

OIDEI NEWSLETTER

Office for Institutional Diversity, Equity, and Inclusion

**“Unity has never meant
uniformity.”**

- Dr. Martin Luther King Jr.



IN THIS ISSUE...

In this issue, we talk about:

- Upcoming Events & Opportunities
- Our Staff & Programs
- The Campus Climate Resource Team
- Program Highlights
- The MI-ACE Women’s Network at CMU
- The Black and Latine Alumni Chapters

OIDEI UPCOMING EVENTS

November 2024:

Native American History Month Soup and Substance

Date/Day: Mon, 11/4/2024
Time: 12:00pm – 1:00 pm

Election Reflection

Date/Day: Wed, 11/6/2024 - Thurs, 11/7/2024
Time: 11:00am – 2pm, 6:00pm – 8:00pm
(both days)
Venue: Bovee UC Rotunda

MI-ACE Annual Women of Color Luncheon

Date/Day: Fri, 11/8/2024
Time: 11:30am – 1:30pm
Venue: Morris Lawrence Building, Washtenaw Community College

Warm Clothing Drive

Date/Day: Tues, 10/22/2024 - Fri, 11/8/24
(Drop off points are listed around campus)

December 2025:

KCP/Future Faculty Fellows Fall Colloquy

Date/Day: Fri, 12/6/2024
Time: 10:00am – 3:00pm
Venue: French Auditorium

January 2025:

Dialogic Communication For Great Leadership & Educational Practices

Cohort 1: Jan 24, Feb 21, Mar 21, Apr 11
9:00am – 12:00pm
Cohort 2: Jan 24, Feb 21, Mar 21, Apr 11
1:00pm – 4:00pm

February 2025:

10th Annual A.U. Klymyshyn Symposium on Inclusive Excellence, Equity, and Social Justice

Date/Day: Wed, 2/12/2025 - Fri, 2/14/2025
Time: All Day
Venue: Biosciences Building

March 2025:

International Women’s Day MI-ACE Luncheon

Date/Day: Fri, 3/7/2025
Time: 11:30am – 1:00pm
Venue: Bovee UC Rotunda

April 2025:

Annual Diversity Gala

Date/Day: Fri, 4/4/2025
Time: 7:00pm
Venue: Location TBD

Sisters of the Academy 2025 Writing Retreat

Date/Day: Tues, 4/29/2025 - Fri, 5/2/2025
Time: 7:00pm
Venue: Denver, CO

May 2025 :

CMU MI-ACE Annual Women’s Retreat

Date/Day: Thu, 5/15/2025 - Fri, 5/16/2025
Time: All day
Venue: Grawn Hall

June 2025:

MI-ACE Annual Conference “Empowered: Break Barriers and Influence Change”

Date/Day: Mon, 6/16/2025 - Tues, 6/17/2025
Time: All Day
Venue: Kellogg Center, 219 South Harrison Road, East Lansing, MI, 48824

Juneteenth Celebration

More information coming soon

WHO WE ARE & WHAT WE DO

The Office for Institutional Diversity, Equity, and Inclusion (OIDEI) is the driving force behind CMU's commitment to creating a culture of belonging. The work of our division emerges in the expansion of institutional policy, procedure, and practice as it relates to diversity, equity, inclusion, and social justice. We aim to advance Central Michigan University as a pluralistic educational community that fosters growth and transformation in action and thought.



Shawna Patterson-Stephens

Vice President for Inclusive Excellence Belonging



Nikita Murry

Director of Diversity Education



Danny McQuarters Jr.

Assistant Director of Diversity Education



Shymaine Desmond

Executive Office Specialist

At the Office for Institutional Diversity, Equity, and Inclusion, we are committed to fostering an inclusive campus environment. We host a variety of impactful events aimed at promoting dialogue and advancing equity. Signature programs include:

Conversations that Matter:

Community members, faculty, staff, and students join around a provided dinner and loosely facilitated conversation often of controversial topics. Previous topics include "Policing and Politics in 2024" and "Who Really Gets Affirmed in Affirmative Action."

Soup & Substance:

Community members, faculty, and staff join around a provided meal of soup and rolls, and loosely facilitated conversation. Previous topics include "At the Intersection of History, Diaspora, and Civil Rights."

The A.U. Klymyshyn Symposium on Inclusive Excellence, Equity, and Social Justice:

Our flagship event, formerly known as the Diversity Symposium, is a chance to celebrate and make better known the research efforts conducted nationally that are centered around equity, inclusion, belonging, and social justice. It is a chance for members of the campus and the broader community to learn about how CMU faculty, staff, and students are dedicated and involved in research and activism for diverse populations.

Diversity Gala:

The Annual Diversity Gala marks a celebratory close to the academic year at CMU. It brings together individuals from across the university and region to recognize achievements in promoting inclusion, equity, and belonging. A highlight of the evening is the presentation of the Dr. Diane E. Newby Award for Inclusive Excellence in Education, which recognizes a nominated faculty member whose work reflects CMU's diversity principles. This prestigious award is named after the late Dr. Diane E. Newby, professor emeritus in Teacher Education.

PROGRAM HIGHLIGHTS



The 9th Annual Diversity Symposium took place on April 24 – 25, 2024. It featured an opening fireside chat with former CMU President Bob Davies on the state of equity, inclusion, justice, and belonging in higher education, keynote luncheon speaker Holiday Simmons, MSW, a Vice-Presidential Signature Session, and research-based presentation tracks.

DIVERSITY SYMPOSIUM

One of our key initiatives is the Faculty Search Committee and Diversity Advocate Workshop. In collaboration with Faculty Personnel Services, we invite faculty to participate in this workshop aimed at preparing them to serve on search committees with a focus on promoting diversity, equity, and inclusion. While open to all faculty, the workshop is particularly targeted at Department Chairs and those interested in serving as a diversity advocate during the search process.

FACULTY WORKSHOP



On September 8, 2024, we hosted an RSO Leadership Summit for student leaders, featuring an Alumni Panel, sessions on collaboration and organization, and networking opportunities.

RSO LEADERSHIP SUMMIT

INTRODUCING...

Michigan American Council on Education (MI-ACE) Women's Network at CMU

Overview

The Michigan American Council on Education (MI-ACE) Women's Network is a professional organization dedicated to advancing and supporting women in higher education throughout Michigan. The network works in collaboration with the national ACE Office of Inclusive Excellence to identify, develop, encourage, advance, link, and support (IDEALS) women in higher education careers.

Founded in 1978, MI-ACE serves as a vital platform for women to enhance their leadership skills, engage in professional development, and access essential resources. The network aims to alleviate barriers such as financial limitations, offering scholarships to assist women in attending the annual MI-ACE conference, where they can connect with other women leaders and expand their professional networks.

Advisory Team's Contributions

The CMU chapter of MI-ACE is supported by an Advisory Board consisting of key individuals across various campus units. These women, through their leadership and roles as institutional representatives, actively promote the values of MI-ACE:



Misty Bennett

Co-Chair and Associate Dean of the College of Business, helps foster professional growth opportunities within the business field for women in higher education.



Shawna Patterson-Stephens

Co-Chair and Vice President for Inclusive Excellence and Belonging, works to create an inclusive environment at CMU, ensuring equitable opportunities for women across the university.

Other advisory members,

including institutional representatives from different departments, contribute by promoting equity initiatives, organizing public events, and offering mentorship to aspiring women leaders.

Through their efforts, the Advisory Board ensures that CMU remains aligned with MI-ACE's mission to empower women to advance in their higher education careers while fostering a culture of inclusivity and professional growth.

Faculty and Staff of Color Alliance

An Advancing Community Fighting Inequity

The Faculty and Staff of Color Alliance (FSCA) primarily functions as a mechanism for defining, representing, and advancing the interests of Faculty and Staff of Color at CMU and the surrounding community. In addition, the FSCA shall address issues of inequity involving faculty, staff, and students.

The FSCA shall advocate for the interests of Faculty and Staff of Color at CMU and the surrounding community. In addition, the FSCA shall address issues of inequity involving faculty, staff, and students.

Assess and appraise the University's performance related to DEI initiatives.

Effectively lobby for programs and policies beneficial to its constituency.

Identify and promote the skills, interests, and accomplishments of the FSCA within the University and to focus on membership activities supportive of career advancement and educational, cultural, career, and social activities.

Develop a highly engaged membership and constituency.

Sponsor and support initiatives /activities to enhance all aspects of Faculty and Staff of Color's life on campus. Encourage and facilitate participation in established workshops/conferences and other activities offered by the University and by regional and national professional organizations.

Support and publicize the overall inclusion, equity, and belonging at Central Michigan University.

Current Executive Committee Members

Sethu Reddy, Chair

Daniel Segura, Vice Chair

Donnesha Blake, Secretary



Central Michigan University Latine Alumni Chapter

Supporting Latine Alumni and Students

The CMU Latine Alumni Chapter is committed to fostering a strong sense of community among Latine alumni and ensuring that initiatives supporting Latine students continue to grow and stand the test of time. As a member of the chapter, you will join efforts to create a brighter future for every generation of Latine alumni. Together, we build a legacy of support and success for all.

“Si se puede solo, pero juntos nunca paremos de luchar por mucho más!”
(“Yes, you can do it alone, but together, we will never stop fighting for much more!”)

Get Involved

Interested in joining the CMU Latine Alumni Chapter? Fill out the interest form below, and a chapter member will contact you with more information on how to engage with this growing community. Fire Up Chips!

[CMU Latine Alumni Chapter Interest Form](#)



Central Michigan University Black Alumni Chapter

Empowering the Black Community

The CMU Black Alumni Chapter is dedicated to supporting and uplifting Black students, faculty, staff, and alumni. Through mentorship, networking, professional development, and community engagement, the chapter provides opportunities for connection and leadership growth. Together, we are committed to fostering Black excellence and ensuring an inclusive future at CMU.

Get Involved

Interested in contributing to the CMU Black Alumni Chapter? Fill out the interest form below, and a chapter member will reach out to you with details on how to participate in our initiatives. Fire Up Chips!

[CMU Black Alumni Chapter Interest Form](#)



Campus Climate Resource Team

The Campus Climate Resource Team (CCRT) provides recommendations on a range of issues related to campus climate and/or issues related to bias affecting students, faculty, and staff at Central University, and identifies and specifies any tasks or action appropriate to implementing recommendations that will further advance CMU's efforts to enhance its diverse campus community that is inclusive of backgrounds, religions, cultures, opinions, and perspectives. The actions and tasks recommended by the Campus Climate Resource Team should be in alignment with CMU's vision, mission, and institutional core values.

The objective of the Campus Climate Resource Team is to provide specific recommendations for action steps and implementation related to campus climate training, education, support services, prevention programming, and resources at Central Michigan University. In addition, the Campus Climate Resource Team may assist in the implementation of the campus climate survey and evaluate the data relative to training, education, support services, prevention programming, and resources in determining the university's needs.

The CCRT is comprised of representation from the following units:

- Office for Institutional Diversity, Equity, and Inclusion (chair)
- Office of Civil Rights and Institutional Equity
- CMU Police (Chief or designee)
- SID/MASS (Executive Director)
- Residence Life (representative)
- Student Conduct
- University Ombuds Office
- University Communications (representative)
- Faculty Personnel Services (representative)
- Human Resources (representative)
- OIDEI fellow
- Faculty representative

Members:

Alejandro Gradilla
 Andrew Blom
 Cheryl Gonzalez
 Deborah Dodge
 Dennis Armistead
 Eltaro Hooper
 Erica Johnson
 Jessica Courtright
 Kevin Essebaggers
 Lori Hella
 Mary Martinez
 Michael Sienkiewicz
 Shawna Patterson-Stephens
 Stan Shingles
 Thomas Idema Jr.



University Diversity, Equity, and Inclusion Council

The mission of the University Diversity Equity, and Inclusion Council (UDEIC) is to pursue policies and strategies that achieve equity and inclusion across social differences in power in order to have Central Michigan University realize the creative synergies and intellectual insights and excellence that come from fully engaging the power of differences.

UDEIC was formed of designated representatives from each academic college and vice-presidential unit, SGA and P&A assemblies, to gain consistency and participation across the institution, help promote and select grant and prize recipients, help design and implement local unit initiatives and reporting, disseminate and act on diversity data, build participation in DEI activities, keep units informed and share unit issues and needs.



Members:

Amanda Scherr
Anja Mueller
Aparna Lhila
Blaine Long
Bradley Swanson
Cameron Wassman
Christi Brookes
Crina Tarasi
Danny McQuarters Jr.
Dave Patton
Dennis Armistead
Donnesha Blake
jared halter
Jonathan Webb
Jonathon Russell
Jon Humiston
Kevin Essebaggers
Larry Klaus
Ling Zhang
Lori Hella
Mackenzie Miller
Matt Johnson
Megan Goodwin
Michael Guy
Nikita Murry
Rhonda Welsh
Sarah Katcher
Sarah Moslener
Shawna Patterson-Stephens
Shellie Haut
Thad Dickinson
Tracy Galarowicz

UPCOMING OPPORTUNITIES

Native American Heritage Month

November is Native American Heritage Month, or as it is commonly referred to, American Indian and Alaska Native Heritage Month.

The month is a time to celebrate rich and diverse cultures, traditions and histories and to acknowledge the important contributions of Indigenous people. Heritage month also is an opportune time to educate the general public about tribes, to raise awareness about the unique challenges Indigenous people have faced both historically and in the present, and the ways in which tribal citizens have worked to conquer these challenges.

MDEC Training

Multicultural and Diversity Education Council Training, Hearing Diverse Voices: Students of Color
Wednesday, November 20, 2024, 12:00-1:30pm, Hybrid/Hyflex

Location: Park Library 413 and WebEx

Intended Audience: CMU Faculty

Facilitated by: Matt Johnson

Join us for this special session, as we celebrate the 20th MDEC Panel discussion.

Faculty and administrators are encouraged to attend this fishbowl session, which revisits our first panel featuring the voices of CMU students who are of color. Student panelists will share their stories, and faculty and administrators will reflect on and share their current classroom practices to better meet students' needs.

Note: This session will be offered in a HyFlex format, which will allow registrants to attend either Face to Face in Park 413 or via WebEx using [this link](#).

ADVANCE Grant Training: Boundaries and Balance

Friday, November 15, 2024, 1:00-2:30pm, Bovee University Center

Ever struggle balancing the needs of home with the endless to-dos at work? Join the CMU ADVANCE Program for the next workshop in our Engage and Elevate series as we explore the importance of boundaries for professional balance with Dr. Rachel McLaren from Iowa State University. Dr. McLaren, an expert on wellness and communication, will lead us through a conversation discussing how boundaries shape our ability to maintain work-life balance as well as the dangers the lie when boundaries aren't in place. Additionally, she'll identify specific communication techniques that will assist in establishing healthy boundaries.

RSVPs are appreciated but not required.

The Engage and Elevate series looks to unite professional development and community building, by exploring important work-life topics with expert presenters from around the country. In particular, we'll focus on topics and issues which more frequently impact women and folks with other marginalized identities. Each workshop is a stand-alone session.

This workshop is sponsored by CMU's NSF ADVANCE project.

Link to the event is located [here](#).



Native American Heritage Month Soup & Substance

with **Melissa Isaac, Gizhwaasod: Protector of the Young**

November 4, 2024 | 12 -1 PM| Bovee UC Terrace Rooms

The Michigan Department of Education through the Indigenous Education Initiative works with tribal nations throughout the state to develop and maintain an authentic and meaningful consultative relationship. The focus of the initiative is to build a cohesive and sustainable approach for collaboration between tribes, the state, and local entities to address educational issues and shared priorities on behalf of indigenous learners and communities in Michigan



Scan the QR code to RSVP

◆————◆
Feel free to bring personal care items to donate to the CMU food pantry!



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& INCLUSION**
CENTRAL MICHIGAN
UNIVERSITY



OFFICE OF
**INDIGENOUS
AFFAIRS**
CENTRAL MICHIGAN
UNIVERSITY

NOT OPEN TO THE PUBLIC



ELECTION REFLECTION & UNANSWERED QUESTIONS



November 6 -7 | 11 -2 PM and 6 - 8 PM both days
Bovee UC Rotunda

These sessions will provide a safe and respectful space for individuals to gather, discuss election results, and reflect. Experienced facilitators will help guide small group conversations



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& INCLUSION**
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The Meijer Visiting Writers Series Presents:
A Reading by Nandi Comer, Michigan Poet Laureate



Wednesday, November 7th, 2024

7:00pm: Reading in Opperman Auditorium

8:00pm: Booksigning in Clarke Historical Library

Nandi Comer is the Poet Laureate of Michigan. She is the author of [American Family: A Syndrome](#) (Finishing Line Press) and [Tapping Out](#) (Triquarterly), which was awarded the 2020 Society of Midland Authors Award and the 2020 Julie Suk Award. She is a Cave Canem Fellow, a Callaloo Fellow, and a 2019 Kresge Arts in Detroit Fellow. She is the Co-Director of Detroit Lit.

This free event is co-sponsored by Clarke Historical Library and the University Diversity, Equity and Inclusion Council. All are welcome.



**United in
 First-Generation
 Success**

**Student, Faculty, & Staff Summit and
 Celebration**

Keynote Speaker: Darryll Stinson

Author of "Who Am I After Sports" and "The System of Self CARE"

Friday, November 8, 2024

10am – 1:30pm

**Grawn Atrium, College of Business
 Administration Building**

RSVP HERE



@mass_cmu
 @MASS_CMU
 @CMUMASS



Event Schedule

9:30am - Check In & Registration, Coffee

10:00am - Opening Remarks

10:15am - Breakout Sessions

11:00am - First Gen Group Activity

12:00pm - Keynote Speaker, Darryll Stinson
 "First Gen Rising to Greatness"

1:05pm - Video Essay Contest Winners

1:15pm - Closing Remarks

Lunch Provided!

WOMEN OF COLOR COLLABORATIVE LUNCHEON



"Progressing Towards Collective Prosperity"

November 8, 2024 | 11:30 a.m. - 1:30 p.m.

Morris Lawrence Building | Washtenaw Community College

Tickets: \$70 | Registration Deadline: October 18, 2024

Keynote Speaker: Kim Trent, Deputy Director of Prosperity

Michigan Department of Labor and Economic Opportunity





Warm Clothing Drive

Oct. 22 - Nov. 8



Please donate gently worn winter apparel to benefit those in need in the CMU community

Drop Off Points:

- AN 106 (DEAN'S OFFICE) ET 200
- WARRINER 319 OR 306
- SAI UC 107
- GRAWN 250 (DEAN'S OFFICE)
- CMED- STUDENT AFFAIRS OFFICE



We are accepting clean and gently used (or new):

- coats
- hats
- scarves
- gloves
- socks
- heavy jeans or pants
- sweaters
- or similar clothing



Distribution will be in Bovee Center Nov. 15

Contact: fscalliance@cmich.edu with any questions

Engage & Elevate

Speaker Series



BOUNDARIES & BALANCE

November 15

1:00 - 2:30pm

UC Mackinaw Room

Do you ever struggle to balance the needs at home with the endless to-dos at work? Join the CMU ADVANCE Program as we explore the importance of boundaries with Dr. Rachel McLaren from Iowa State University. Dr. McLaren will lead us through a workshop centering on how boundaries shape our ability to maintain work-life balance as well as the possible threats when boundaries aren't in place.



REGISTER AT
CISEVENTS.CMICH.EDU

“MISSION POSSIBLE”
A DR. MARTIN L.KING, JR.
SHOWCASE

CALLING ALL TALENTED PEOPLE

READY TO SHINE?

SCAN QR CODE TO PERFORM A 5-7 MINUTE ACT AT OUR
MLK SHOWCASE AND MAKE IT UNFORGETTABLE!!



DEADLINE TO SUBMIT FORM IS FRIDAY, NOVEMBER 22, 2024

AUDITIONS WILL BE HELD FRIDAY, DECEMBER 6, 2024 IN TH
CENTER FOR STUDENT INCLUSION AND DIVERSITY, BOVEE UC
108 FROM 2-5PM



@mass_cmu

@MASS_CMU

@CMUMASS



**MULTICULTURAL
ACADEMIC
STUDENT SERVICES**

CENTRAL MICHIGAN UNIVERSITY

A.U. KLYMYSHYN SYMPOSIUM

ON INCLUSIVE EXCELLENCE, EQUITY,
AND SOCIAL JUSTICE



REQUEST FOR PROPOSALS

Theme: Growing from Awareness to Action

FEBRUARY 12 - 14, 2025

SUBMISSION DEADLINE: NOVEMBER 20, 2024

USE QR CODE TO APPLY
THE CALL FOR PROPOSALS IS
OPEN TO ALL INTERESTED
EDUCATORS, STUDENTS AND
WORKING PROFESSIONALS.



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OIDEI | ITD FACULTY AND STAFF SERIES



**DIALOGIC COMMUNICATION
 FOR GREAT LEADERSHIP &
 EDUCATIONAL PRACTICES**

Join | Jan 24th, Feb 21st, Mar 21st, and April 11th
 Cohort One | 9:00 am-12:00 pm

Join | Jan 24th, Feb 21st, Mar 21st, and April 11th
 Cohort Two | 1:00 pm-4:00 pm

[Click Here to Register as a Pilot Participant!](#)

- Learn techniques and strategies to increase collaboration in groups.
- Learn about your conflict style and ways to navigate conflict more adeptly.
- Earn a digital certificate in dialogue-based leadership or teaching practices.

Contact jared halter for more information: halte1j@cmich.edu.

Sisters of the Academy



SAVE THE DATE

2025 Writing Retreat

APRIL *through* MAY
29TH 2ND

DENVER, CO



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