The College of Health and Human Services Committee on Diversity and Inclusion (CDI) was formed in April 2009 to serve in an advisory capacity to former Dean Earlie Washington. The CDI was charged with developing, planning and implementing events and processes to bring to fruition the mission of the College with respect to diversity and inclusion. In July 2020, Dean Ron Cisler, in collaboration with the committee, created a Statement on Race and Antiracism with action steps to move CHHS and the broader community forward.

CDI Membership

The committee seeks member representatives from each college unit and from the CHHS student body. Committee members serve as liaisons to their respective units.

The current representatives are:

<table>
<thead>
<tr>
<th>Name</th>
<th>CHHS Unit</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dr. Elissa Allen</td>
<td>Bronson School of Nursing</td>
</tr>
<tr>
<td>Dr. Carrie Barrett</td>
<td>Physical Therapy</td>
</tr>
<tr>
<td>Dr. Jan Bedrosian</td>
<td>Department of Speech, Language and Hearing Sciences</td>
</tr>
<tr>
<td>Tanya Timmerman</td>
<td>Dean’s Office</td>
</tr>
<tr>
<td>Wan Chen</td>
<td></td>
</tr>
<tr>
<td>Brett Closson</td>
<td>CHHS Student Services</td>
</tr>
<tr>
<td>Cassie Watts</td>
<td></td>
</tr>
<tr>
<td>Dr. Elyse Connors</td>
<td>Department of Blindness and Low Vision Studies</td>
</tr>
<tr>
<td>Dr. Betty D. Dennis, Chair</td>
<td>School of Interdisciplinary Health Programs</td>
</tr>
<tr>
<td>Dr. Steve Eberth</td>
<td>Occupational Therapy</td>
</tr>
<tr>
<td>Jillian Fraze</td>
<td>Unified Clinics</td>
</tr>
<tr>
<td>Dr. Yvonne Jackson</td>
<td>Department of Physical Therapy</td>
</tr>
<tr>
<td>Joel Krauss</td>
<td>Dean’s Office</td>
</tr>
<tr>
<td>Ajenae McGill, Laura Tatalie</td>
<td>Undergraduate representative</td>
</tr>
<tr>
<td>Dr. Shannon McMorrow</td>
<td>School of Interdisciplinary Health Programs</td>
</tr>
<tr>
<td>Dr. Maria Roche-Dean</td>
<td>School of Nursing</td>
</tr>
<tr>
<td>Dr. Dee Sherwood</td>
<td>School of Social Work</td>
</tr>
<tr>
<td>Levi Soto, Rachael Koepke</td>
<td>Graduate Representative</td>
</tr>
<tr>
<td>John Stanford</td>
<td>CHHS Information Technology</td>
</tr>
<tr>
<td>Marian Tripplett</td>
<td>School of Social Work</td>
</tr>
<tr>
<td>Dr. Tiffany White</td>
<td>Dean’s Office</td>
</tr>
<tr>
<td>Jessica Wilson, Eric Comer</td>
<td>Department of Physician Assistant</td>
</tr>
</tbody>
</table>
ACCOMPLISHMENTS FOR 2019-2020

- Worked with Dean Ron Cisler and college council to co-author the College’s Statement on Race and Antiracism. Committee members reviewed with staff, faculty and students in each unit. (See appendix A for statement.)
- Held student panel to allow students to discuss their experiences and receive mental health resources after George Floyd murder.
- Planned and implemented **Week of Caring** for all students, staff and faculty of the college, which included:
  - Daily activities, treats and giveaways in CHHS building and at locations in Grand Rapids and Benton Harbor.
  - Chair massages for students, faculty and staff
  - Lectures on how kindness affects health
  - Guided meditation opportunities
  - A celebration that included KIND snack bars
  - Healthy snack options including fruit and a popcorn bar
  - Collected and displayed messages of thanks to, from and for CHHS staff, faculty and students.
- Co-sponsored of the *Standing Rock: Photographs of an Indigenous Movement* art installation commemorating Native American Heritage Month (Nov. 25, 2019).
- Participated in 2019 Teaching Inclusivity workshops through WMU Faculty Development.
- Worked with Dean Cisler to propose annual budget for committee, currently $3,400 annually.
- Received official standing invitation for the committee chair to attend monthly “college council” meetings of CHHS chairs, directors and dean's office representatives.
- Received the Rising Star in Diversity award. The nominator said, "this committee exemplifies what diversity and inclusion really means."
- Selected new student representative after former student representative graduated.
Developing ideas from concepts from the Nepo book *(More Together Than Alone)* over the next two years so that we, as a College, will celebrate diversity and inclusion.

Engaging the entire College community in this process.

Utilizing student leaders, build trust, operationalize learning and transform the thinking to serve students comprehensively and holistically.

Focusing on activities that strengthen resiliency and show care and compassion to support the 60% of our students suffer from depression and anxiety.

Planning and executing diversity and inclusion activities in the college, including:

- Week of Caring and a College Reads Program
In 2021, the College of Health and Human Services established the Office of Diversity, Equity, and Inclusion and Dr. Betty Dennis was appointed as the Director of that office. The office gained a Graduate Assistant in January 2021. The office works in close collaboration with the CHHS DEI committee to implement the goals of the CHHS Statement on Race and Antiracism (see appendix) and work toward a truly anti-oppressive community.

In the beginning of 2021, CHHS DEI committee has identified four areas of top priority for this year based on the Statement on Race and Antiracism.
1) Creating a college-wide Code of Ethics for this work.
2) Publishing demographic data for the college to be transparent about who is in our community and who we are missing.
3) Creating and implementing a comprehensive anti-bias training program for all CHHS students.
4) Supporting the formation of a student-led CHHS DEI committee to be in communication and collaboration with the faculty-led CHHS DEI committee.

We have established working groups for each of these action areas and are working together toward these goals.
APPENDIX A
Western Michigan University College of Health and Human Services
Statement on Race and Antiracism

The College of Health and Human Services (CHHS) recognizes systemic and institutional racism as a public health crisis, which we commit to actively address. We must assure that Black students, staff and faculty experience a welcoming and inclusive college, and that all our differences and unique contributions to learning are celebrated and encouraged. We must protect and support any student, staff or faculty member who is threatened, harassed, or adversely targeted based on their own identity. We must examine our curricula, programs and practices to identify and dismantle institutional and systemic racism contained within; and commit to strengthening student, staff and faculty professional development with principles of antiracism, social justice and unity. We do this because, at its core, the college prepares our students to help people, all people, in a way that acknowledges and celebrates differences in race, ethnicity, and national and regional origins; sex, gender identity and sexual orientation; socioeconomic status, age, physical attributes and abilities; and religious, political, cultural, and intellectual ideologies and practices (wmich.edu/diversity).

This is who we are:
- We are health and education professionals, preparing the next generation of health and human service professionals
- We are students aspiring to master the skills and attitudes necessary to be effective health care and human service professionals, growing as individuals in our families, groups and communities
- We are practitioners who care deeply about our professions and the communities we serve

These are our values:
- Academic excellence and professionalism
- Accountability, personal and professional
- Accessibility, Diversity, Equity, Inclusion and Unity

As individuals accountable to one another in classrooms, clinics, labs and in the community, we strive to be responsive to the wants and needs of all our students. We are imperfect. We have failed in the past; but we desire to be better and we are committed to working to be better. We are committed to working on issues related to racism; committed to making changes in the college toward embracing antiracism and eliminating institutional racism; committed to embracing intersectional diversity in our college to mirror the diversity in the communities in which we live and serve. We are committed to moving beyond discussion and committed to action.
And therefore, we will do the following in 2020-23:

- We will challenge the professions we serve and our accrediting bodies to engage in antiracism, and we will work with all of our programs and accrediting bodies to reduce the weight of standardized tests (ACT, SAT, GRE, etc.), which are biased against Black students and students of color, in a move toward holistic admissions processes for the college.
- We will increase support of our Committee on Diversity and Inclusion, encouraging student representative roles on the committee, and creating a leadership role for diversity, inclusion and equity in our college.
- We will require anti-bias training for all CHHS students and establish mechanisms for any individual to alert college leadership to instances of racism in our academic units or college, and we promise accountability in those instances.
- We will develop a code of ethics for the college and our academic units to guide our work.
- We will publish data on racial demographics and pass rates (delineated by race) on department and college websites.
- We will recruit, hire, promote and retain a diverse faculty and staff, requiring anti-bias training for individuals on hiring, promotion and tenure committees.
- We will work with interested parties to establish, support and empower alumni and student groups to focus on the interests and needs of historically marginalized communities.
- We will establish annual processes for the college to reaffirm these commitments, to measure their effectiveness, assess climate and culture, uncover next steps and implement further change to end racism in our college.

Each of these things we will do, to dismantle racism in our systemic and institutional structures. This work is critical, the time is now, and each of us has an important role to play.