The CHHS Office of Diversity, Equity and Inclusion provides leadership to CHHS in carrying out its mission to educate and create a sense of belonging for its diverse community. The director works collaboratively with faculty, staff, and students who represent each college unit. Committee members serve as liaisons to their respective units.

The current representatives are:
2021-22 Accomplishments

Anti-bias Education
Members: Dr. Betty Dennis, Rachael Koeson, Maria Roche Dean, Tanya Timmerman

In 2021-22 the anti-bias sub-committee hosted the following events:
- August 10 (19 attendees), August 18 (21 attendees) - “Sum of our parts”
- December 1 - Ableism 101 (online) 26 attendees
- January 20 – Identity, Power and Privilege (online) 32 attendees
- February 24 – Panel on LGBTQIA2S+ experiences in healthcare (online) 109 attendees
- March 24 - Burian Lecture with Dr. Deirdre Cooper Owens, author of Medical Bondage (in-person and online)
- March 25 - DEI Conference- Moving Toward Health Equity (in-person and online) 40 registered for in person and 52 registered for online.
- Finalized the Common Language document with the WMU D&I office

Code of Ethics
Members: Dr. Betty Dennis, Dr. Steve Eberth, Nathan Wollensack

After creating a comprehensive spreadsheet that included all the codes of ethics of professions represented in CHHS, we began the writing process of developing our core values during the fall of 2021. Once core values were established, we progressed to work on principles that were a culmination of the various values, which we completed spring 2022.
Data
Members: Eric Comer, Dr. Betty Dennis, Joel Krauss, Dr. Shannon McMorrow, Dr. Andrea Perez, Dr. Pamela Wadsworth, Dr. Anna Yelick

Published data on the CHHS website on:
- Ethnic / Racial breakdown of students
- Gender breakdown of students
- Admission by race/ethnicity
- Applications by race/ethnicity
- Graduate students by gender
- Faculty by race/ethnicity
- Staff by race/ethnicity

Conference Planning
Members: Wan Chen, Dr. Elyse Connors, Dr. Betty Dennis, Rachael Koeson
Planned and executed the 2022 DEI Conference, Moving Toward Health Equity. Posted video recordings on the CHHS website. The schedule was as follows:

- Smudge ceremony and Land Acknowledgement - Paul Syrette
- Keynote session with Dr. Deirdre Cooper-Owens
- Student Perspectives on DEI issues in CHHS
- Interprofessional Education Presentation - panelists included Cradle Kalamazoo, InterCare, WMED Street Medicine and Doris Ravortas
- Breakout session - So What, Now What - CHHS Dean Ron Cisler
Budget
Members: Wan Chen, Joshua Enos, Dr. Betty Dennis

- Created DEI special projects funding policy and submitted it to the full DEI committee for approval. Consulted and suggested alternatives for the DEI Conference budget.
- Clarified the annual disbursement of DEI committee funds and available usage.

Student DEI Committee
Members: T’Laina Donaldson, Megan Gailliard, Denzel Henderson, Rachael Koeson, Simba Machamire, Molly Perski, Victoria Simmons

In the 2021-22 academic year, the CHHS Student DEI committee was formed. With the support of the DEI office and committee, we recruited six students to be part of the committee with the participation of the GA for the DEI office, Rachael Koeson. Faculty on the DEI committee helped recruit students to participate.

Although the initial idea was for the students to be part of the Student Leadership Council through the dean’s office, the group is currently housed within the DEI office.

The primary efforts of this year were identifying members, defining goals and orientation, getting to know one another and making some plans for projects. Those projects include revising the course evaluation template to include questions related to DEI objectives; working with the DEI office to plan and promote the new inclusive student engagement center; and exploring ways to do more outreach and offer more support to the student population.

Students participated in two book discussion evenings on the book Medical Bondage, and presented a panel discussion about student experiences at the biannual DEI conference.
Community Outreach

Members: Dr. Carrie Barrett, Dr. Betty Dennis, Dr. Angela Groves, Dawn Smith

We lost grant funding necessary to initiate a community outreach project in local schools. (The person organizing the initiative, supported by the grant, is no longer in this position). The original chair of the outreach subcommittee also took a position outside of WMU. We have discussed what community outreach means, ways to partner with other WMU groups involved in school outreach, and other possible directions.

Some subcommittee members asked about providing health services to the community, which required a conversation with Dean Cisler. Due to DEI committee goals and vision, we decided not to start a free service initiative through CHHS DEI-Community Outreach. The committee worked to define “community” which helped to focus on feasible action items.

2022-23 and beyond

During our strategic planning session in April, we created goals for the future.

Anti-bias Training

- Monthly events that focus on aspects of working with diverse populations, self-reflection and education about making positive change
- Collaborate with other departments and units to offer these workshops
- Support faculty's ongoing learning by CHHS communication presenting our common language definitions at faculty meetings
- Series exploring how to have difficult conversations for students and faculty - to train them in facilitating these conversations
- Real-life scenarios interactive experience for all of CHHS in spring 2023
- Opportunities for students with privileged identities to learn more about those identities (primarily white) and how to cope with defensive responses.
- Host a panel of student research (including student DEI representative, Megan Gailliard)

Community Outreach

- Engage alumni and students in poverty simulation
- Meet with student DEI committee twice per year (or quarterly) to promote initiatives and collaboration
- Involve students with departmental showcase
Data
- Update currently available data
- Obtain graduation and retention data
- Refine student survey for fall
- Add data/DEI info to unit sites
- Community data for comparison

Code of Ethics
- Review CHHS Mission & Vision to validate what we developed
- Add Continuous Quality Improvement
- Ready for the DEI committee to review the Code of Ethics

Conference Planning
- Next DEI conference in 2024

DEI Student Committee
- Collaborate on creating an affirming and inclusive physical space for the DEI office
- Co-create a new template for course evaluations that includes questions on DEI issues in each course; bringing this to faculty senate for approval
- Collaborate with other sub-committees to plan events
- Recruit more student participation
- Spread the news about the DEI CHHS website and anonymous feedback form

General
- Create monthly CHHS DEI newsletter
- Establish a streamlined process for sharing event information across all departments in CHHS
- DEI office moving to Student Engagement Center in July 2022
- DEI suggestion box on DEI website available for suggestions or concerns
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.
  - This is happening through individual CHHS Departments.
- 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.
  - CHHS DEI Office established in January 2021, see pages 3-6.
- 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.
  - See pages 3 & 7
- We will develop a code of ethics for the college and our academic units to guide our work.
  - See page 3
- We will publish data on racial demographics and pass rates (delineated by race) on department and college websites.
  - See page 4
- We will recruit, hire, promote and retain a diverse faculty and staff, requiring anti-bias training for individuals on hiring, promotion and tenure committees.
  - Ongoing
- 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.
  - Ongoing
- 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.
  - Ongoing

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.