

Housing and Residence Life Call to Action

Summary of DEI initiatives 2022-23

Housing and Residence Life is a strong advocate for diversity and inclusion. We publicly state support for Black Lives Matter as well as outline a Call to Action. Housing's CTA includes resources and our values and action plan to promote DEI work within all levels of staff and the on-campus student experience.

Summer 2022, the leadership team revised the original 2020 CTA. Solid progress was made on the original action items, and there was a desire to expand beyond BLM. Our core CTA values changed little, but a vision and pillars were created. Currently, there are six action areas, each with specific focuses mentioned. Below is a link to Housing's CTA webpage, our CTA vision and guiding pillars, and progress on action items.

CTA: <https://wmich.edu/housing/info/diversity>

CTA Vision: Housing and Residence Life is deeply invested in our students and their experiences. We believe in taking action and working for safe, inclusive and equitable communities.

CTA Pillars: As we look to who we want to be and where we want to go, three key concepts guide us:

- Safety
- Education
- Inclusion and Access

CTA Action Plan progress:

Outcome	Action strategies and activities	2022-23 Results
Support minoritized students' access to living on campus	<p>Create communication avenues for students and staff to share experiences and concerns</p> <p>Continuously examine and assess current practices, protocols and policies within Housing to ensure inclusion and appropriateness</p>	<ul style="list-style-type: none"> • Demographic category of Arab or Middle Eastern American added to the fall Student Perception Survey • Survey data disaggregated on key measures of community, belonging and safety. See appendix for fall 2023 data. • For fall 2023, created two co-ed houses in Western Heights (single sex rooms, centrally located unisex private bathrooms) • Experienced an increase in interest in the Spectrum learning community. Expanded the definition of who is a member from

	Expand recruitment strategies to increase BIPOC representation in learning communities	<p>those on the designated floor to anyone in Britton/Hadley who wants to be involved.</p> <ul style="list-style-type: none"> • We continue to brainstorm future gender accommodation options as more students are inquiring about what is available. • Launched Bronco Connect, a learning community whose purpose is to improve retention and graduation rates through sense of belonging and engagement. Half of year 1 residents identify as BIPOC. • Conducted a LLC-focused training for all Admissions staff to increase awareness about learning communities. Training included a BIPOC-focused lens. • Ambassador and Tour Team training presented the advantages of LLCs and our goal to increase BIPOC representation.
Create a safe, welcoming and inclusive space for all community members, including Housing staff	<p>Create a positive environment that takes into consideration the physical and emotional safety of students and staff</p> <p>Be aware of and respond in a timely manner to student needs as well as current events that may impact the wellbeing of our students and staff</p>	<ul style="list-style-type: none"> • Survey data disaggregated on key measures of community, belonging and safety. See appendix for fall 2023 data. • For fall 2023, created two co-ed houses in Western Heights (single sex rooms, centrally located unisex private bathrooms) • Experienced an increase in interest in the Spectrum learning community. Expanded the definition of who is a member from those on the designated floor to anyone in Britton/Hadley who wants to be involved. • We continue to brainstorm future gender accommodation options as more students are inquiring about what is available. • Solicited and responded to student staff, HD, and GA feedback regarding utilizing campus support services and promoting mental health support. • Offered 50 programs to residents related to diversity and identity (8% of non-Community Development Activity events). • All employees completed the Everfi Module titled Diversity and Inclusion.
Commit to continuing education on inequality and marginalized identities	<p>Expand DEI training for all Housing staff</p> <p>Improve DEI programming for students</p>	<ul style="list-style-type: none"> • See appendix for a full summary of staff training regarding JEDI. • Apartment staff continued a monthly diversity newsletter for students.

		<ul style="list-style-type: none"> Continued “Doing Your Own Work” for all professional staff. This includes independent professional development related to DEI, posting educational bulletin boards, and educating students. Professional staff engaged in small groups in a “Common Read/Video,” with each group choosing its platform and topic. Groups then presented to the HD/GA staff. (See Appendix.) Professional staff provided a platform for weekly DEI developments in their student staff meetings and/or provided resources or video link in weekly reports. Offered 50 programs to residents related to diversity and identity (8% of non-Community Development Activity events).
Continue to hire staff reflective of the students we serve	<p>Invest in new strategies to recruit a diverse pool of applications for student and professional positions</p> <p>Evaluate all components in the hiring process, including reviewing recruitment and application materials using a cultural sensitivity lens and bias training before interview cycles start</p> <p>Address the challenges of being a staff member who is a part of a marginalized population(s)</p>	<ul style="list-style-type: none"> Conducted training on bias in the hiring process Added TTP as a location HD/GA positions were advertised. The placement exchange tends to be heavy on participation from southern states. There was an increase in diversity of HD/GA candidates with many candidates varying in race, ethnicity, nationality, gender identity, etc. Fall 2023 HD/GA hires include two international students and a mix of gender identities. Many HD/GA candidates referenced our CTA as one of the reasons they wanted to interview with WMU. The fall 2023 Resident Assistant candidate pool had a higher percent of BIPOC and international-identifying candidates than the demographic make-up of residence hall students (see chart).

		<div><p>Demographics of Student Staff Applicants and Hires compared to Residence Hall Demographics</p><table><thead><tr><th>Category</th><th>2022-23 Res Hall demographics</th><th>New RA staff</th><th>RA Candidates</th></tr></thead><tbody><tr><td>No Response</td><td>1%</td><td>4%</td><td>2%</td></tr><tr><td>Int'l</td><td>5%</td><td>4%</td><td>7%</td></tr><tr><td>BIPOC</td><td>26%</td><td>32%</td><td>33%</td></tr><tr><td>White</td><td>69%</td><td>61%</td><td>59%</td></tr></tbody></table><p>Legend: ■ 2022-23 Res Hall demographics ■ New RA staff ■ RA Candidates</p></div>	Category	2022-23 Res Hall demographics	New RA staff	RA Candidates	No Response	1%	4%	2%	Int'l	5%	4%	7%	BIPOC	26%	32%	33%	White	69%	61%	59%
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Actively role model supportive, responsive advocacy	Teach students and staff what successful advocacy looks like, including how to express desired changes and setting realistic outcomes	<ul style="list-style-type: none">Staff had one-on-one conversations with students when advocacy fit the nature of the conversation																				
Transparency	Review web, social media and marketing pieces for opportunities to share our commitment to DEI and its outcomes	<ul style="list-style-type: none">Link to CTA webpage prominent on Housing homepageLink to CTA webpage included in all major print publicationsLink to CTA webpage listed in the general housing staff email signatureDetails from this document will be posted on the main CTA webpage																				

Other notable items:

Appendix

Common Read/Video topic areas for professional staff.

The Hair Tales	The journey and tales of black women's hair and how it shows up in society. Based on the Docuseries <i>The Hair Tales</i> on Hulu
The End of Bias: A Beginning	Examining bias in all things. Author Jessica Nordell
Just Mercy	A look at the movie and the racial discrimination that went on. Based on a true story.
Crip Camp	A camp that was established to celebrate various handicaps and whose staff advocated for expansion to ADA.

Fall 2023 Student Perception Survey Data Summary

Survey Item	% of BIPOC-Identifying Respondents	Non-binary/Gender Diverse Respondents	All Respondents
Feel at home on their floor/apartment complex	77%	83%	83%
Know or recognize their neighbors	74%	75%	77%
Feel accepted by other students on their floor/apartment complex	69%	56%	72%
Feel their identities are supported by other students on their floor/apartment complex	71%	61%	74%
Feel their RA/RM promoted respect of others	75%	72%	78%
Feel safe living on campus	78%	77%	80%
Recommend living on campus to new students	94%	91%	94%

DEI Training Summary 2023-2023

LT/HD/GA Training

- Diversity Training – 2 hours; Melissa Holman, Director of Multicultural Affairs for Students

- Call to Action: Your vision for your building – 90 minutes; Leadership Team
- DEI Facilitation – 1 hour; Student Staff training committee
- Preventing Harassment and Discrimination in the Workplace and Diversity: Inclusion in the Modern Workplace modules

Student Staff Training (RA, RM, LCA)

- Preventing Harassment and Discrimination in the Workplace and Diversity: Inclusion in the Modern Workplace modules
- All that We Share – 2 hours; Mili Menon-Perez
- Diversity elements in Behind Closed Doors – JY to update
- Britton/Hadley staff - Additional LGBTQ+/Safe space training (home of Spectrum House LLC); Nate Nguyen, Director of LGBT Student Services
- Eldridge/Fox staff - Additional diversity training (home of Bronco Connect LLC); Melissa Holman, Director of Multicultural Affairs for Students
- Winter Training – Diversity Workshop (choose 1 each session)

1:40-2:20	<i>Diversity Workshop - Rotation 1 (pick 1)</i>		
	Sangren 1910	Activity – Privilege for Sale	Ja’Nae Jones, Gigi Ward
	Sangren 1720	Power of Inclusive Language	Corey DeLaurentis
	Sangren 1730	Navigating Conversations	Jen Thomas, Lucas Perkins, Kyla Kenar
	Sangren 1740	Activity – Beads of Privilege	Amanda Nagy, Tyler Maruschak
	Sangren 1750	Inclusive Programming	Courtney Perkins, Meg Gust
2:25-3:05	<i>Diversity Workshop - Rotation 2 (pick 1)</i>		
	Sangren 1910	Activity – Privilege for Sale	Ja’Nae Jones, Gigi Ward
	Sangren 1720	Power of Inclusive Language	Corey DeLaurentis
	Sangren 1730	Navigating Conversations	Jen Thomas, Lucas Perkins, Kyla Kenar
	Sangren 1740	Activity – Beads of Privilege	Amanda Nagy, Tyler Maruschak
	Sangren 1750	Inclusive Programming	Courtney Perkins, Meg Gust

Desk Training

- Preventing Harassment and Discrimination in the Workplace module
- Preventing Harassment and Discrimination in the Workplace and Diversity: Inclusion in the Modern Workplace modules

Office Manager Training

- Preventing Harassment and Discrimination in the Workplace module
- Preventing Harassment and Discrimination in the Workplace and Diversity: Inclusion in the Modern Workplace modules

Central Office Training

- Staff developments
- Preventing Harassment and Discrimination in the Workplace and Diversity: Inclusion in the Modern Workplace modules