



WESTERN MICHIGAN UNIVERSITY
Office of Diversity and Inclusion

2024-2025 Annual Report

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A Message from the Vice President

The 2024–25 academic year was one of transition for the Office of Diversity and Inclusion (ODI). Our year of transition began with, Dr. Montgomery announcing his retirement, prompting preparations for a new university president. The most significant shift has come from policy changes at the federal level, requiring us to adapt how we serve our campus community and ensure all may learn. Through it all, ODI has remained agile and responsive to campus needs.

We were proud to welcome several new team members this year: Dr. Denisha Griffey, Director of the MLK Jr. Scholars Academy, Nateya Moore, Director of the Kalamazoo Promise Scholars Program, Joshua Behymer, Accommodation Specialist, and Robyn Hill, Director of Disability Services for Students.

Progress continues on Racial Justice Advisory Committee (RJAC) recommendations. Dr. Danyelle Gregory, AVP of Diversity and Inclusion, launched the SCS Employee Support Program in February 2025, developing working relationships with Institutional Equity, Human Resources, and the University Ombuds. Dr. Dini Metro-Roland, professor, and faculty colleagues developed a pilot faculty-student mentorship program set to launch in fall 2025.

We hosted our 9th Multicultural Meet and Greet in the new Student Center, welcoming over 200 undergraduate, graduate, and international students. ODI hosted two record-breaking Celebration of Excellence events, with spring 2025 celebrating 245 graduates and 368 guests. As part of our Homecoming celebration, Multicultural Affairs for Students held a social for alumni from historically marginalized groups.

Our staff continued professional engagement: Nathan Nguyen and Melissa Holman presented at regional and national conferences, including NCORE. Sherrie Fuller received the Exceptional Bronco Leader award, and I had the honor of presenting at the LEAP HR Conference and facilitating an etiquette workshop for first-year student-athletes.



Dr. Candy
McCorkle-Boughton
Vice President of
Diversity and
Inclusion

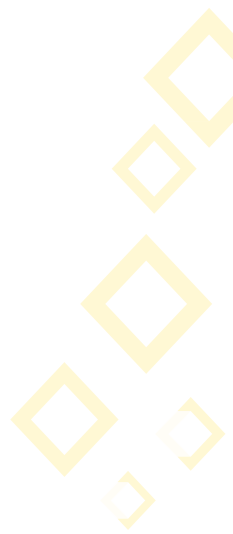
A Message from the Vice President

ODI hosted the MLK Celebration, featuring author, politician, attorney, and political commentator Bakari Sellers as keynote speaker. Additionally, ODI sponsors students for the National Association of Black Accountants (NABA) to attend their national conference and supported their inaugural WMU chapter gala. We were one of many sponsors of the Communities in Schools Kalamazoo CHAMPS event and co-hosted an economic development gathering with The Right Place, WMU Government Relations, and the WMU Grand Rapids campus. In November, ODI served as one of 22 national sites for Restorative Communities of Practice through the National Association of Diversity Officers in Higher Education.

Despite ongoing transitions, ODI remains steadfast in ensuring that every student, faculty, and staff member is seen, heard, and valued.



Dr. Candy McCorkle-Boughton



Overview of ODI

The Office of Diversity and Inclusion (ODI) supports the recruitment, retention, and persistence of our diverse student population.

Mission

ODI provides leadership and accountability in guiding systemic change to be equitable in access, resources, and opportunities for all in the WMU community.

Vision

To foster an equitable and inclusive campus climate that encourages and empowers all members of the institution to embrace their unique experiences and express their authentic selves.

Values

- Inclusion
- Self-empowerment
- Collaboration and relationship building
- Authenticity and uniqueness

Goals

- To improve communication
- To increase visibility of ODI
- To develop impactful collaborations within local and campus community

KCP Visiting Professors Grant

The Martin Luther King, Jr.; César Chávez; Rosa Parks (KCP) Visiting Professors Program was created by the Michigan State Legislature in 1986 as part of the King, Chávez, Parks Initiative. The intent is to prevent the decrease of college graduation rates for academically or economically disadvantaged students in postsecondary education. The State of Michigan's KCP Visiting Professors Program is intended to augment the number of instructors in higher education institutions in the State representing diverse groups.

This year we had the opportunity to support two exceptional speakers on our campus.

The first was Carolyn Clifford-Goss. Ms. Clifford-Goss, an award-winning journalist, was the keynote speaker at the Domestic Violence Awareness month's discussion on the impact of systemic domestic violence.

The second was JoNina Abron-Ervin. Ms Abron-Ervin, a member of the Black Panther Party, was the keynote speaker during the Women's History Month discussion on the key roles women have played in the social justice movement.



Carolyn Clifford



JoNina Abron-Ervin

Scholarships

The Office of Diversity and Inclusion manages eight endowed scholarships.

- Doctors Paul Brown & Bassett Brown and the V. Delores Brown Scholarship
- Dr. Charles C. Warfield Endowed Scholarship
- Dr. William F. Pickard Endowed Scholarship
- Dr. William F. Pickard Scholars Scholarship
- Honorable Dennis Wayne Archer Endowed Scholarship
- Phyllis E. Seabolt Endowed Scholarship
- Ronald E. Hall Endowed Scholarship

The total for each scholarship awarded during the 2024-25 year is listed in the table below:

Scholarship Name	Total Awarded
Honorable Dennis Wayne Archer Endowed Scholarship	598.3
Doctors Paul Brown & Bassett Brown and the V. Delores Brown Scholarship	1587.5
Ronald E. Hall Endowed Scholarship	1190.07
Dr. William F. Pickard Endowed Scholarship	2258.14
Dr. William F. Pickard Scholars Scholarship	6682.27
Phyllis E. Seabolt Endowed Scholarship	977.5
Raymond Snowden Endowed Scholarship	876.95
Dr. Charles C. Warfield Endowed Scholarship	1083.5

University Diversity Committee

The purpose of the University Diversity Committee is to advise the various Diversity Committees on implementing strategies and setting strategic goals to increase diversity and inclusion within their respective areas and to assist the VP of Diversity and Inclusion to set institutional DEI initiatives.

In 2024-25 the University Diversity Committee continued its exploration of its role and how it can best serve the university in being effective in progressing the goal to become an inclusive and equitable institution committed to ensuring a sense of belonging for all. The committee's chair and co-chair did an outstanding job in providing direction for the committee and hosted a retreat using the input gathered from various stakeholders in the 2023-24 academic year. The charge for this year was to encourage the academic colleges and vice-presidential areas that have Diversity Committees to restructure the committees so that the members to be part of the decision-making teams to impact change.

So, as we begin 2025-26 the committee will continue its restructuring lead by its chair and co-chair. In September we will be electing a new chair and co-chair. The University Diversity Committee would like to take this opportunity to thank Dr. Betty Dennis for her long service on the committee as she retires from university service at the conclusion of 2024-25 academic year.

Excellence in Diversity Awards

The Excellence in Diversity Awards are a means of recognizing those in our campus community who have demonstrated a commitment to ensuring that WMU is an inclusive and equitable campus. Recipients of this award have shown innovative and passionate ways in which to ensure physical, academic, and social accessibility to our campus.

The 2024 Excellence in Diversity Award Recipients were honored at the Fall Awards Celebration.

The 2024 recipients were

Dr. Cynthia Klekar Cunningham, Director of School of Communication, The College of Health and Human Services, **Department of Information Technology** and its **Diversity, Equity and Inclusion Committee**.



Celebration of Excellence

Western Michigan University's Celebration of Excellence is a celebration to honor our multicultural graduates. Celebrations are held twice a year, typically the Saturday before fall and spring commencements.

In 2024 -25, WMU faculty, staff and administration joined 267 graduates, and their supports to celebrate their accomplishment. Graduates received a Multicultural Graduate Certificate and a stole of their choosing that represents their cultural heritage.

Multicultural Center

The Multicultural Center at Western Michigan University provides the University student population with spaces for study hours, meetings, projects, and conversation. All events must have some educational value to the WMU community.

During the 2024 – 2025 academic year, events and programs provided information on diversity, ethnic, and cultural topics through speakers, events, and exhibits, scheduled by University groups and organizations.

Events were held by registered student organizations and a range of departments on campus such as Diversity Education, Seita Scholars Program, Outspoken, Center for Humanities and Haenicke Institute for Global Education Study Abroad.

The Multicultural Center is located in the Trimpe Building on WMU's main Kalamazoo campus.

Reserve the Multicultural Center here:
<https://wmich.edu/diversity/center>



Fast Facts.

137

Maximum capacity

40

Total events held in
2024-2025

1185

Total guests in
2024-2025

Reservations

Available

Monday – Friday
8:30am - 5pm

Diversity Education

Mission Statement

The Office of Diversity Education works to promote and enhance diversity, inclusion, and equity among faculty, staff, and students on campus. Diversity Education is also committed to efforts that support social justice and creating a positive campus climate.

Goals

The goals of the Office Diversity Education are:

1. Enhance Workforce Competency and Skill Development
2. Promote Equity, Inclusion, and Accessibility in Learning
3. Foster Innovation in Educational Delivery
4. Ensure Compliance and Institutional Alignment
5. Evaluate and Improve Program Effectiveness

Fast Facts

24

DEI workshops offered

68

Total workshop participants

Fast Facts

The Office of Diversity Education offers weekly trainings on a variety of topics. The office also collaborates with other areas on campus to bring educational awareness and informative programs.

30

Workshops/trainings offered

108

Total workshop participants



Learn more about the Office of Diversity Education here: <https://wmich.edu/diversity/about/units/diversity-ed>

Diversity Education

Programming and Events

The Office of Diversity Education offers a variety of cultural programs and events designed to foster open dialogue, educate participants, and highlight diverse voices.

Real Talk Diversity Series

Real Talk Diversity Series, participants interact and learn about the experiences and perspectives of individuals and groups from many identities and backgrounds. Each Real Talk event includes discussion of the intersection of multiple identities. The series provides a forum to engage in and discuss critically many important issues, serving as a bridge to the entire campus community.

The *Real Talk Diversity Series* serves as a catalyst to promote, celebrate, and increase awareness about diversity at WMU, to recognize cultural differences as well as similarities, and to encourage cross-cultural interaction. These goals are accomplished through various program formats including awareness raising programs, dialogue, and eliminating false ideologies.



The Honorable Tiffany Ankley speaks to WMU about the role of women leaders in criminal justice

Real Talk Presenters



JoNina Abron-Ervin with
Huey P. Newton, Co-
Founder of the Black
Panther Party,
Topic: HERSTORY OF RESISTANCE:
A BLACK PANTHER'S PERSPECTIVE
ON THE PAST & PRESENT



The Honorable Tiffany A.
Ankley, Kalamazoo County
Probate Court
Topic: "BREAKING BARRIERS:
WOMEN LEADING THE WAY IN
CRIMINAL JUSTICE."

Disability Services for Students (DSS)

Mission

Disability Services for Students at Western Michigan University strives to make education accessible and remove barriers to student success.

Vision

Disability Services for Students strives to strengthen full, diverse campus participation including those with disabilities. We will guide advocacy for universal design of facilities, programs, and activities. The office will promote inclusion, acceptance, respect, and empowerment.

Unit Overview

Disability Services for Students (DSS) serves the University with the goal of providing services for students with disabilities with the intention of retaining students, recruiting new students, providing current students support, and emphasizing access for students to succeed. DSS serves as a mechanism for students to request accommodations across campus to increase equitable access of education.

During the Fall 2024 semester DSS had 1,524 students registered with the office, with 78 of those students completing their degree. During the Spring 2025 semester, DSS had 1,409 students registered, with 160 of those students completing their degree.

DSS survey responses:

What do you find most beneficial about being registered with Disability Services for Students?

"The most beneficial thing being registered with DSS is that they are on point on how to accommodate me and my needs."

"It's really nice to have a support network and to feel respected. It matters a lot to me to know that I have people who will advocate for me, too."

4%

Increase in registered students compared to AY23-24

953

Individual meetings with students scheduled [May'24-April'25]

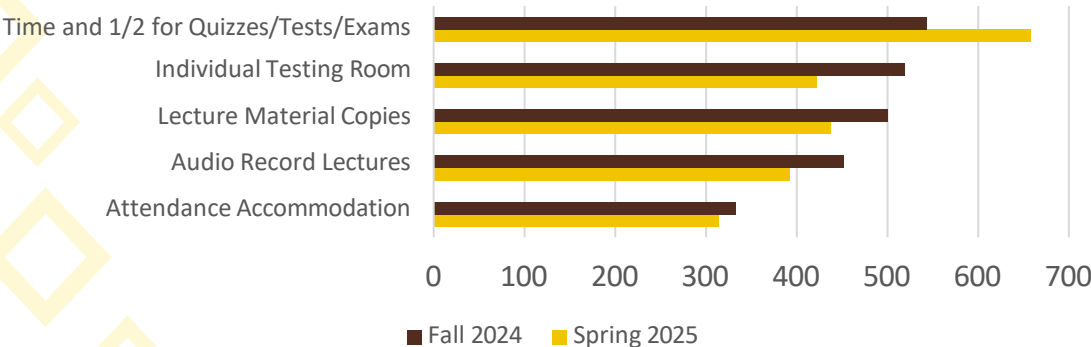
DSS Campus Supports

Accommodations

Students who have met the academic eligibility requirements and are admitted to WMU, provide documentation, such as medical records, psycho-educational testing, or school records then meet with an Accommodations Specialist at DSS.

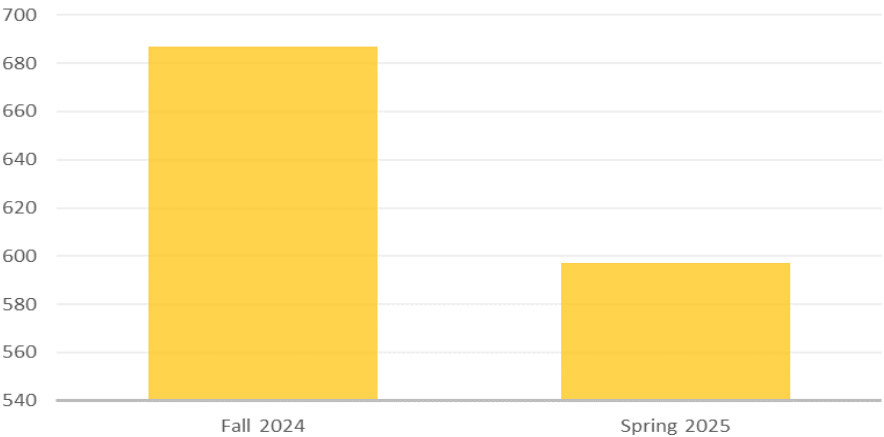
DSS includes the student in the process through an interactive process. We meet with the students, review their documentation, and have conversations around their unique needs. During the meeting with the Accommodations Specialist, barriers are identified and strategies, including reasonable accommodations and adjustments, are discussed to determine how best to provide access to learning for the student.

Most Requested Accommodations for Fall 2024 and Spring 2025



Test Proctoring

Exams Taken at DSS



Supplemental Tools:

Glean – A personalized note taking and study tool available to DSS students at no cost

AIRA – A live, human-to-human professional assistance service for people who are blind or have low vision, also free of cost to anyone on WMU campus – which aids in recruitment.

DSS provided test proctoring services for the 2024-2025 academic year. The purpose of test proctoring is to aid WMU faculty and staff in providing students testing accommodations. DSS sees test proctoring as a program that services as a student retention tool.

DSS Campus Partnerships

Autism Services Center (ASC)

These services are beyond the reasonable accommodations provided by the Americans with Disabilities Act Amendment Act. Services include weekly one-on-one meetings with an ASC staff member or graduate assistant, workshops and informational sessions, organized social events, and increased communication between students, professors, staff, and parents.

Bureau of Services for Blind Persons (BSBP)

The mission of the state agency Bureau of Services for Blind Persons is to provide opportunities to individuals who are blind or visually impaired to achieve employment, and/or achieve maximum and meaningful independence in life through comprehensive rehabilitative services.

DSS staff will collaborate with BSBP counselors and staff to provide support for students sponsored by BSBP. This partnership entails addressing accommodation and technology needs, as well as supporting BSBP's College Prep program for high school or recently graduated high school students residing on campus and enrolled in a class during Western's Summer II semester.

Energy Efficient and Autonomous Vehicles (EEAV) Lab

DSS has collaborated with the EEAV Lab, in conjunction with Revision Autonomy, to provide a free-to-use paratransit shuttle on WMU's Main and East Campuses for all registered DSS students. Students can sign up and schedule rides at Bronconav.com

Referrals to WMU Services

DSS collaborates through referrals with student support programs across campus. Each program is different and provides varying levels of programming focused on building skills needed for student support.

Mentoring Services:

- Peer2Peer
- Mentoring for Success
- TRIO Student Success Program
- Peer Academic Success Coaching
- TRIO Future Educator Success Program

Tutoring Services:

- Writing Center
- Math Tutor Lab
- Bronco Study Zone
- Statistics Tutor Lab
- Physics Help Room
- Supplemental Instruction

Learn more about Disability Services for Students here: <https://wmich.edu/disabilityservices>

LBGT Student Services

Mission

The Office of Lesbian, Bisexual, Gay and Transgender (LBGT) Student Services is to ensure equitable access for all at Western Michigan University and promote a campus climate that affirms and supports the academic and personal development of all students inclusive of their sexual orientation, gender identity, and gender expression.

About LBGTSS

The Office of LBGT Student Services offers support, education and advocacy around issues of gender identity/expression and sexual orientation to the WMU community.

Since 1989, the WMU Office of LBGT Student Services has supported lesbian, gay, bisexual, transgender, queer, and questioning (LGBTQ+) students. Through diverse workshop learning options, engaging programs, social support, and advocacy, the Office of LBGT Student Services strives for inclusion, safety, and acceptance throughout the WMU campus.

Sense of Belonging

The Office of LBGT Student Services provide a sense of belonging for LGBTQ student through both direct and indirect services, events, and spaces. Examples of direct student engagement include facilitation of bi-weekly discussion groups, co-hosting events in different spaces (e.g., Trans Pool Party at YMCA Maple), and providing a student lounge space for students to study and connect with other LGBTQ students.

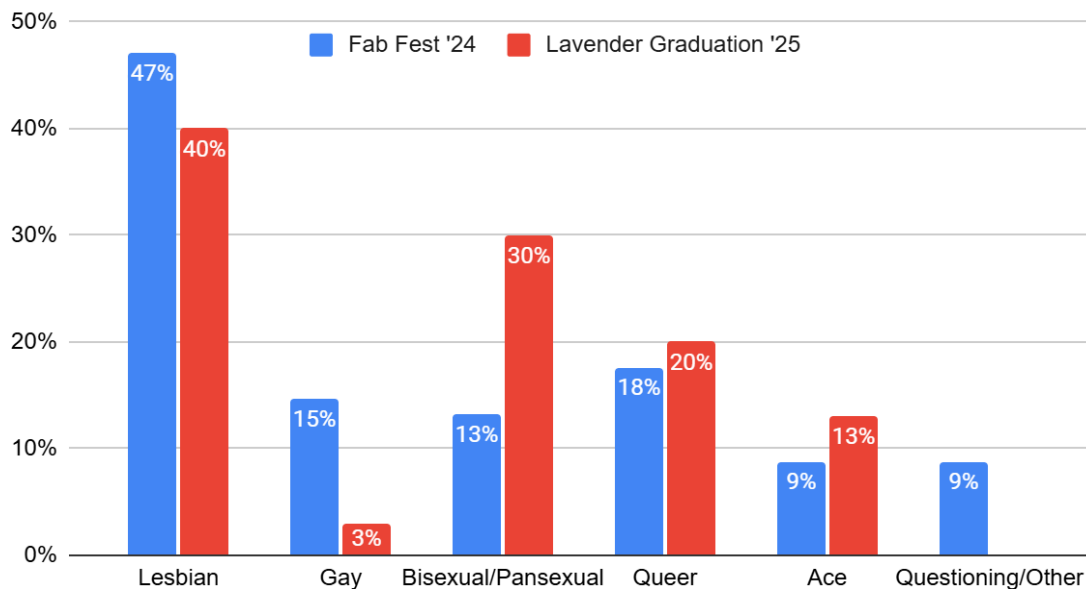
Indirect student engagement included training faculty, staff, and student leaders in how to become an LGBTQ ally through Safe on Campus training or facilitating a student panel for a class (e.g., First-Year Experience class). These experiences are considered “indirect” because a majority of participants do not identify as LGBTQ but are individuals who contribute to the campus environment of inclusion.

LGBT Annual Programs

Fall Fab Fest

Fall Fab Fest is hosted at the beginning of fall semester as an opportunity to welcome LGBTQ and questioning students while offering opportunities for students to connect with LGBTQ-friendly resources that are available on and off campus.

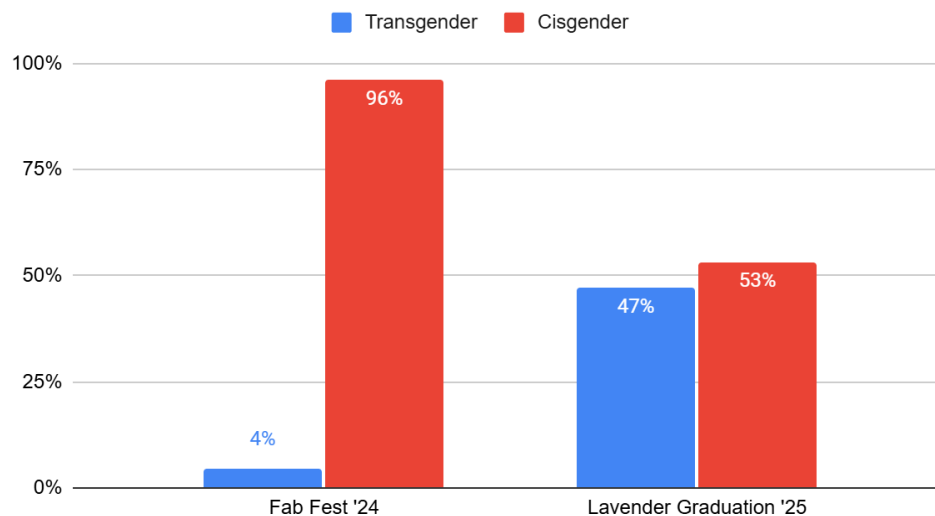
Sexual Orientations



Lavender Graduation

Lavender Graduation is hosted every spring to celebrate LGBTQ students who are graduating with their bachelor's, master's, or doctorate degrees.

Gender Identities



LGBT Retention Initiatives

Student Retention

LGBTSS engages in several programs that encourage student retention including:

- [Safe on Campus](#) certification training, and
- Bi-weekly discussion groups.

Additional retention opportunities include collaborative on-campus programs with [Housing & Residence Life](#), [FIRE Sexual Assault Peer Educators](#), and [Multicultural Affairs for Students \(MAS\)](#).

LGBTSS has hosted (or co-hosted) programs and events for our LGBTQ students to encourage community development, connecting students to resources, and to engage with the LGBTSS office.

LGBTQ students can explore their identities, engage in conversations, and build community by participating in bi-weekly discussion groups or attend an LGBTSS hosted event.

17

Average number of participants per program.

114

Programs hosted or participated by LGBTSS.

8,394

Total participants for AY25.



LBGT Persistence Initiatives

Student Persistence

Although LBGTSS does not track how many WMU students identify as LGBTQ, graduating LGBTQ students are welcome to participate in our annual [Lavender Graduation](#) ceremony. This spring, LBGTSS had 30 students (25 undergraduate, 5 graduate) registered for Lavender Graduation to receive a rainbow tassel and certificate.

Safe on Campus

All members of the WMU campus community (faculty, staff, and students) are welcome to attend a Safe on Campus workshop to learn how to be a better ally or advocate to the LGBTQ community. Upon completion, participants can receive a placard to signify that they are an LGBTQ-welcoming person who is aware of the available resources on campus.

Safe on Campus encourages participants to display their placard, practice inclusion across campus, and to learn about the available resources.

Learning Objectives

- Participants will learn about LGBTQ-friendly resources that are available on and off campus.
- Participants will practice how to respond to common on-campus scenarios that affect LGBTQ students.
- Participants will reflect on the interplay of privilege and/or marginalization and how it impacts LGBTQ-identity development.

Learn more about LBGT Student Services here:
<https://wmich.edu/lbgt>

96%

LGBTQ students who graduated with a 3.0 GPA or higher (undergraduate).

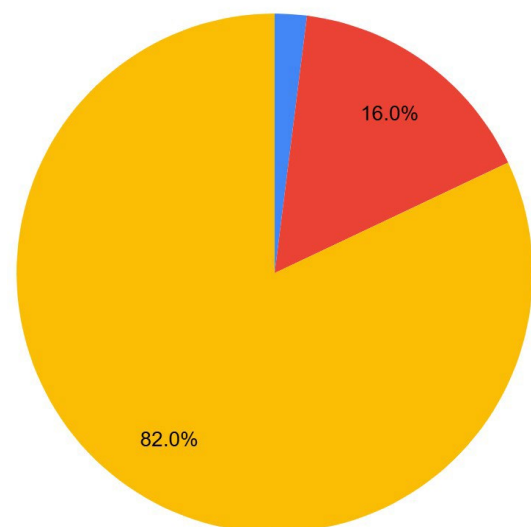
16

LGBTQ undergraduate students graduated with honors.

50

People have completed Safe on Campus Training (AY25).

Attending LGBT workshops encouraged me to become a better ally.



● Neutral ● Agreed ● Strongly Agreed

Multicultural Affairs for Students

Mission

To engage students in discovery and learning experiences to facilitate academic success and participation in a multicultural world.

Vision

To become a leading multicultural affairs department in supporting students and all members of the community in their holistic development.



Programs

- College Assistance Migrant Program (CAMP)
- Community Mentoring Program
- Kalamazoo Promise
- Martin Luther King, Jr. Student Scholars Academy
- Mentoring for Success Program
- Navigator Network



College Assistance Migrant Program (CAMP)

The College Assistance Migrant Program (CAMP) is a nationwide grant program that assists students who are migratory or seasonal farmworkers enrolled in their first year of undergraduate studies. It is federally funded by the U.S. Department of Education's Office of Migrant Education (OME). The Western Michigan University (WMU) College Assistance Migrant Program (CAMP) is a program funded by Western Michigan University, since fall 2022 and was previously funded by OME from 2012-2022.

Mission, Vision, & Goals

The program's goal is to provide supportive services to migrant and seasonal farmworkers or their dependents, and to assist them in the successful completion of their first year of college and persistence toward degree attainment. The program provides services and resources in the areas of academic guidance, career planning and development, intellectual and cultural enrichment, as well as financial assistance based on individual need. Program participants also receive follow-up supportive services after their first year.



"CAMP best supported me this year in being able to set goals for my future and knowing how to accomplish these goals and finding study resources that have allowed me to do better overall in my classes." - 2024 CAMP Student

2024 Cohort Overview

3.37

Fall 2024-Spring 2025 average cumulative GPA for the 2024 cohort

61%

Of the 2024 CAMP cohort have a cumulative GPA of a 3.5+.

55%

Of students increased their GPA from fall to spring

21 & 20

Workshops and events were held during the year

"The program supported me academically and personally, by also helping me transition from high school to college and helping me navigate and explore different resources on campus. They also supported me by helping me achieve academic success and my personal goals."

- 2024 CAMP Student

College Assistance Migrant Program (CAMP)

Program Highlights

This academic year, the College Assistance Migrant Program (CAMP) served a total of 19 first-year students, alongside 22 graduating students. Of the graduates, five returned to complete their education after putting their studies on hold for some years, demonstrating exceptional resilience and determination. The students in this year's cohort achieved the highest GPA in over five years, reflecting both their hard work and the impact of the support provided by CAMP.

Throughout the year, 47 Academic Success Plan (ASP) meetings were held, focusing on providing targeted support to students facing academic challenges. 68% of students created an ASP due to having a grade of C or below in one or more of their courses before midterms. All students enrolled in an ASP showed improvement, with each increasing their grade in at least one class where they had previously been struggling. This progress highlights the positive impact of personalized academic support and the commitment of our students to achieve their educational goals.

Based on the data from the 2024 Cohort End of the Year Survey, CAMP students reflected on a journey marked by growth, support, and a deepening sense of belonging. Many began their time on campus feeling uncertain, but through the guidance of the CAMP staff, they found a community that not only welcomed them but empowered them. Students shared that they now feel proud to be part of WMU, connected to the campus, and more confident in their ability to succeed. Encouraged by the structure and encouragement from CAMP leaders, they learned to manage their academic responsibilities, balance their studies, and believe in their own potential.



Fast Facts & Testimonials

"My leader helped me manage my schedule, showed me study habits that could benefit me, and helped me navigate different resources on campus."
- 2024 CAMP Student

"My leader helped me transition into campus, especially at the beginning of the year. I feel like at first I was so lost to move in but after meetings with my leader I felt more confident to be around campus and comfortable with living here."
- 2024 CAMP Student

100%

Of students found their peer leader helpful

100%

Of students agree that their CAMP leader helped them understand their strengths and how to be a better student.

22

CAMP graduates during the 2024-2025 academic year

Community Mentoring Program

The Community Mentoring Program is a mentorship-based initiative that strives to help African American male students successfully transition from college into their professional careers. This program aims to provide students who are approaching graduation at WMU with opportunities to connect with career professionals from the Kalamazoo community in safe, welcoming and supportive campus environments. The program also creates environments for program participants to develop leadership skills during volunteer opportunities.

Program Highlights

The program focused efforts on the transformative power of group mentoring to encourage students and prepare them for the future. We were able to host/co-host 6 events for 24-25 academic year.

A diverse group of WMU students from various majors and class levels hand-wrote encouraging, truth-filled letters to Kalamazoo Males of Promise students, sharing personal insights on the value of a college education made possible through the Kalamazoo Promise.

The program partnered to bring speakers—Nuri Muhammad and Express Yourself Black Man—to educate and engage attendees at campus events. These efforts aimed to foster connections among students and support the growth of the Young Black Male Support Network student organization.



What was your favorite part of the event?

"The community feeling. I felt like I could leave my ego at the door and just enjoy having a great conversation with like-minded individuals." - WMU Student



Kalamazoo Promise

Mission, Vision, & Goals

The Kalamazoo Promise Scholars Program seeks to serve all current and prospective Promise-eligible Western Michigan University students by addressing concerns in the areas of education, finances and employment, housing, mental and physical health, cultural identity formation, supportive relationships and community connections, as well as life skills for college and career success.

Additionally, we answer questions regarding their scholarships, support their transition to WMU from high school or their previous home institution, and offer mentorship about navigating the unique college environment at WMU.

Program Highlights

The Kalamazoo Promise grant provides academic and engagement resources to support Kalamazoo Promise students. Students benefit from this program by having academic and financial well-being planning, opportunities to participate in the registered student organization, leadership opportunities and more.



Fast Facts

76%

Of incoming Kalamazoo Promise students met with a success coach

80+

Hours of one-on-one coaching

67

Kalamazoo Promise students graduated this academic year

78.2%

Of students were retained – higher than previous year

100%

Of incoming Kalamazoo Promise students met with a Financial Aid Specialist

Kalamazoo Promise

FTIAC Success Resources

This year, 100% of the incoming class was able to meet with a Financial Aid Specialist within the Kalamazoo Promise Team. 76% of the FTIAC students also received a success planning meeting from a member of the KPSP team.

Service usage:

Book borrowing Program – Throughout the year, 10 students utilized our service to purchase and loan over 30 textbooks. We extend our gratitude to the WMU bookstore for their invaluable assistance in ordering out-of-stock books for store pick-up. Impressively, 90% of the students who used this service achieved an A as their final grade in the classes for which they borrowed the books.

Engagement

Students were engaged throughout the year to schedule success plan meetings in relation to their academic progress or financial aid awareness. This was imperative as it helped us meet the grant goal of providing financial aid awareness to all incoming Kalamazoo promise students.

The Kalamazoo Promise Support Program sent out an engagement survey to students with the aim of revamping the program. The survey has been helping the team build a program for students and made in partnership with them as well.



Student Testimonials

"deep personal development came through the Kalamazoo Promise Scholars Program's Leadership Academy. It gave me the chance to see myself in professional spaces—not just as a guest, but as someone who truly belongs. I began to trust the strengths I carry and learned how to use the tools I already have within me."

Jacky M, Kalamazoo Promise Scholar

"The Kalamazoo Promise Scholars Program has opened doors of opportunities for me that have been transformational and invaluable. It is because of this program that I was given the resources to study abroad in Tanzania which has forever changed me and allowed the path that I am paving to become a lot clearer."

Alexi K, Kalamazoo Promise Scholar



Martin Luther King, Jr. Student Scholars Academy

The Martin Luther King Jr. Student Scholars Academy is a comprehensive four-tier program providing academic, social, and professional development support from matriculation through graduation. Each tier targets specific developmental milestones in a student's journey.

Mission, Vision, & Goals

The MLK Academy's mission is to engage students in discovery and learning experiences to facilitate academic success, engagement, and participation in a multicultural world.

By engaging with professional staff and academy leaders, scholars enter an environment that fosters academic achievement, leadership, and involvement in diversity initiatives on and off campus.

Across all program levels, the academy provides academic course review, academic coaching, tutoring, and programs that are diverse in culture and wellness.

Fast Facts

2.98

Cumulative GPA
(all tiers)

88%

Good Standing at the end of
academic year

36%

Made the Dean's List

97%

Eligible to return to the
academy

94%

Retention rate



Martin Luther King, Jr. Student Scholars Academy

Program Highlights

Many exciting changes took place within the MLK Academy, kicking off the year with a new director, Dr. Denisha Griffey.

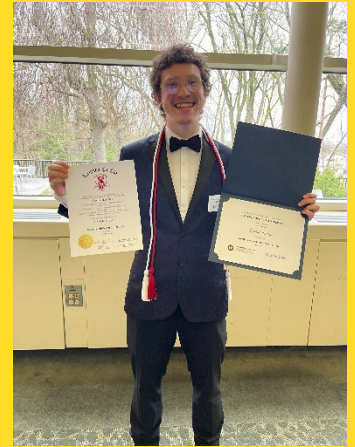
This year the academy incorporated a First-year Experience (FYE) course to aid in the transition of new students entering the program and to foster a sense of belonging amongst the cohort.

The academy served 76 students with 26 being part of the 2024 Cohort. Students engaged with the program through 1:1 meetings with their academy leaders, attending all-scholar meetings, workshops, and social activities.

Engagement

This year, our MLK programming took a new direction as we transitioned away from the virtual engagement format used over the past five years. We collaborated with various programs, registered student organizations, and units within the Office of Diversity and Inclusion—including CAMP, the Kalamazoo Promise, Diversity Education, and the Epsilon Xi Chapter of Alpha Phi Alpha Fraternity, Inc. We were intentional in providing additional resources to enhance the student experience. Notably, we invited distinguished local alumni to engage with students and played a key role in the MLK Day Convocation featuring Bakari Sellers.

Other programming included, the Creative Arts Panel with Diversity Education, Idris Rashid (MLK Alum) visiting the FYE class, MLK Alumni Tailgate for Homecoming, LinkedIn Workshop (with RSO), Real Talk Series with Judge Ankley, WMU Day at the Detroit Pistons, and MLK End of the Year Celebration.



*"Don't be scared to do what you love" ~Carter Bates
MLK2021 Graduate*

11

Graduates (2024-2025)

47%

Graduated within 4 years
(Cohort 2021)



"I would say just being able to meet so many people that come from the same background as myself. Being able to share so many new memories and being able to fall back on them through my years here at WMU."

~ MLK2022 Cohort Student

Mentoring for Success Program

Mission, Vision, & Goals

The Mentoring for Success Program is a peer mentoring program designed to promote program participants' success at Western Michigan University through increased acceptance rates into participants' intended majors and increased college graduation rates. The program is geared toward achieving specific academic and developmental goals that are focused on participants' overall development.

The program is optimized for and most beneficial to first-year and second-year students. The Mentoring for Success Program [is funded by the State of Michigan's Department of Labor and Economic Opportunity's King-Chávez-Parks Initiative, as well as WMU's Multicultural Affairs for Students and Office of Diversity of Inclusion.](#)

Program Highlights

We provide all eligible program participants with a convenient 24/7 online tutoring service that empowers students with on-demand access to one-on-one support anytime, anywhere and quickly connects learners with a vast community of verified tutors covering over hundreds of subjects. Each student who receives tutoring will automatically be assigned to an academic mentor, who will serve as a knowledgeable and experienced guide and resource. Our mentors also develop and facilitate various skill-building workshops for program participants.



Participant Testimonials

"Peer mentoring has been so useful in my overall success by helping me prioritize and balance my academics. Structure and time management were things that I lacked that peer mentoring helped me learn, which improved not just my academics but my way of life as well. The online tutoring service is extremely helpful too. There are times I can't believe peer mentoring and the 24/7 online tutoring are completely free, because the quality of the service you receive is so top-notch. Shout out to the student mentors and all of the hard work you guys do."

- Kabir Iyer, first-year, philosophy, 2024

"This program was extremely helpful and I felt extremely supported. My mentor made sure I had everything I needed to be successful. I recommend this program."

- Tierra Carson, sophomore, psychology, 2024



Mentoring for Success Program

2024-25 Fast Facts (excluding summer sessions)

Race:

- Asian: 20/239 (8.37%)
- Black or African American: 41/239 (17.15%)
- Hispanic or Latino: 103/239 (43.10%)
- Multiracial: 23/239 (9.62%)
- White: 48/239 (20.08%)
- Guests (international): 8/239 (1.70%)

Gender:

- Female: 144/239 (60.25%)
- Male: 90/239 (37.66%)
- Nonbinary: 5/239 (2.10%)

Numbers and Percentages for Grant Goals:

- 87.45% of participants completed the academic year in good standing.
- 97.49% of participants declared a major by the end of their sophomore year.
- 93.34% of participants graduated within six years of enrollment to the university.

Service Usage:

- Workshops: 5
- Study sessions: 2
- GEAR UP high school tutoring sessions: 33
- GEAR UP participants (high school tutoring): 446



Participant Testimonial

"The Mentoring for Success Program is an amazing opportunity to meet with a mentor who will help you not only set goals for your semester, but make sure that you follow through with accomplishing those goals. It was great to have an upperclassman help us navigate the transition from high school to college, and the many changes it comes with. I would highly recommend this program to incoming freshman, and even older students who find themselves struggling to keep up with a good study schedule and routine."

– Ritika Verma, first-year, industrial & entrepreneurial engineering, 2024

Fast Facts

228.25

tutoring hours

92.5

mentoring hours

89.50%

retention rate

69.04%

first-gen college students

17.15%

students with disabilities

Navigator Network

Mission & Vision

The Navigator Network is a dedicated team of professionals and peer supporters committed to providing personalized guidance tailored to each student's academic and well-being needs.

From the start of a student's educational journey, Navigators are there to offer support—whether it's a simple referral or more comprehensive assistance. The Navigator Network is deeply invested in student growth and success.

By working directly with students, the network helps identify and remove barriers, offering practical solutions to a wide range of challenges, including:

- Academic support
- Well-being and mental health
- Building connections within the campus community
- Financial wellness and literacy

The Navigator Network is here to ensure that every student has the tools and support they need to thrive.

Goals

1. Host 8 events per semester focused on cultural awareness, belonging and community.
2. Increase the number of individual coaching sessions provided by MAS Navigation Specialists by 30% compared to the previous academic year.
3. Develop and execute a multi-faceted marketing and outreach campaign to raise awareness and increase visibility of the MAS Navigation Specialists and their services.
4. Establish collaborative initiatives with at least 6 campus stakeholders (e.g., academic departments, student organizations, residence life) to integrate the MAS Navigation Specialists into existing student support networks.

Program Benefits

Asset-based coaching and connections to student groups.

Individualized support for first-gen, Pell-eligible and various identity groups.

Develop skills for professional and personal success.

Proactive support for students' academic and well-being needs

Fast Facts

34

Programs/events

60+

RSO program support hours

Navigator Network

Program Highlights

The 2024–2025 academic year served as a foundational period for the Navigation Specialists within the Office of Multicultural Affairs. During this time, the team hosted a range of events focused on cultural awareness, professional development, personal growth, and academic success.

In addition to programming, the Navigation Specialists prioritized proactive, one-on-one support for students—whether through direct outreach, referrals, or student-initiated contact. Collectively, the team organized 34 events that engaged a diverse cross-section of the campus community. Through strategic collaboration with various departments and individuals across campus, the Navigation Specialists significantly expanded both the visibility and impact of their roles. Their efforts were centered on building meaningful relationships with campus partners dedicated to promoting student success.

Testimonials

"With navigation specialists, you can talk to them about anything: interview skills, how to get better grades and study tips, but also personal things. It's empowering knowing someone's in your corner."

"My favorite aspect of the Great Skate Event was being able to meet other WMU students from different cultural backgrounds."

"The controlled community aspects was lovely and being able to share things that we care about."



Learn more about Multicultural Affairs for Students here:
<https://wmich.edu/multicultural>

Fast Facts

100+

Professional development
hours



139

Coaching hours



Summary

The 2024–2025 academic year was a time of transition and growth for Western Michigan University's Office of Diversity and Inclusion (ODI). Amid university leadership changes and shifts in federal DEI policy, ODI remained committed to advancing equity, inclusion, and access across campus. The office welcomed new leadership in several key programs and launched the SCS Employee Support Program. Through over 300 programs and events, ODI engaged nearly 4,000 students, faculty, and staff, while delivering nearly 600 hours of direct student support.

Signature events like the Celebration of Excellence and the MLK Celebration, featuring Bakari Sellers, drew record participation and underscored ODI's impact. Across its core units, ODI supported a wide range of student needs—from accessibility and disability services, LGBTQ+ engagement, cultural education, and mentoring programs. Disability Services for Students served over 1,500 students and expanded accommodations and tools like AIRA and Glean. LBGT Student Services reached over 8,000 participants and celebrated 30 LGBTQ+ graduates. Diversity Education offered impactful workshops and dialogue series, while the Multicultural Center hosted over 40 events focused on cultural awareness.

Multicultural Affairs for Students (MAS) delivered strong outcomes across programs such as the College Assistance Migrant Program (CAMP), Kalamazoo Promise Scholars Program, MLK Jr. Scholars Academy, Mentoring for Success, and the Navigator Network. These initiatives supported first-gen, Pell-eligible, and underrepresented students through mentoring, academic planning, leadership development, and cultural engagement. The office reported strong student retention rates across all programs, with many achieving academic honors and demonstrating improved outcomes. ODI concluded the year with notable progress toward institutional diversity goals, sustained student-centered impact, and strengthened partnerships across campus. Guided by its mission to foster an inclusive and equitable learning environment, ODI continues to be a driving force in ensuring all members of the WMU community feel seen, heard, and valued in support of WMU's mission "so that all may learn."

Our Diversity is our Strength



WESTERN MICHIGAN UNIVERSITY
Office of Diversity and Inclusion