



**WESTERN MICHIGAN UNIVERSITY**  
College of Health  
and Human Services

# Office of Diversity, Equity and Inclusion 2024 Impact Report

The College of Health and Human Services seeks to be a community of learners that embraces, respects, and advocates for human diversity, inclusion, and social justice in its education, research, and service program. We invite all students, faculty, and staff to actively work together to become a more diverse, inclusive, and just community.

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.

## Committee Members



**Dr. Carrie Barrett,**  
Physical Therapy



**Wan Chen,**  
Finance



**Elyse Conners,**  
Blind & Low  
vision



**Jill Frazee/  
Dr. Andrea Perez,**  
Disability Services



**Eric Comer,**  
Physician Assistant



**Dr. Betty Dennis,**  
Director DEI Office



**John Enos,**  
Information  
Tech



**Dr. Angela Groves,**  
Nursing



**Dr. Janet Hahn,**  
Interdisciplinary  
Health



**Charles Hanks,**  
Graduate Assistant



**Joel Krauss,**  
Marketing



**Dr. Azalia Gonzalez,**  
Occupational  
Therapy



**Dawn Smith,**  
Nursing



**Tanya Timmerman,**  
Speech, Language,  
& Hearing Services



**Dr. Pamela  
Wadsworth,**  
Nursing



**Dr. Anna Yelick,**  
Social Work



**WESTERN MICHIGAN UNIVERSITY**

College of Health and Human Services

Office of Diversity, Equity  
and Inclusion



Anti-bias education

Budget

Community Outreach

### DEI Sub-Committees

Data

DEI Conference

Student DEI



## 2023-24 Accomplishments

### Anti-Bias Education

#### 2023-24 Lunch & Learn Series:

**September** – The Importance of DEI in the Classroom

**October** – Ableism and its Influences in Health Care Settings

**November** – Implicit Bias in Healthcare Experiences for LGBTQ+ Folx

**January** – Xenophobia

**February** – Trauma and its Impact on Health

**April** – Health Literacy

#### Planned 2024-25 Lunch & Learn Series:

**September** – Ale Quiroga, Corewell Health

**October** – Dr. James Leja – People with visual impairments

**November** – Dr. Janet Hahn - Ageism

**January** – LaShawnda Bates – Black people who are facing a cancer diagnosis

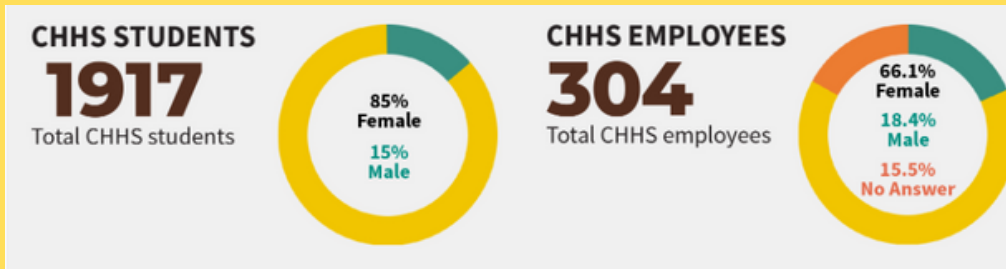
**February** – Honoring Personal Choices: Techniques to Understand and Document Health

Tanya Timmerman, Dr. Janet Hahn, Dr. Betty Dennis



Approximately 300 students, faculty, and staff served throughout the year.

# Data



## CHHS Degrees Conferred by Race/Ethnicity

	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23
Native Hawaiian	1	1		1			1	1
American Indian	2	4	4	5	4	3	1	2
International	3	3	9	5	7	5	7	5
No Response	4	3	7	6	1	6	8	9
Asian	16	15	13	14	15	20	23	21
Two or More Races	26	33	23	21	19	19	17	15
Hispanic	43	38	31	33	34	41	50	55
African American	61	55	83	66	63	84	61	46
White	632	690	679	637	599	626	564	481
Grand Total	788	842	849	788	742	804	732	635

The data subcommittee released the student climate survey for the college. The survey modified a similar climate survey recently used by the School of Social Work to make the questions appropriate for the broader CHHS student audience. The survey was launched in late March and ended April 26. The DEI committee will use data from the survey to formulate recommendations for the new dean and to help plan future events and activities for the college.

**Members:** Eric Comer, Dr. Betty Dennis, Joel Krauss, Dr. Pamela Wadsworth, Dr. Anna Yelick

## 2024 Student Experiences Survey

CHHS Students - We need your help.

Please take the [CHHS Student Experience Survey](#) to help us better understand your experiences related to diversity, equity and inclusion within the college. Take the survey to be entered into **a drawing for gift cards!**

**Take the survey TODAY.** We have extended the survey to be open until **Friday, April 26!**

**Take the survey**

Your input is very important

**SURVEY**



# Community Outreach

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

Excellence in Diversity Awards

Dr. Pamela Wadsworth - Nursing  
CHHS Information Technology Department

Departmental Spotlights

Dr. Groves - Nursing  
Dr. Gonzalez - Occupational Therapy  
Chloe Catalo - Student, Physical Therapy

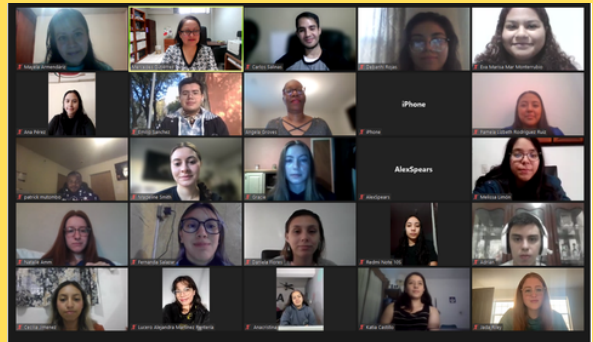
Bronco period products to CHHS.  
Was established campus wide with  
help of DEI committee.

Are you doing something like this?

Let us know at [wmich.edu/hhs/contact-cdi](https://wmich.edu/hhs/contact-cdi).



Distinction Award



Departmental Spotlights

# The Burian Lecture and Diversity, Equity, and Inclusion Conference



**Dr. James Jackson**  
Author of *Clearing the Fog: From Surviving to Thriving with Long COVID*



**Dr. Yvonne Jackson**  
WMU Physical Therapy

Family Health Center

Integrated Services of  
Kalamazoo

WMED Street Medicine

**Theme:**  
**“Advancing Health Equity”**



# Student DEI

Members: Charles Hanks, Alayna Sutherland



Passion  
Volunteer  
Impact Policy



Student Engagement  
Burian lecture  
Lunch & Learn  
Student Survey

Advocacy

## Budget

Good Financial Stewards

**CHHS OFFICE OF DIVERSITY, EQUITY AND INCLUSION**  
**W LUNCH & LEARN**

Join us in the CHHS student engagement center on the third "Wednesday" of each month for these engaging conversations. Free lunch is provided by the CHHS Office of Diversity, Equity and Inclusion.

<b>SEPT 20</b>	<b>DR. STACI PERRYMAN-CLARK</b> THE IMPORTANCE OF DEI IN THE CLASSROOM
<b>* OCT 25</b>	<b>DR. HOPE GERLACH-HOUCK</b> ABLEISM AND ITS INFLUENCE IN HEALTH CARE SETTINGS
<b>NOV 15</b>	<b>DR. MELINDA MCCORMICK</b> IMPLICIT BIAS IN HEALTHCARE EXPERIENCES FOR LGBTQ+ FOLX

**WHEN?** 11 A.M. TO NOON  
**WHERE?** CHHS STUDENT ENGAGEMENT CENTER - IN THE ATRIUM

\* Fourth Wednesday in October [wmich.edu/hhs/diversity](http://wmich.edu/hhs/diversity)

**MICHIGAN CENTER for RURAL HEALTH**

**Opportunities in Rural Michigan**

Paige Recker  
Access to Care Manager  
Michigan Center for Rural Health

**WESTERN MICHIGAN UNIVERSITY**  
College of Health and Human Services  
Office of Diversity, Equity and Inclusion  
PRESENTS

**SPRING 2024**  
**Lunch & Learn**

<b>JAN 17</b>	<b>XENOPHOBIA</b> DR. PAMELA WADSWORTH BRONSON SCHOOL OF NURSING	11 A.M. TO NOON
<b>FEB 21</b>	<b>TRAUMA AND ITS IMPACT ON HEALTH</b> NORMAN BROOK CHS ALLIUM	11 A.M. TO NOON
<b>APR 17</b>	<b>HEALTH LITERACY</b> DR. DORIS BAVOTAS PROFESSOR, GENETICS	11 A.M. TO NOON

JOIN US IN THE CHHS STUDENT ENGAGEMENT CENTER FOR LUNCH AND CONVERSATION

FREE LUNCH IS PROVIDED BY THE CHHS OFFICE OF DIVERSITY, EQUITY AND INCLUSION

[wmich.edu/hhs/diversity](http://wmich.edu/hhs/diversity)

# Future Plans

Lunch and Learn Series

Anti-Bias Training



2024-2025

Community Engagement

Student Engagement

Student Climate Survey

Excellence and Diversity Award

Grants on Belonging

Identify more classes that meet LARA requirements  
HSV 4400

Essential Needs at Regional Locations

WESTERN MICHIGAN UNIVERSITY  
College of Health and Human Services  
Office of Diversity, Equity and Inclusion

FALL 2024

## Lunch & Learn

Location: CHHS student engagement center  
Time: 11am - Noon  
Free lunch is provided by the CHHS Office of Diversity, Equity, and Inclusion.

<b>SEPT</b> <b>18</b> WHY DEI IS IMPORTANT IN HEALTH CARE Lita Quinga, President, Corewell Health	<b>OCT</b> <b>16</b> VISUALLY IMPAIRED Dr. Jim Leja, Faculty Emeritus, Blindness and Low Vision Studies
<b>NOV</b> <b>20</b> ADJUST Dr. Janet Hahn, School of Interdisciplinary Health Programs	

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