



INCLUSION, DIVERSITY, EQUITY, AND ACCESS



Schoolcraft College, Equity & Engagement Team Committed to Crafting a More Inclusive Community for all.



As our Nation grapples with structural and systemic inequities, Schoolcraft College set out to develop a strategy to ensure that equity, diversity, inclusion, and justice are hallmarks of this transformative institution for generations to come. This strategic initiative is rooted in the traditions of Schoolcraft and provides a framework to support every member of the Schoolcraft community. This initiative includes strategic goals, new investments, comprehensive metrics and outcomes, and an institutional commitment to accountability and making sure that equity, diversity, and inclusion are entrenched in every aspect of Schoolcraft College.



October 2020, Schoolcraft College launched the DEI Task Force, and “its members are dedicated to integrating the concepts of inclusion, diversity, equity, and access [IDEA] into the College’s operations. The Schoolcraft community has come together to address the difficult conversations that have come center stage in the world.”
- Dr. Glenn Cerny, President

WHAT ARE THE IDEA STRATEGIC OBJECTIVES?

STRATEGIC OBJECTIVE 1

Enhance Access and Success – Enhancing access and success for students, faculty, and staff belonging to historically excluded populations (e.g., – developmental education reform, closing the achievement gap, focus on hiring faculty from historically excluded populations, etc.).

STRATEGIC OBJECTIVE 2

Inclusive Teaching, Learning, and Scholarship – Devote resources, promote, and incentivize practices that further enhance the teaching, learning, and scholarship to ensure that the principles of equity, diversity, and inclusion are essential components of a Schoolcraft educational experience.

STRATEGIC OBJECTIVE 3

Cultural Engagement and Competency – Promote active social and academic engagement to ensure that we center and amplify students’ needs and voices by continuously elevating cultural and intercultural competency in and out of the classroom setting.

STRATEGIC OBJECTIVE 4

Accountability and Responsibility – Develop mechanisms to continuously assess institutional climate and promote responsibility to a socially responsible Schoolcraft College.

STRATEGIC OBJECTIVE 5

Fostering Community – Engage in practices that build relationships and partnerships to ensure the sustainability of Schoolcraft College within the greater Livonia community.

WHAT ARE HELPFUL DEFINITIONS TO KNOW?

Inclusion – The act of creating environments and opportunities that fully engage and celebrate the knowledge, lived experiences and identities of all individuals, especially those who have been historically excluded or underrepresented.

Diversity – Psychological, physical, and social differences that occur among any and all individuals; including but not limited to race, color, ethnicity, nationality, religion, socioeconomic status, veteran status, education, marital status, language, age, gender, gender expression, gender identity, sexual orientation, mental or physical ability, genetic information, and learning styles. Having a diverse campus is the product of doing equity work.

Equity – Equity recognizes that each person comes with unique circumstances and allocates the resources and support needed for individuals to reach similar outcomes. Strives to identify and eliminate barriers that have prevented the full participation of some groups.

Access – Creating the necessary conditions so that individuals and organizations desiring to, are able to use our services, facilities, programs, and employment opportunities and have similar outcomes.

Justice – To act in seeking a just society where all people have a right to fair and equitable treatment, support, and resources.

Underrepresented – Group identities whose numbers are fewer than the majority groups in an environment. Alternative and preferred over the word “minority”.

Historically Excluded Populations – Refers to any group of people that has been historically excluded from full rights, privileges and opportunities in a society or organization.

Marginalization – Treatment of a person, group, or concept as insignificant or pervasive and places them outside of the mainstream society.

MEET YOUR EQUITY & ENGAGEMENT TEAM

TAQUILLA KUSERO | DIRECTOR OF EQUITY & ENGAGEMENT

Spending the last two years working with the dedicated members of the President's DEI Task Force, creating the IDEA (Inclusion, Diversity, Equity, Access) strategic plan, it is so rewarding to see those goals finally come to fruition. It will take all of us to make sure that these values and practices become a part of our everyday actions and I'm looking forward to joining you on this journey.

In over a decade of working in Higher Education, I have had the opportunity to be an advocate for marginalized and historically excluded populations through building financial literacy programs, managing civic and community engagement events and mentoring first year and first-generation college students. I'm very excited to transition into the new role of Director of Equity and Engagement and lead the collaborative work of implementing and interweaving the ideas from stakeholders across the campus into the very fabric of Schoolcraft College's culture and practices.



CATREESE QUALLS | EQUITY & ENGAGEMENT RESEARCH ASSISTANT

As a Mother, post-traditional student, Scholar, and 2022 Schoolcraft College BSU Excellence in Leadership DEI Trailblazer; I'm gratefully honored, and excited to serve as the newly appointed first ever DEI Research Assistant. I'm passionate about making a difference, and committed to helping create change.

Over the past four years, I've had the extraordinary privilege of being connected to the community I love here at Schoolcraft, as the Student Activities Office Liaison & Mentor to many of our most underrepresented groups here on campus, including: Native American Club, BSU, and Safe Place. Whilst simultaneously serving as the Division III International Vice President of Phi Theta Kappa International Honor Society.

Through these roles, I've had the opportunity to keep my hand on the pulse of the community as a volunteer serving at risk populations. My lived experiences, combined with the research and knowledge I've gained through my studies here at Schoolcraft College, have equipped me to become a driving force here on campus and throughout the community at large.

I'm excited to be a part of the engine fueling the success of our 2022 IDEA Strategic Plan. I look forward to furthering my studies at Wayne State University in the Fall of 2022, where I plan to pursue a double Bachelor's in Sociology & Psychology, Minor in Social Justice.



DIVERSITY, EQUITY AND INCLUSION TASK FORCE

DEI TASK FORCE MEMBERS



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SC International Institute

HISPANIC HERITAGE MONTH



Image by Vector Web

TAQUILLA KUSERO & CATREESE QUALLS

Schoolcraft College is proud to recognize Hispanic Heritage Month, celebrated annually from September 15-October 15 to recognize the rich history, vibrant culture, and the plethora of contributions of those whose ancestries span across 20 countries in Latin America, including Mexico, Central and South America, and the Caribbean. According to the Census Bureau, In 2020 there were an estimated 65.3 million Hispanics and Latinos living in the United States and Puerto Rico (19.5% of the overall population).

This month Schoolcraft College will hold its inaugural event series, exploring the contributions, barriers, and experiences of students, faculty, staff, and community members of Hispanic descent. Stay tuned for event schedule and dates.

CHECK OUT STUDENT SPOTLIGHT STORIES IN OUR DEI CORNER OF THE SCHOOLCRAFT COLLEGE CONNECTION BY SCANNING THE QR CODES BELOW:

Schoolcraft
College
Connection



<https://schoolcraftconnection.com/this-week-in-campus-life/>

Schoolcraft
College
Student
Activities



<https://www.youtube.com/user/SchoolcraftCollege/studentactivities>

Members of the Schoolcraft College community would like to share their experiences...

RESOURCES

Disparities in Higher Education



<https://tinyurl.com/2fhesnfr>

Local Latinx Owned Businesses



<https://tinyurl.com/5dnczhfr>

Afro-Latinx Resources for Teachers



<https://tinyurl.com/ye23u6vj>

Hispanic Heritage Month



<https://tinyurl.com/mrxackpd>

A vertical poster for the Schoolcraft College IDEA Launch Event. The background is dark blue with gold polka dots at the top. The text "Schoolcraft College" is in a large, gold, serif font. Below it, in smaller white text, is "Is celebrating the launch of the IDEA (Inclusion, Diversity, Equity & Access) Strategic theme, please join us!". The word "IDEA" is in a very large, gold, serif font. Below it, in white, is "LAUNCH EVENT". At the bottom, there is a table with three columns: "SEP 27", "Schoolcraft College Vistatech Center DiPonio Room VT500", and "9AM TO 11AM". Below the table, in white, is "Please RSVP by September 16 to DEI@schoolcraft.edu".

SEP 27	Schoolcraft College Vistatech Center DiPonio Room VT500	9AM TO 11AM
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