

FEBRUARY 2024

DIVISION OF INCLUSION AND EQUITY

Report to the Board of Trustees

Introduction

At Grand Valley, equity and inclusion are integral to its mission to empower learners in their pursuits, professions, and purpose, and to enrich society through excellent teaching, active scholarship, advancement of equity, and public service.

Grand Valley's commitment to equity and inclusion is visible across the university and guided by its values of inquiry, inclusive and equitable community, innovation, integrity, and international perspectives. Grand Valley is committed to building a culture of educational equity through Reach Higher 2025, embracing its role as a leader in urgently advancing equity for all learners, serving as a catalyst toward a more just and sustainable world, and working to eliminate disparities and obstacles for student success, especially those that have historically been along lines of color, race, socioeconomic status, sex/gender, including gender identity and expression, and sexual orientation.

Grand Valley intends to be a national model for equity and inclusion in higher education by implementing and innovating evidenced-based best practices, responding to regional and national trends, and contributing to local and national discourse on the responsibility of higher education to provide equity and inclusion to all students, faculty, and staff.

The university adopted a Framework for Inclusion and Equity in 2015, which was revised in 2022-2023. The Framework supports university efforts to:

- focus on **equity and structural diversity, inclusion and campus climate, and learning and development;**
- further position GVSU as the national model for equity and inclusion among public, regional comprehensive universities;
- operationalize GVSU's strategic plans to center equity and inclusion for a more diverse learning community and guide strategic planning for the Division of Inclusion and Equity; and,
- develop communications and outreach content to support cohesive messaging for internal and external engagement and learning.

Grand Valley has a steady history of bold and intentional attention to data-informed improvements advancing institutional transformation and innovation. In 2008, Grand Valley was the first institution of its kind and size to build a divisional, portfolio-style diversity structure and hire a vice president as an executive officer to lead its efforts at the time. The university also has an over 30-year history of assessing campus climate and taking action based on the findings. Engaging the entire campus in sharing open and authentic feedback about experiences and perceptions as members of the campus community has become an institutional commitment.

Grand Valley's creation of the Division of Inclusion and Equity was a visionary, forward-looking action that has positioned the university as a national model for equity and inclusion in higher education and an invaluable resource in West Michigan.

Network of Advisors for Racial Equity

In 2020, following the killing of George Floyd, President Mantella convened a Network of Advisors for Racial Equity charged with guiding our commitment to racial equity and social justice. In 2023, the Network of 36 faculty, staff, students, and alumni completed the university's 15-point plan for racial equity and defined five strategic pillars that serve as waypoints guiding efforts:

- *We must elevate the voices and experiences of our Black faculty, staff, and students.*
- *We must listen carefully, valuing each member of our community.*
- *We must fulfill our goals for inclusion and equity.*
- *We must all deepen our understanding and knowledge through education.*
- *We must then use this knowledge as the basis for understanding and addressing institutional and systemic racism and oppression to make meaningful change.*

Action & Accountability Team

Since 2015, centralizing inclusion and equity leadership across Grand Valley has been invaluable — creating deep learning, shared understanding, and enhanced accountability. As Grand Valley advances Reach Higher 2025, the university has an opportunity to embed the most effective practices across the organization — institutionalizing our inclusion and equity commitment where responsibility rests while maintaining central oversight for strategy development and broader accountability with executive and appointing officers.

In 2023, advancement of work initiated by the Network and broader advisory/coordination efforts for inclusion and equity strategies are provided by the Inclusion and Equity Activation and Accountability Team. The team includes leads from each division, other units, and shared governance representatives from across the university and will be coordinated by the Division of Inclusion and Equity. It will take the entire GVSU community to continue to create a culture of educational equity where all can thrive at GVSU. While the charge and cadence of meetings will be co-created by the members of the team, the team is expected to:

- Advise the Division of Inclusion and Equity and president on matters related to diversity, equity, and inclusion;

- Review and consider university strategy, metrics, and planning related to diversity, equity, and inclusion;
- Review and provide insight on division, college, and unit progress for advancing diversity, equity, and inclusion;
- Support division and college/unit committees, including providing space for shared learning or effective practices;
- Advise on action steps in response to diversity, equity, and inclusion. Diversity, inclusion, and equity related reports and recommendations, including the climate survey, affirmative action planning, and others;
- Support campus messaging related to diversity, equity, and inclusion;
- Support diversity, equity, and inclusion. training and development for employees.

Shared Equity Leadership

To guide our path towards shared equity leadership (SEL), we have identified key pillars: strategy, coordination, collaboration, communication, and accountability. SEL is the driving force behind our actions, challenging the traditional “leader-follower” dynamic and extending an open invitation to everyone, regardless of their position, to actively participate in our charge. By sharing responsibilities and fortifying partnerships and accountability with internal and external stakeholders, our intention is to empower one another to effect significant change and cultivate a truly inclusive campus community. A crucial aspect of SEL involves formal recognition of roles and their significance, exemplified by initiatives like the I&E Activation and Accountability Leadership Team (AALT) and the revitalization of our Faculty/Staff Associations through a leadership council.

Division of Inclusion and Equity
Established 2008

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Our Community

National Recognition

BRIDGING EDUITY GAPS

We are advancing inclusion and equity in the state.

- Nearly 5% of students are veterans or survivor/dependent of a veteran
- 32% first-generation students
- 40% low-income/Pell-eligible
- 24% students of color
- 21% increase in new students of color since 2019, including a 39% increase in new Black students and 19% increase in new Latino students
- Outpace MI-13 average graduation rates for underrepresented students and students of color



Degree Producer Schools for
Students of Color

Top Performers on Social Mobility
(US News)

Accountability

BUILDING A CULTURE OF EDUCATIONAL EQUITY

University Focal Point KPIs



% Students of Color

2021: 17.3%
2023: 20.1%
2025: 18.8%



% FT or T/TT Employees of Color

2021: 16%
2023: 17.6%
2025: 18%

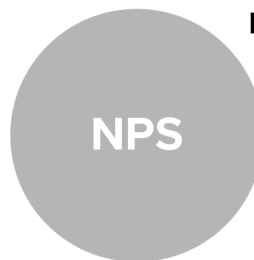
Climate



Sense of Belonging
*(Very satisfied/
 Generally satisfied)*

2021: 64.1%
2023: 72.5%
2025: 80%

Satisfaction



Refer friend or relative (0-10)

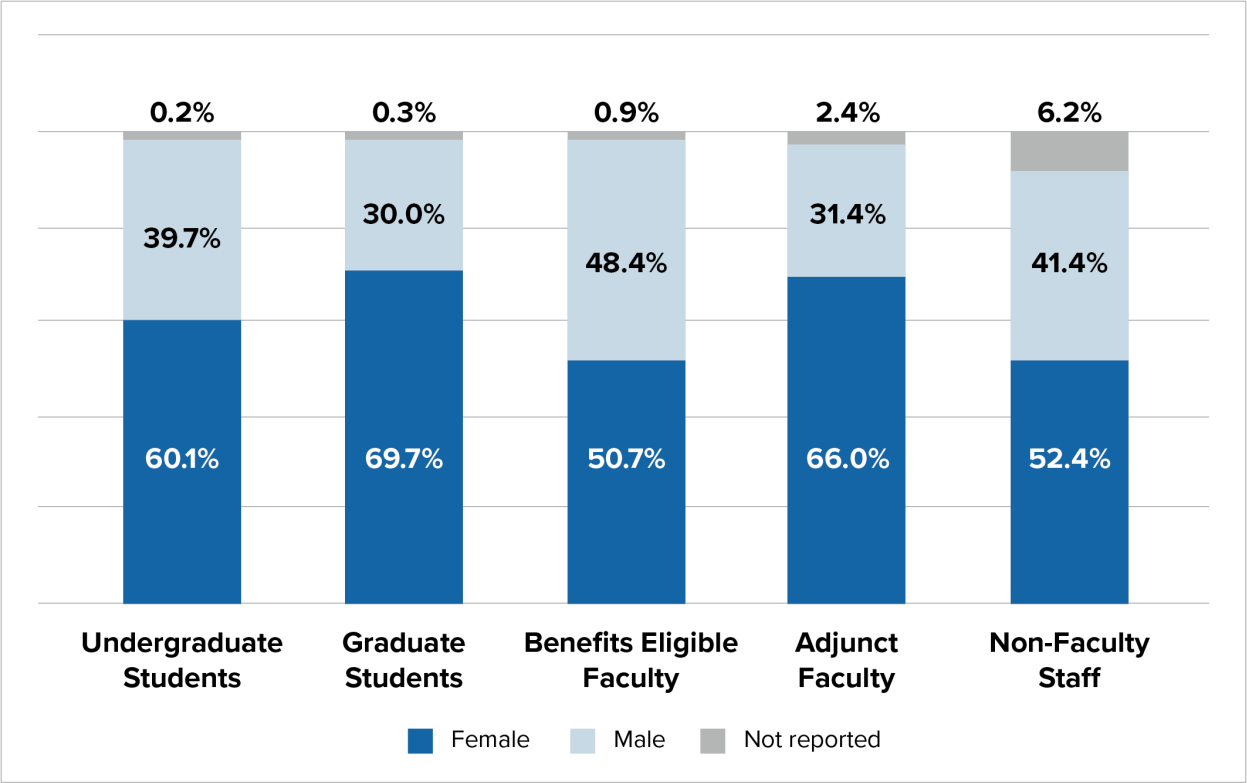
2022: +26.5
2023: +37.2
2025: +40

Division KPIs

1. Advance focal point KPIs related to diversity, equity, and inclusion: employee diversity, student diversity, and sense of belonging.
2. All divisions and colleges identify and engage an I&E lead and establish advisory structures that include diverse students and employees.
3. Increase in the percentage of students, faculty, and staff who indicate being comfortable or very comfortable with the institutional climate at GVSU (2021 Baseline: 76%).
4. Increase in the percentage of students, faculty, and staff who indicate they have not experienced any exclusionary or hostile conduct or behavior that has interfered with their ability to live, learn, or work at GVSU (2021 baseline = 81%).
5. Increase in the percentage of employees who indicate they have not observed unfair or unjust employment practices at GVSU (2021 baseline = 60.4% no/not sure).
6. 75% of employees participating in DEI training to build skills and abilities to foster inclusion and equity.
7. Increase in internal promotions and increase in internal promotions for diverse employees.

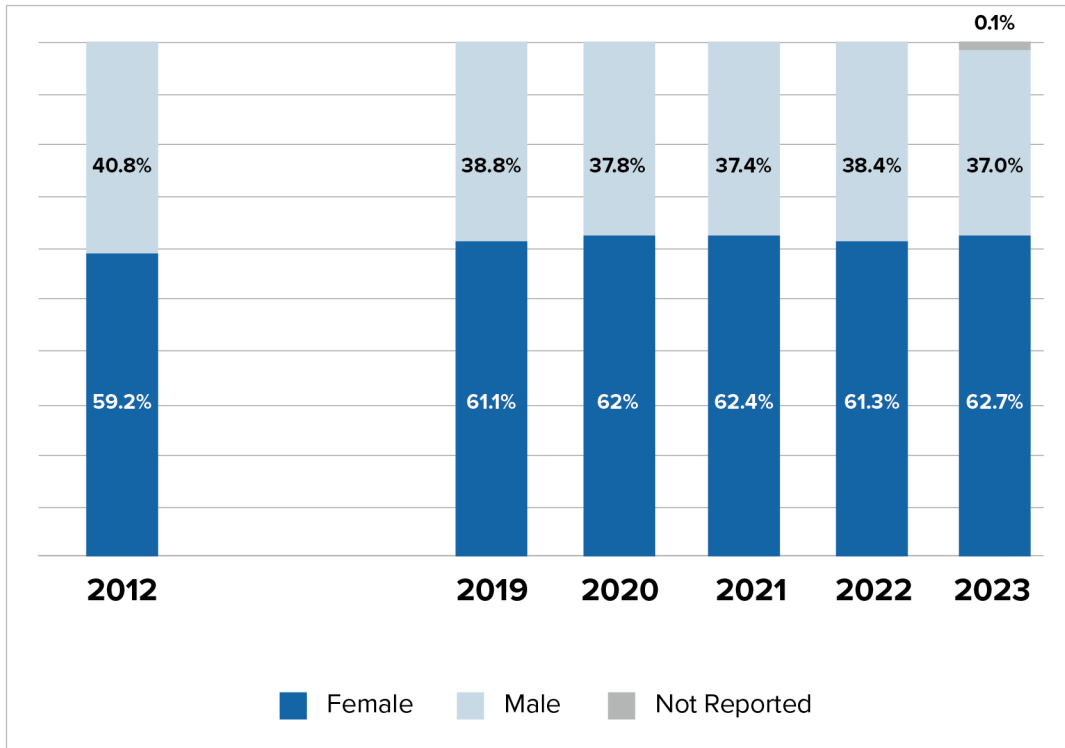
Our Community

DEMOGRAPHICS, FALL 2023
By Sex



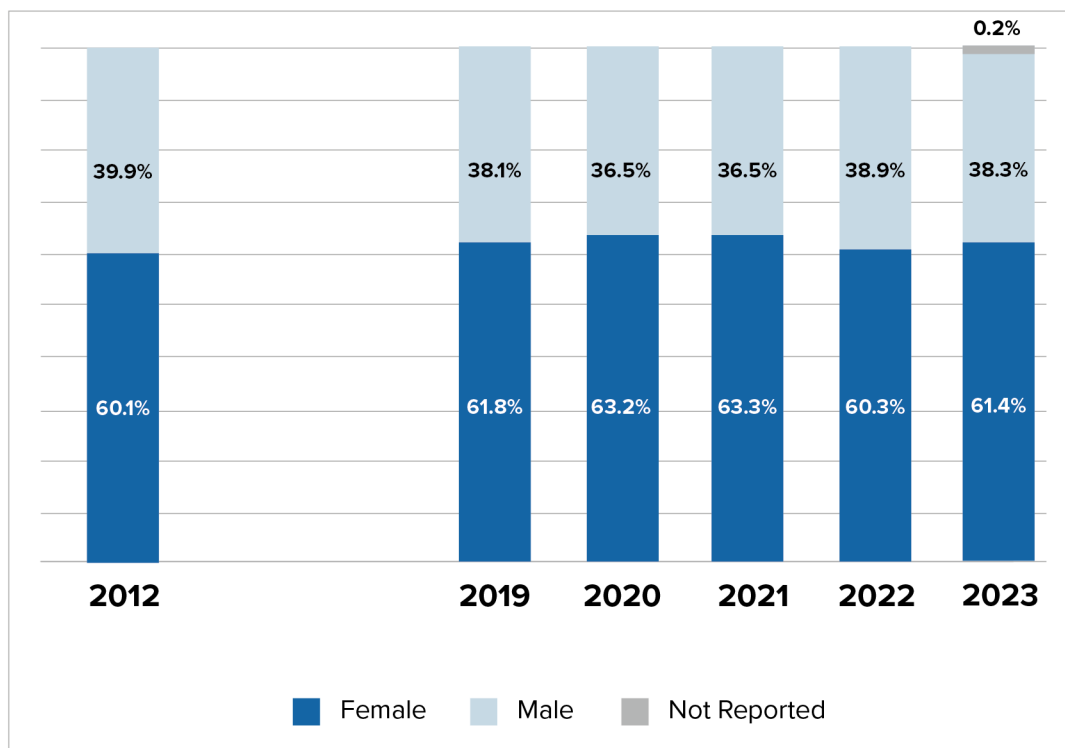
TOTAL ENROLLMENT, TREND

By Sex



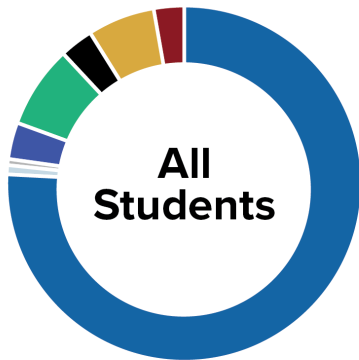
NEW STUDENT ENROLLMENT, TREND

By Sex

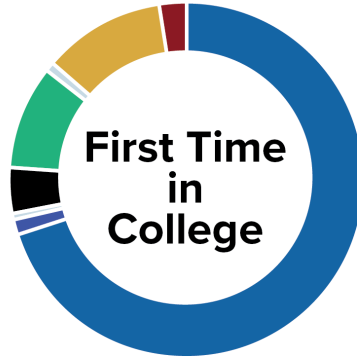


DEMOGRAPHICS, FALL 2023

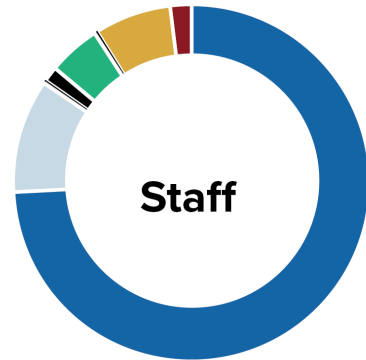
By Race and Ethnicity



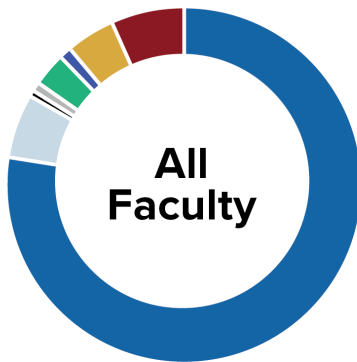
White - 76.0%
 Not Reported - 0.8%
 Native American - 0.4%
 Multiethnic - 3.5%
 Latino - 7.3%
 International - 3.1%
 Black - 6.2%
 Asian/Pacific Islander - 2.6%



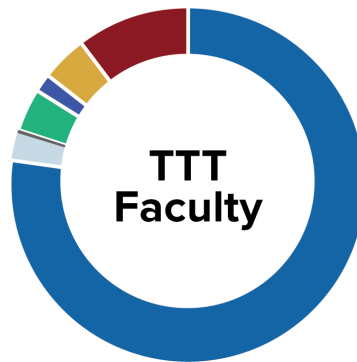
White - 70.1%
 Not Reported - 1.5%
 Native American - 0.5%
 Multiethnic - 4.1%
 Latino - 9.4%
 International - 0.9%
 Black - 11.2%
 Asian/Pacific Islander - 2.3%



White - 74.5%
 Not Reported - 10.3%
 Native American - 0.3%
 Multiethnic - 1.3%
 Latino - 4.8%
 International - 0.2%
 Black - 6.9%
 Asian/Pacific Islander - 1.9%



White - 77.7%
 Not Reported - 5.9%
 Native American - 0.4%
 Multiethnic - 0.8%
 Latino - 3.1%
 International - 1.1%
 Black - 4.4%
 Asian/Pacific Islander - 6.6%

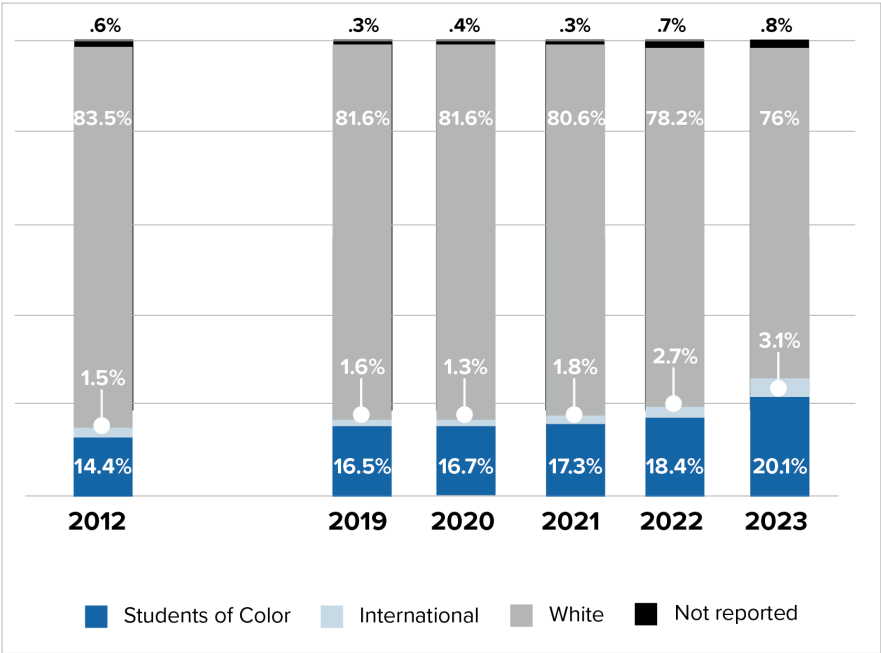


White - 77.3%
 Not Reported - 2.4%
 Native American - 0.1%
 Multiethnic - 0.2%
 Latino - 3.9%
 International - 1.5%
 Black - 4.2%
 Asian/Pacific Islander - 10.2%

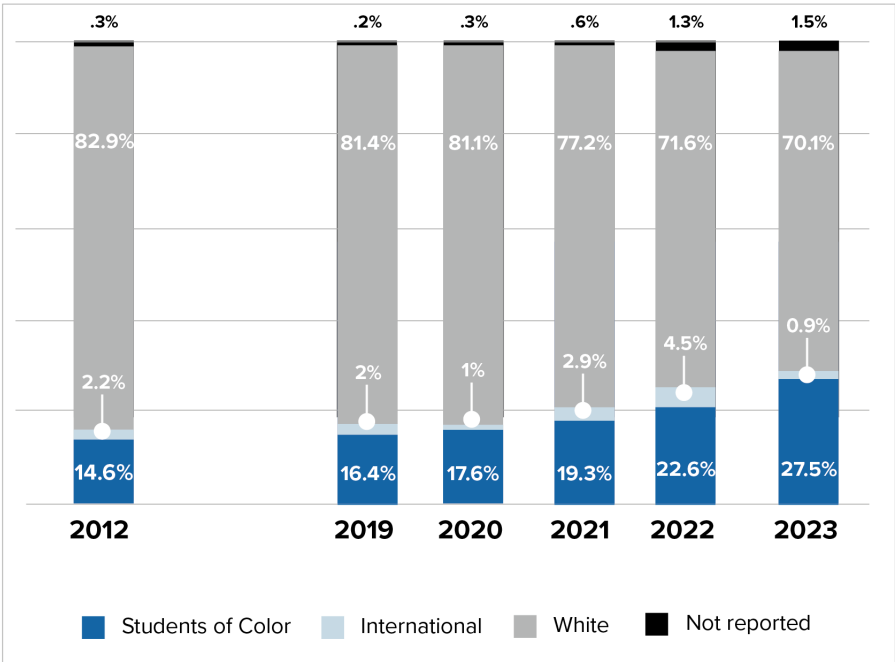


Student Diversity

TOTAL ENROLLMENT, 2012-2023
By Race and Ethnicity



NEW ENROLLMENT, 2012-2023
By Race and Ethnicity



MORE STUDENT DIVERSITY CHARACTERISTICS

FALL 2023



40%
First in their family to complete college



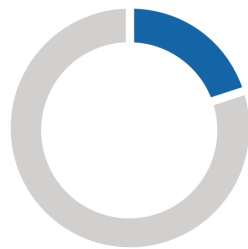
32%
Low income



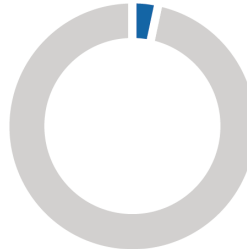
11.3%
Age 25 or more (new)



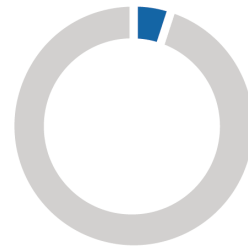
27.5%
From communities of color (new)



20%
Taking care of children or other dependents

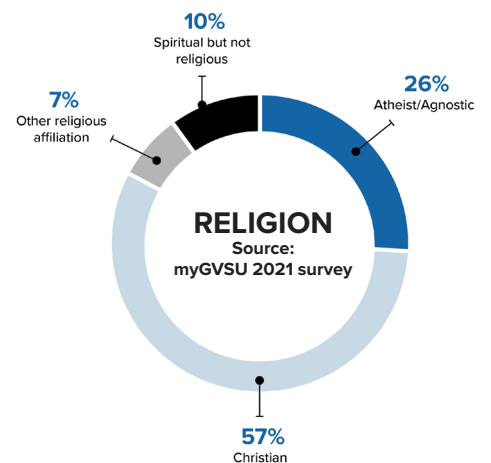
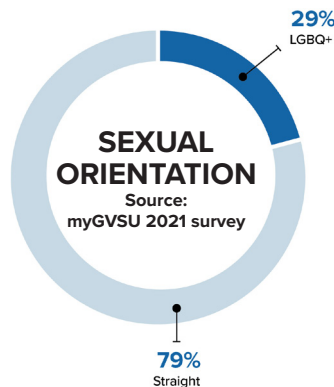
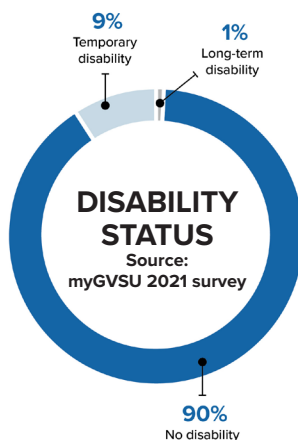


3.7%
International (New)

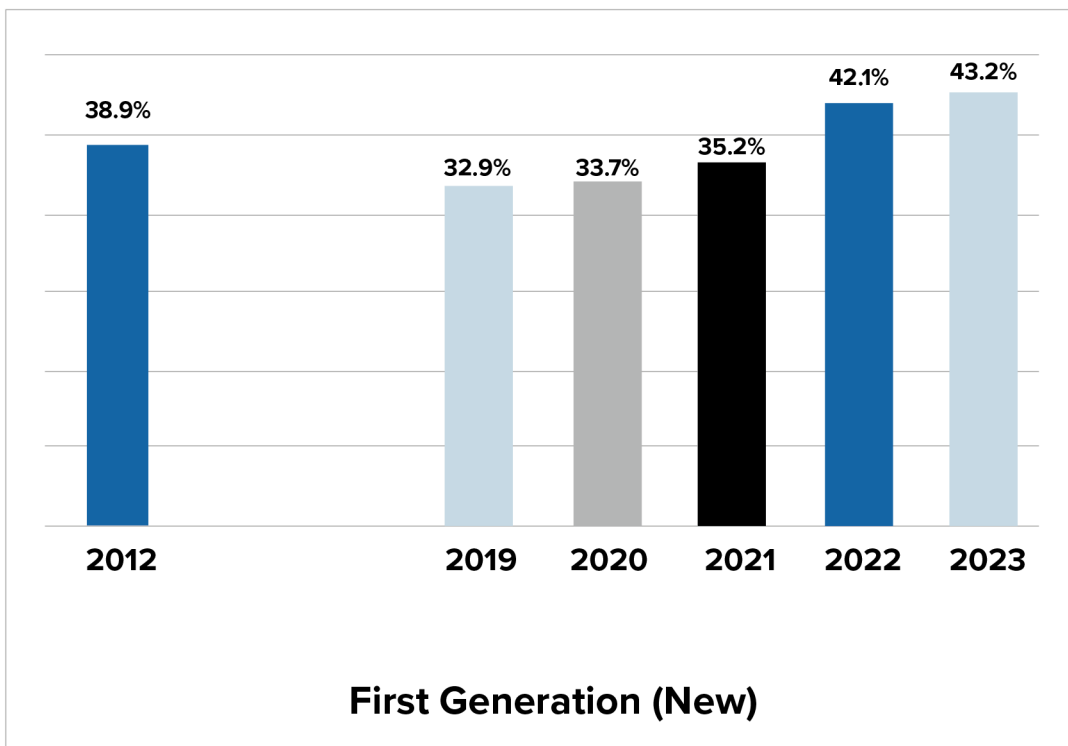
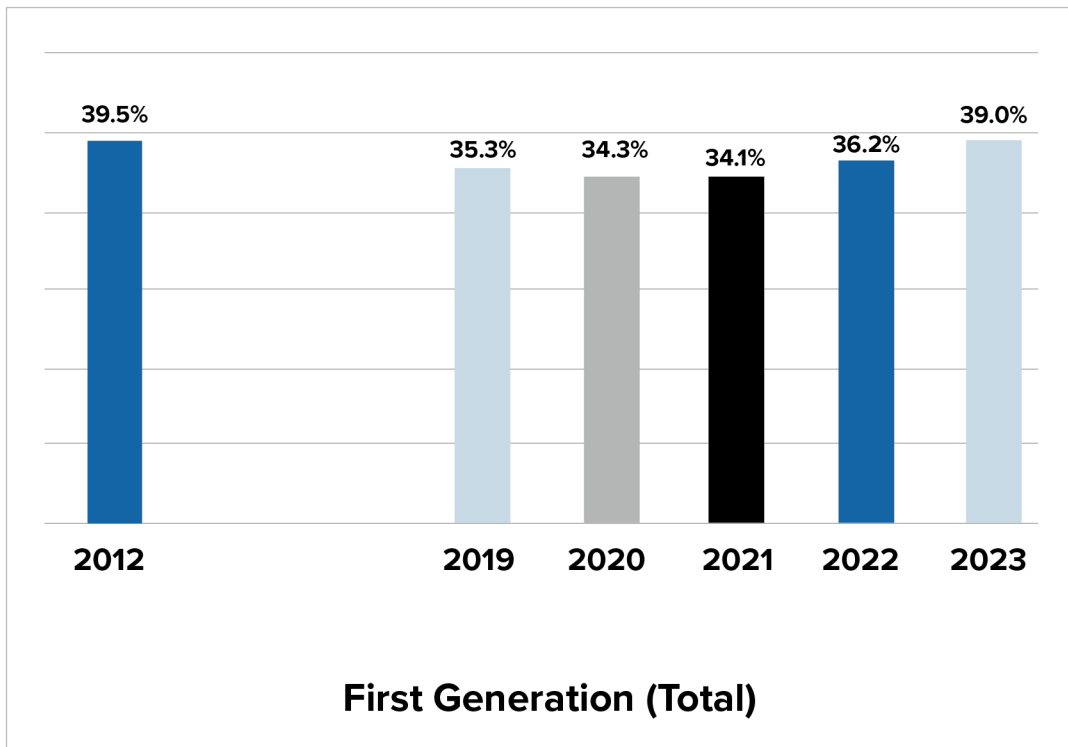


5%
Active duty military personnel, veterans, survivors or dependents

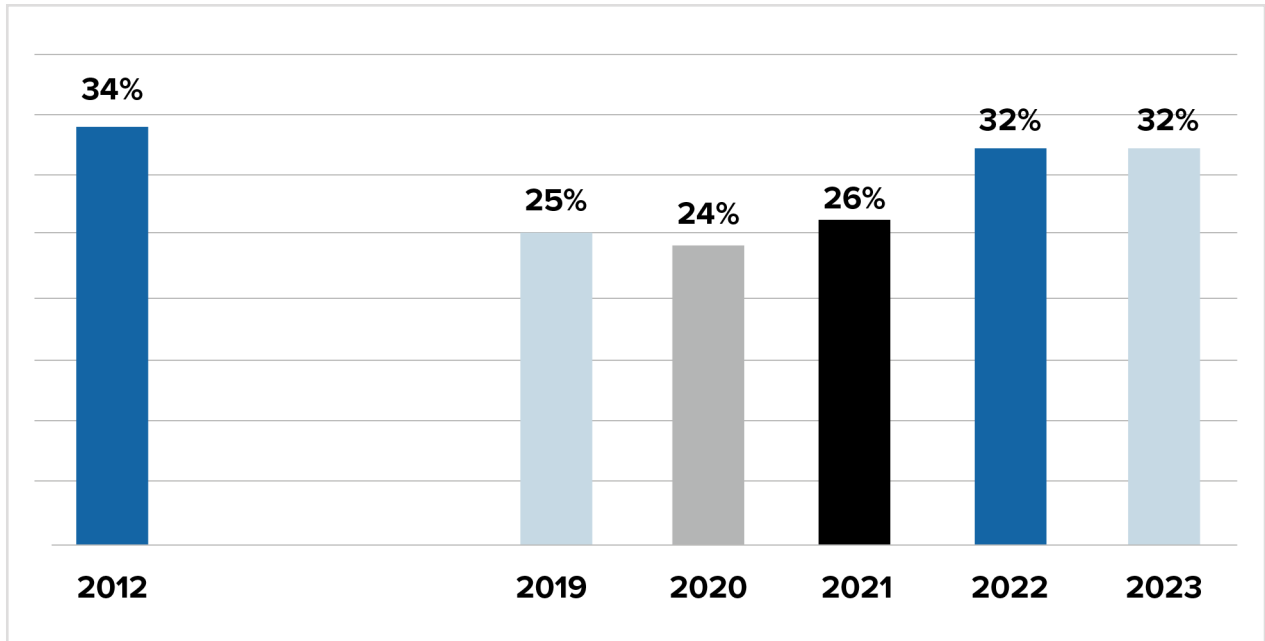
FALL 2021



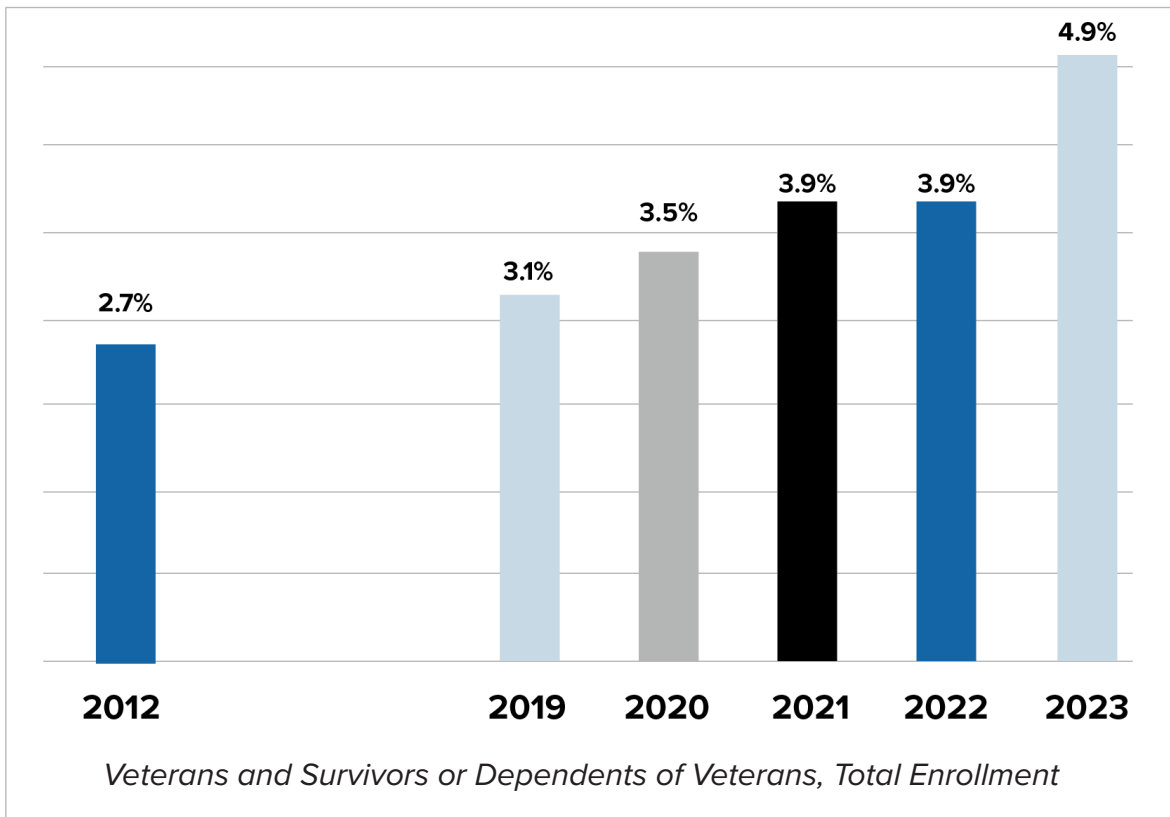
ENROLLMENT BY FIRST-GENERATION STATUS, TOTAL AND NEW, TREND



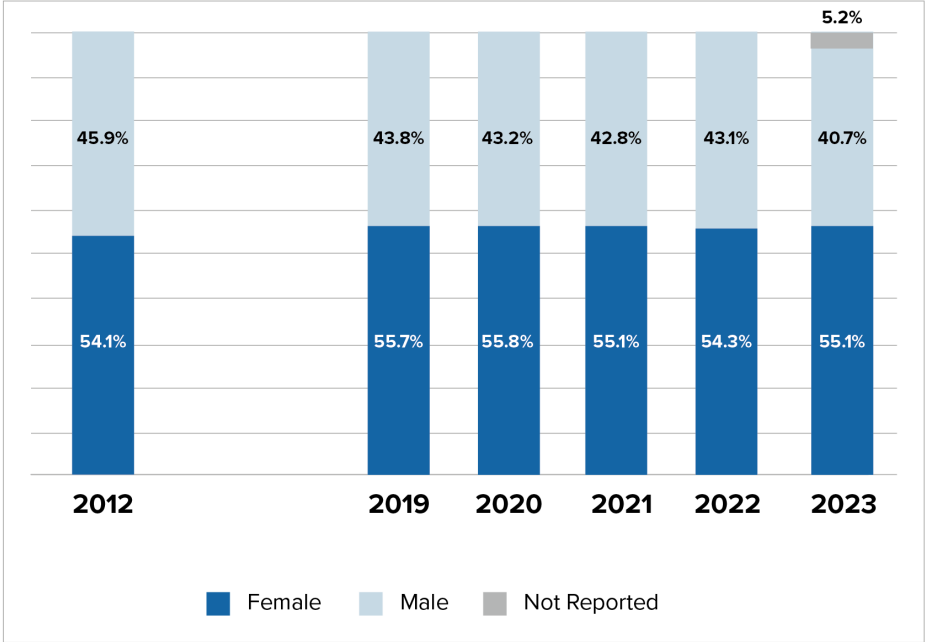
ENROLLMENT BY LOW-INCOME STATUS, TREND



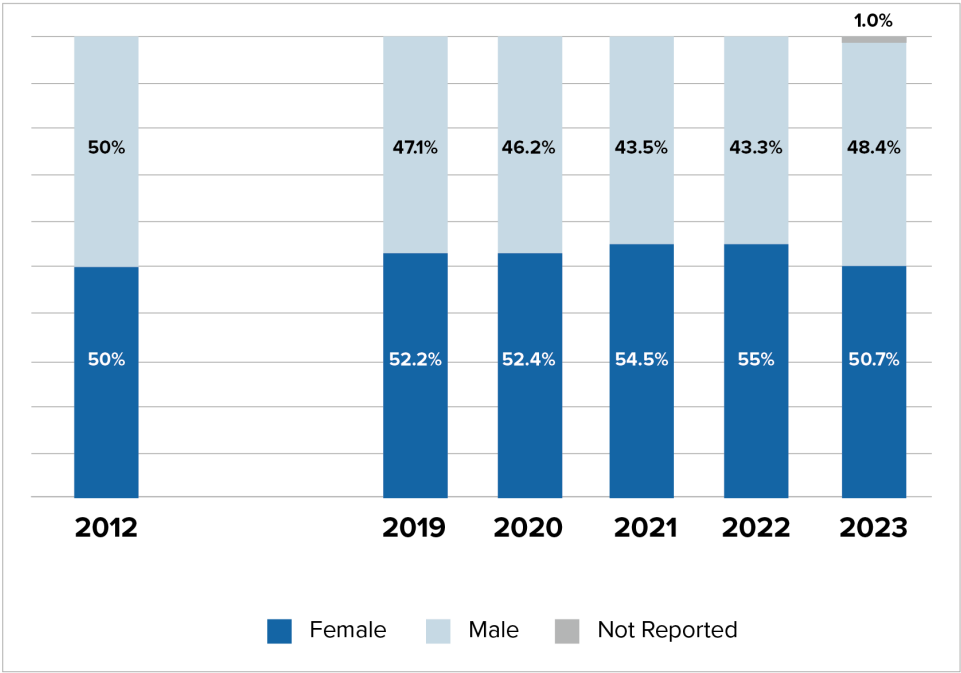
ENROLLMENT BY MILITARY-RELATED STATUS, TREND



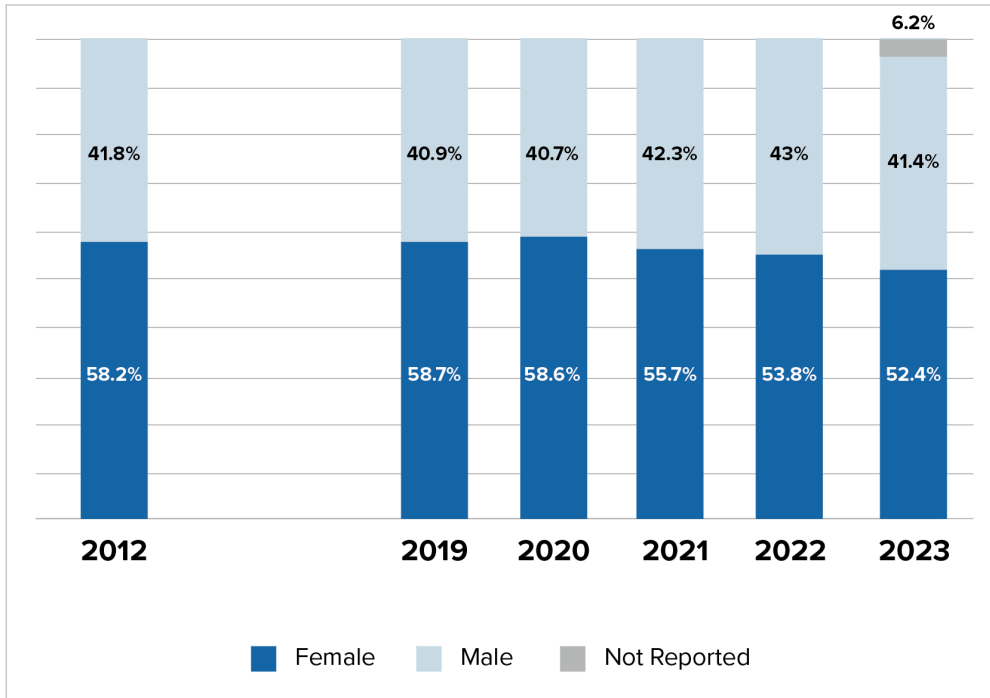
FACULTY AND STAFF, TREND
By Sex



FACULTY, TREND
By Sex

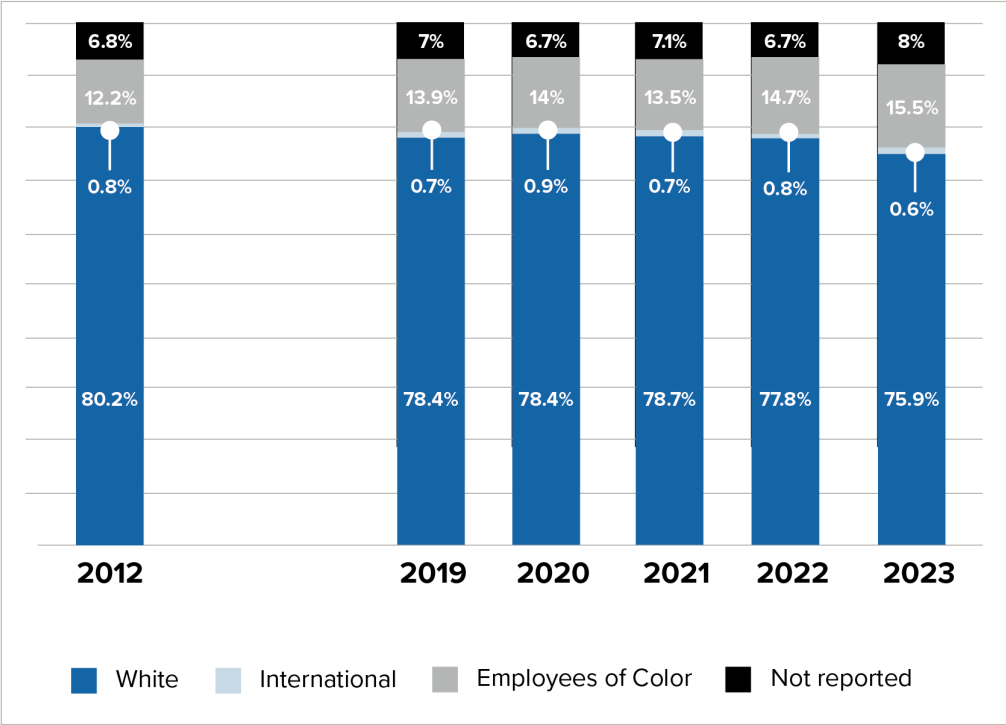


STAFF, TREND By Sex



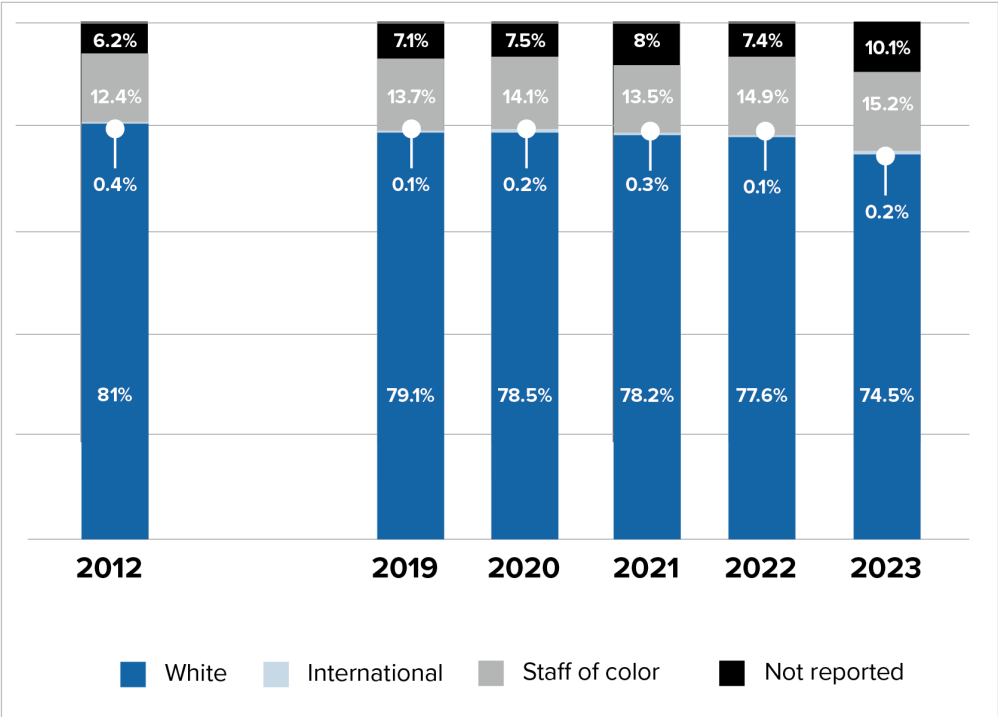
FACULTY AND STAFF, TREND

By Race and Ethnicity

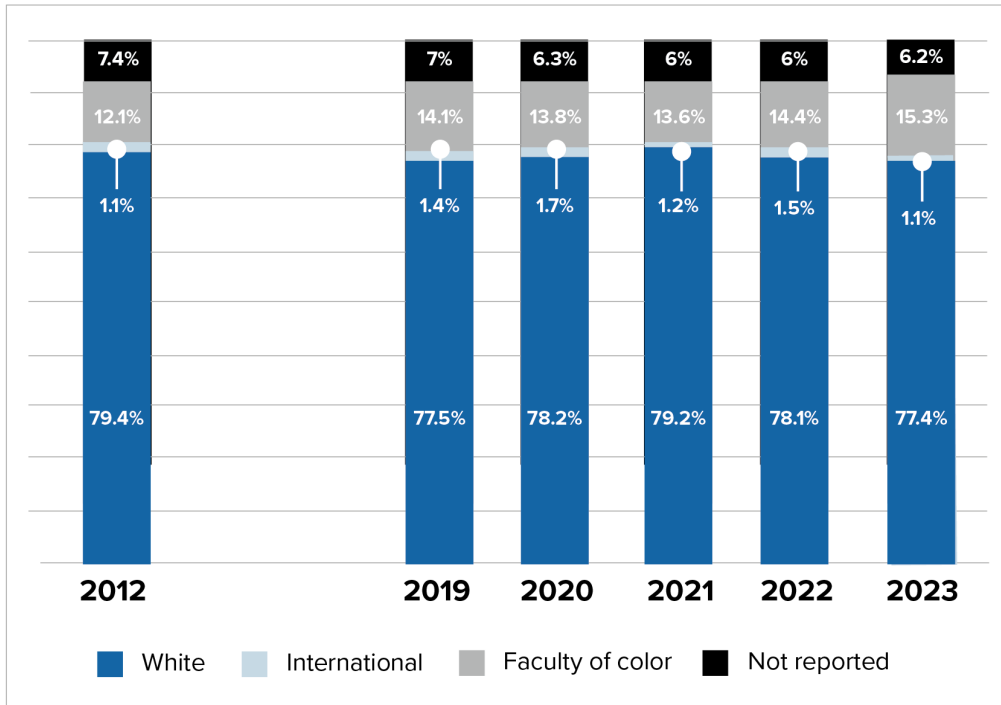


STAFF, TREND

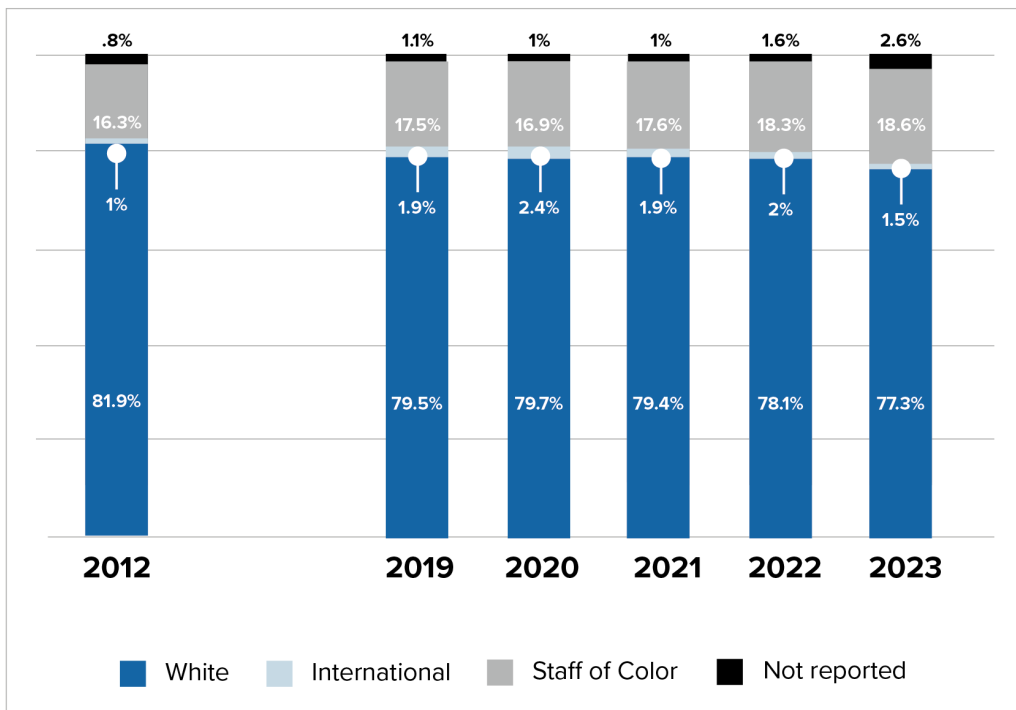
By Race and Ethnicity



FACULTY, TREND By Race and Ethnicity

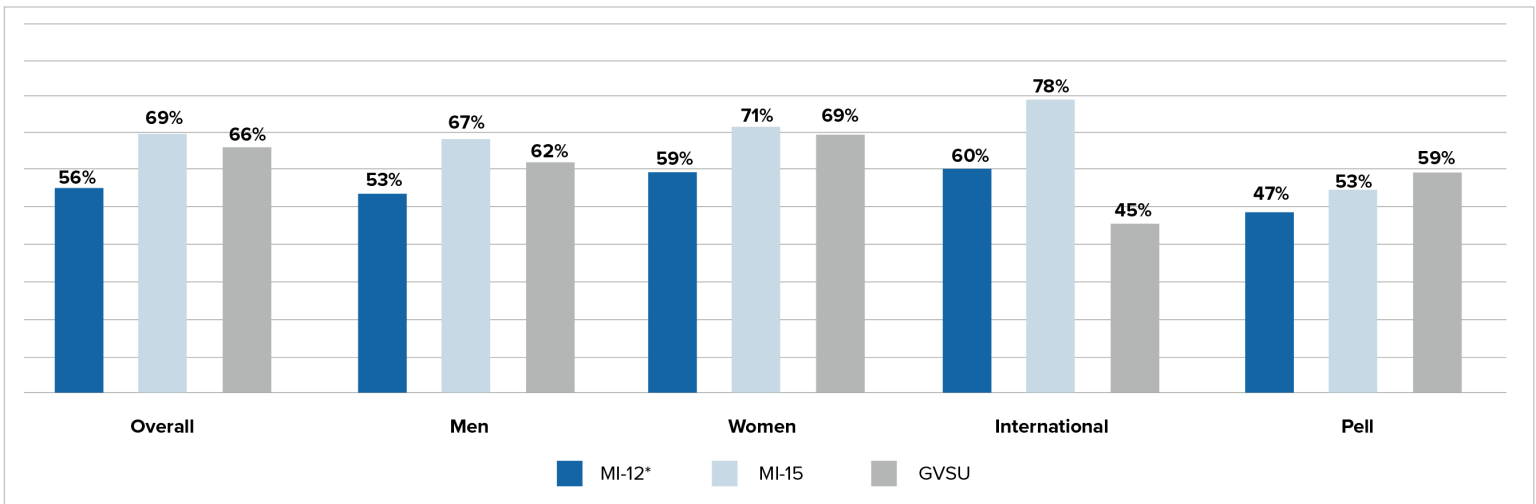
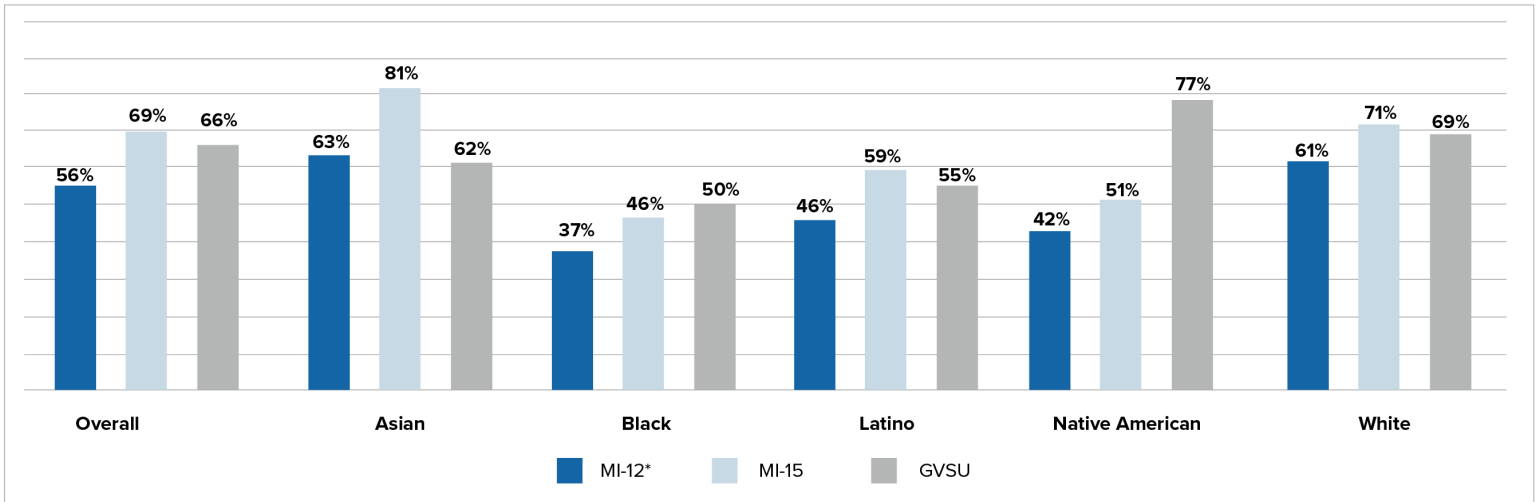


TENURE TRACK AND TENURED FACULTY, 2013-2023 By Race and Ethnicity



SIX-YEAR GRADUATION RATE STATE COMPARISONS, OVERALL

By Race and Ethnicity and Pell-eligibility



**MI-12 excludes UM-AA, MSU, and GVSU*

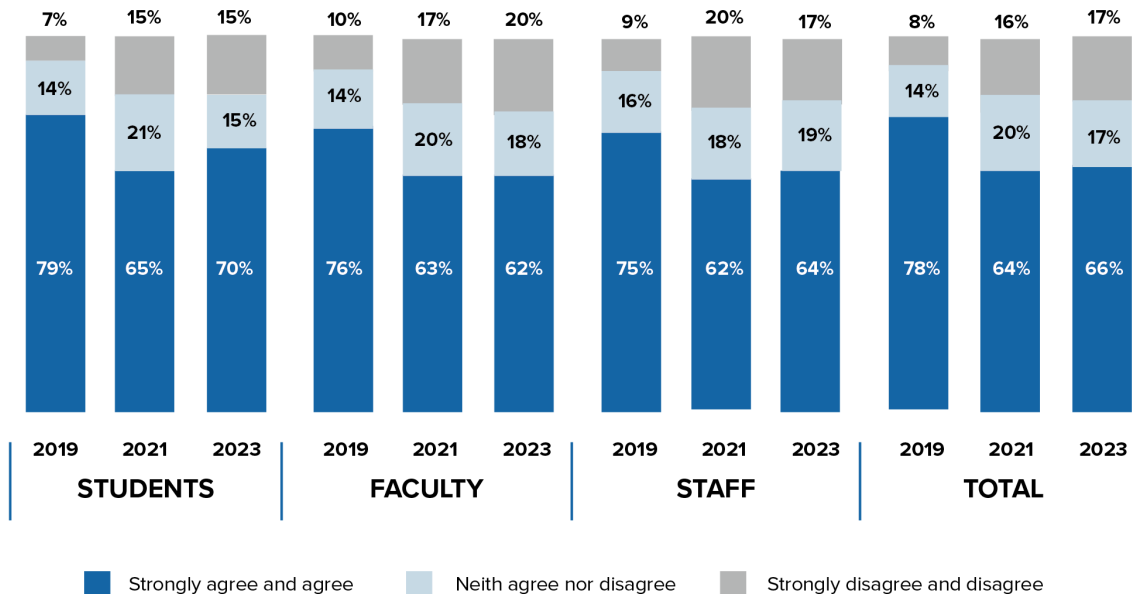
DIVERSITY DASHBOARD

gvsu.edu/inclusion/dashboard

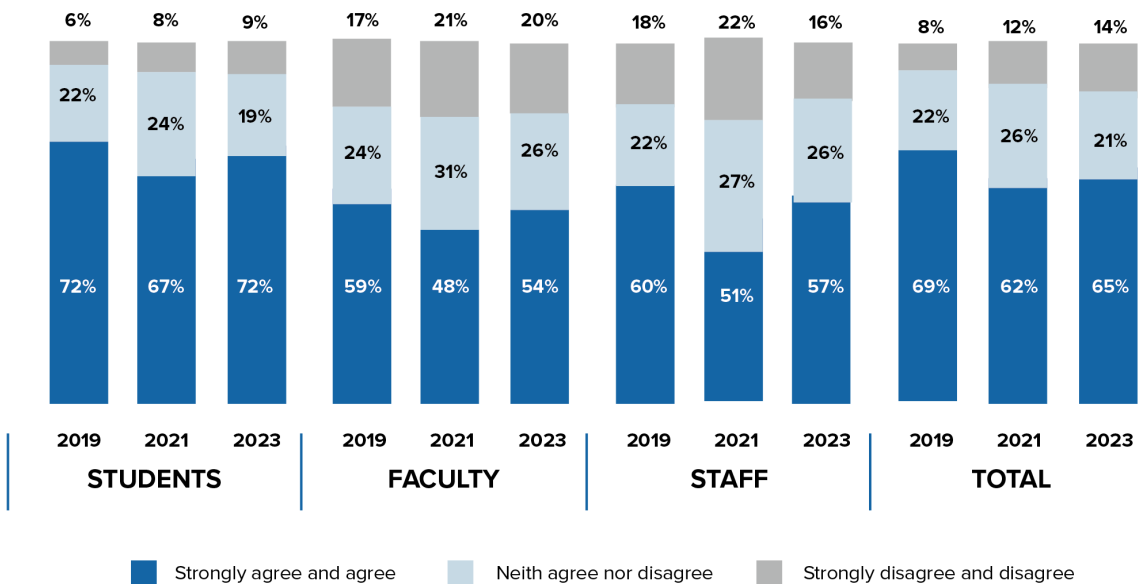
INCLUSION & CAMPUS CLIMATE

Students, Faculty, and Staff | myGVSU Campus Climate Survey respondents

PERSONAL SENSE OF BELONGING, 2019-2023



EQUITY IS CHARACTERISTIC OF GVSU, 2019-2023



FULL REPORT AND DATA AVAILABLE

gvsu.edu/mygvsu

