



HIGHLIGHTS 2010...

- April 2010** The Stratus Group Consultants, Inc. conducted a diversity climate audit that included 35 focus groups, surveying all employees, and records review.
- October 2010** Chaired by Dave Veneklase, EVP for Organizational Development, 1st DEI Council meeting held with 24 faculty and staff from across the University system. The participants affirmed the Council's work being inclusive of ALL issues of diversity, equity and inclusion.
- December 2010** Held 1st University-wide Inclusive Holiday Contest based on the themes of Joy and Hope. There were 12 contest submissions.
- March 2011** Dr. Rhae-Ann Booker began as Executive Director Diversity, Equity and Inclusion, a new role at DU. She co-chaired DEI Council along with Dr. Sharon Vriend-Robinette.
- Council unanimously supported the addition of same-sex domestic partner benefits.
- August 2011** Faculty members Dr. Terri Tomaszek and Dr. Colleen Coughlin were the first recipients of the new DU Diversity Program Development Fund— Women's Initiative on Learning and Leadership (W.I.L.L.).
- September 2011** New Cultural Engagement Calendar launched to promote cultural events for education and engagement.
- October 2011** 25 University leaders, faculty and staff participated in training for recruitment and retention of a diverse workplace and for leveraging diversity throughout the University.
- November 2011** DEI Council established the Terminology Subcommittee responsible for identifying and defining a glossary of terms to ensure reliable measurement of progress.
- February 2012** *Diversity @ DU* research project launched and aimed at better understanding the perceptions and reality of diversity at DU for data-informed program development, conference presentations, and publication of scholarly papers.
- April 2012** DEI Council members informed and approved new five-element DEI framework: Diversity, Equity, Competency, Commitment and Inclusion.
- May 2012** Institutional Research modified Student Satisfaction Survey and Employee Satisfaction Survey items to strengthen assessment of DEI at DU.
- June 2012** Dr. Booker and Dr. Vriend-Robinette co-presented *Bold Beginnings: The Quest to Model and Achieve Inclusion @ DU* at the Michigan-American Council on Education Women's Network state conference.
- Dr. Terri Tomaszek announced as 2nd DEI Council Co-Chair.

October 2012	<p>Davenport announced two high profile scholarships: The Rev. Dr. Martin Luther King Jr. "Inherit the Dream" scholarship and the new Si Se Puede Cesar E Chavez Scholarship.</p> <p>Developed a table of trackable diversity measurements for students and employees.</p>
November 2012	<p>DU received INSIGHT Into Diversity Magazine's first-ever Higher Education Excellence in Diversity Award.</p>
December 2012	<p>DEI integrated into web-based training resources HR developed for hiring managers.</p>
January 2013	<p>DEI Council informed development of Global & Intercultural Competence student learning outcome.</p>
February 2013	<p>Fostering DEI Competency module developed for the Driving for Performance new employee development initiative.</p> <p>Connie Bellows of Conversation Matters, Inc. leads five-year DEI Strategic Planning.</p>
April 2013	<p>DEI Level 1 Training, On-Line Course developed. This Course represents the first University-wide training to be inclusive of adjunct faculty, contract employees, new hires and students.</p> <p>Overall, 96% of the 654 targeted DU employees completed DEI Level 1 Training.</p>
May 2013	<p>Moving Forward: Developing A 5-Year Strategic Plan Retreat held with ~30 DEI Council members.</p>
September 2013	<p>DEI Level II Training rolled out to all employees. The training was designed to support and strengthen DU team members' knowledge and skills to advance the university's DEI strategic priority.</p> <p>Launched the DEI Traveling Timeline Exhibit aimed at informing and engaging faculty, staff and students in DEI discussions by displaying the work of the DEI Council.</p>
October 2013	<p>DU received the Higher Education Excellence in Diversity Award from Insight Magazine for second consecutive year.</p>
January 2014	<p>As part of phase 1 of DEI Level II training, a total of 27, three-hour in-seat sessions held with 486 (94%) of targeted faculty, staff and administrators.</p> <p>DU selected as 1 of 2 runner ups for the Grand Rapids Area Chamber of Commerce Diversity Visionary Award.</p>
February 2014	<p>Drafted procurement policy for Diversity of Suppliers which includes Minority-owned Business Enterprises, Women-owned Business Enterprises, Disadvantaged Business Enterprise, and Veteran-owned Business Enterprises.</p>
March 2014	<p>Developed a student-focused anti-harassment/anti-discrimination video and instructor's guide to be piloted over the summer and included in targeted courses.</p>
April 2014	<p>Developed the new Employee Inclusion at DU awards which recognize faculty and staff for DEI Leadership, Citizenship and Service.</p>

Developed process was developed for systemically assessing DU's DEI climate every five years using in-depth surveys with faculty, staff, students, and adjuncts and for annually looking at key survey questions that speak to our climate.

May 2014

2014-2020 DEI Strategic Plan developed in alignment with the University-wide annual plan and to inform the University-wide annual goal setting process

DEI Data Subcommittee charged with meeting every two months to review and monitor data, to highlight findings and problem areas, and to make recommendations to key stakeholders.

The 2013-14 Cultural Engagement Calendar included 55 different event offerings of which 15 were funded through the revised DEI Events Fund which is designed to foster individual campus ownership of DEI Events across our 11 campuses.

June 2014

To date, 77% of DEI Level II takers have completed phase 2 for which they work in pairs to complete and discuss five on-line modules. Moreover, for sustainability and reaching new employees, both Level II-phases 1 and 2 are currently being developed in on-line formats that will be available September 2014.

August 2014

For the Diversity Program Fund, received 11 proposals; 9 were approved for funding, representing different 7 campuses.

September 2014

DU's new Supplier Diversity Policy which is available at <http://www.davenport.edu/procurement/supplier-diversity-policy> and includes a new launching point for gathering, tracking and classifying data about all current and prospective vendors.

October 2014

DU received the Higher Education Excellence in Diversity Award from Insight Magazine for third consecutive year.

January 2015

Taking into account employee turnover, as of Jan 20, 2015, 302 (64%) of 475 learners completed DEI Level 2 High Five Learning Partners.

Began leveraging the DU Hub with a regular, dedicated, monthly spot to share DEI knowledge and offer opportunities to engage in dialogue. Articles submitted by faculty members addressed *Elder Abuse, Abrahamic Faiths, Glass Ceiling and Women's Pay, Hate Groups, Māhū: The Third Person, and International Students.*

To the University-wide Vision 2020 Planning Team, presented "DU Historically Marginalized Groups: 2014 Findings, Recommendations, & Vision 2020 Environmental Scan Alignment" and encouraged consideration of these findings as strategies are developed for the Vision 2020 KPI's.

February 2015

DEI Level 3 (Cultural Intelligence) all employee training launched in partnership with Office of Performance Excellence.

March 2015

For the new DEI Employee Awards, a DEI Award Team was established and is chaired by Dr. Neil Shepard. The first-ever recipients will be announced during Davenfest 2015.

For the employee performance evaluation, enhanced the language for RESPECT in the STAIR values to better reflect DEI principles.

May 2015

The Curriculum Committee unanimously agreed to incorporate both the Non-Discrimination and the Anti-Harassment statements into Part I of ALL university syllabi! We should see the language beginning with the fall 2015 syllabi.

The Partners for a Racism Free Community I-CARE assessment and the LGBT Campus Pride Index launched at DU.

2015-16

An External community member who brings supplier diversity expertise added to the Council.

DU STAIR- RESPECT value sub-bullets revised to strengthen congruence with DU's DEI framework.

The Office of DEI mission statement language modified to be more clearly address "fiscal and physical" resources as a component of DEI work at DU.

Recipients of the new DEI Employee Awards recognized during Davenfest.

As of May 3, 2016, DEI Training institutionalization outcomes with targeted ~525 full-time employees:

DEI Training Level 1 only	3(<1%)
DEI Training Level 2 only	22 (4.1%)
DEI Training Levels 1 and 2	42 (8%)

On 2015/16 Student Satisfaction Survey, the DEI item is noted as "as area that has a greater impact on overall student satisfaction" and it received a score of 6.13 (on a 7-point scale) which is "High Satisfaction."

DU recipient of INSIGHT into Diversity Magazine's Higher Education Excellence in Diversity Award for 4th consecutive year.

DU recipient of the Grand Rapids Chamber of Commerce Diversity Visionary Award.

DU achieved Partner for a Racism-Free Community's, Level 1 Partner designation for our demonstrated commitment to combating racism.

Dr. Rick Pappas was awarded the for the INSIGHT Into Diversity Magazine', Presidents and Chancellors Giving Back Award, the only national award that honors college presidents and chancellors for their commitment to diversity by giving back to their campus and community.