Office of the President: <https://wmich.edu/president/directory>
11. WMU Board of Trustees: <https://wmich.edu/trustees/contact>
12. U.S. Equal Employment Opportunity Commission: <https://www.eeoc.gov/>

## Links for Information About Upcoming Events

We encourage anyone interested in notifications of upcoming events, to visit these sites\*:

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/>

Kalamazoo Community Foundation Truth, Racial Healing & Transformation Kalamazoo:

<https://www.kalfound.org/About/TRHTKalamazoo/tabid/535/Default.aspx#1836320-upcoming-events-public-meetings>

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.*

## Upcoming Events for September and October

**What:** WMU Multicultural Meet and Greet

**When:** September 20, 2021 from 6 - 8:30 p.m.

**Where:** Second Floor Bernhard Center

**More Info:** <https://wmich.edu/education/meet-greet>

**What:** Teaching the Holocaust, Empowering Students (for faculty and staff)

**When:** September 30, 2021 from 5-7 p.m.

**Where:** Virtual

**More Info:** See flier in CEHD IDC Public Teams Folder (see above under "What's New")

**Registration Required**

**What:** Teaching the Holocaust, Empowering Students (for all students, all majors & programs)

**When:** October 12, 2021 from 5-7 p.m.

**Where:** Virtual

**More Info:** See flier in CEHD IDC Public Teams Folder (see above under "What's New")

**Registration Required**

**What:** KRESA's Reimagining Education for All Speaker Series

**When:** Various dates and times, first one October 29, 2020 at 1:30 p.m. with Dr. Pedro Noguera

**Where:** Virtual

**More Info:**

<https://www.kresa.org/cms/lib/MI01000312/Centricity/Domain/136/EquityFlyerFinal.pdf>

**What:** WMU Office of Faculty Development

**When:** Various days and times

**More Info:** <https://wmich.edu/facultydevelopment/programs>

**What:** Kalamazoo Public Library One Place

**When:** Various Days and Times. First Event September 1 from 1 - 4 p.m.: "Introduction to Systemic Racism, Workshop Day 1" - Registration Required

**More Info:** <https://www.kpl.gov/oneplace/events/>

## We Need Your Input and Feedback

**Please submit news, events and content for consideration for future CEHD IDC publications:**

For the September/October Newsletter - submit to your IDC Rep by August 15

For the January/February Newsletter - submit to your IDC Rep by December 15

For the March/April Newsletter - submit to your IDC Rep by February 15



## Contact Us

✉ [marcy.peake@wmich.edu](mailto:marcy.peake@wmich.edu)

☎ (269) 387-2904

🌐 [wmich.edu/education/about/c...](https://wmich.edu/education/about/c...)