



Office of Diversity, Equity and Inclusion

2025 Impact Report



WESTERN MICHIGAN UNIVERSITY
College of Health
and Human Services

Building a More Inclusive CHHS Community

The College of Health and Human Services seeks to be a community of learners that embraces, respects and advocates for human diversity, inclusion and social justice in its education, research and service programs. We invite all students, faculty and staff to actively work together to become a more diverse, inclusive and just community.

The CHHS Office of Diversity, Equity and Inclusion provides leadership to CHHS in carrying out its mission to educate and create a sense of belonging for its diverse community. The director works collaboratively with faculty, staff and students who represent each college unit. Committee members serve as liaisons to their respective units.

Committee Members



Dr. Carrie Barrett,
Physical Therapy



Dr. Jessica Cataldo
School of
Interdisciplinary
Health Programs



Wan Chen,
Finance



Elyse Connors,
Blindness &
Low Vision



Dr. Betty Dennis,
Director DEI Office



John Enos,
Information Tech



Jill Frazee,
Dean's Office



Dr. Angela Groves,
Nursing



Charles Hanks,
Graduate Assistant



Dr. Azalia Gonzalez,
Occupational
Therapy



Dawn Smith,
Nursing



Tanya Timmerman,
Speech, Language,
& Hearing Services



Dr. Anna Yelick,
Social Work



2024-25 Accomplishments



Anti-bias
education

Budget

Community
Outreach

DEI Sub-Committees

Data

DEI
Conference

Student DEI



Anti-Bias Education

2024-25 Lunch & Learn Series:

September – Ale Quiroga, Corewell Health
October – Dr. James Leja – People with Visual Impairments
November – Dr. Janet Hahn - Ageism

January – LaShawnda Bates – Black people who are facing a cancer diagnosis

February – Honoring Personal Choices: Techniques to Understand and Document Health

March- Ian King, Sarah Norris, Charles Hanks, Dr. Betty Dennis - What is your definition of Wellness, Belonging and DEI?

April - Angie Moe - Animal Therapy and Health Disparities

Anti Bias Training Impact

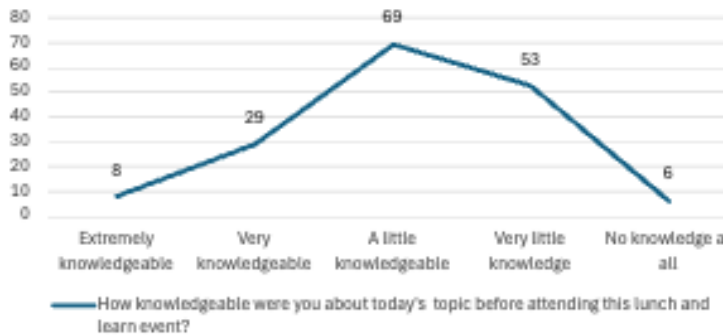
*CHHS promotes equitable curricula and inclusive teaching

*CHHS has classes that meet the LARA requirements (HSV 4400, BLS 3050, OT 3001, Nur 4320, 3220, SLHS 2090, 6480)

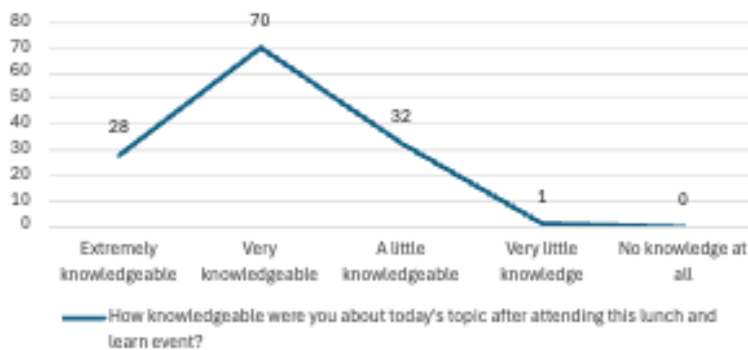
Approximately 400 students, faculty and staff served throughout the year.

2024-2025 Lunch and Learn Data

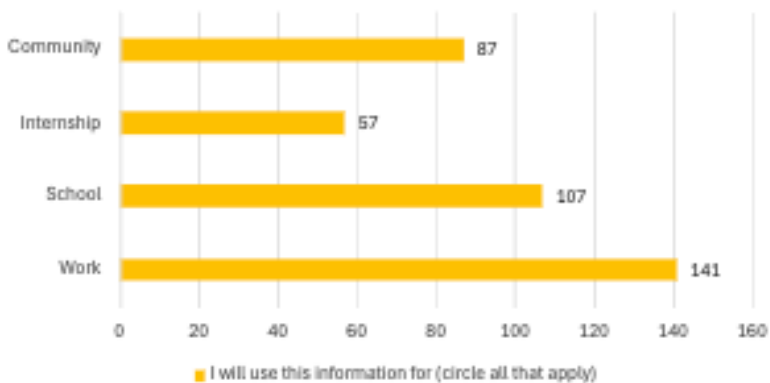
How knowledgeable were you about today's topic before attending this lunch and learn event?



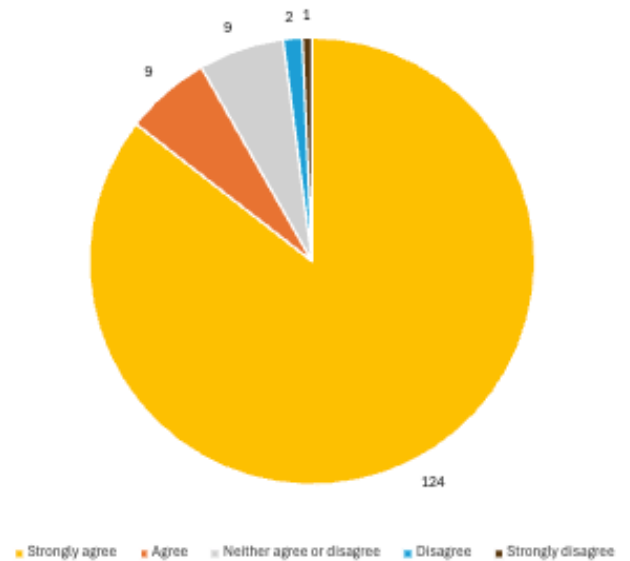
How knowledgeable were you about today's topic after attending this lunch and learn event?



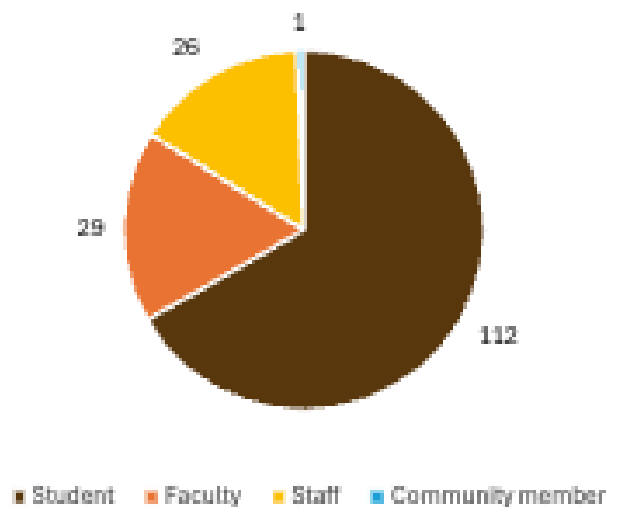
I will use this information for (circle all that apply)



This topic is important to the discussion of diversity, equity and inclusion



I am a:



Please share 1 to 2 topics you are interested in for future lunch and learn events.

DEI in our current national leadership · Women's healthcare (5x) · Giving the best care with insurance barriers · Bias · From a patient perspective · Strategies for PTs when treating new types of pts. · Incarceration and access to healthcare · Language barriers in healthcare · Food deserts · Mental health care · Schooling after age 26 · DEI in PT (2x) · Insurance/finance impact on medical decisions · Language deprivation impact on medical decisions -Lack of access to equitable language -Lack of literary skills in healthcare - Treatment of minorities in healthcare (2x) -Lack of representation inside textbooks and its impact on health outcomes - How race is handled in practices and how it can be mistreated

Community Outreach

Members: Dr. Carrie Barrett, Dr. Betty Dennis, Dr. Angela Groves, Dawn Smith, Dr. Elyse Connors

Departmental Spotlights

Dr. Azalia Gonzalez
OT gardening club
Coalition of Occupational Therapy Advocates for Diversity (COTAD)
Guest speaker/planting expert: Mallory Bourdo (Project Manager & Plant enthusiast)
Students who helped develop this project: Sarah Thahiyatul, Ellia Flejtuch, Sydney Payne, Taylor Maysonet, Sadie Derusha, and Emma Nesbitt.



This gardening event allowed for creation of an inclusive classroom space where all students were able to connect with nature and learn about plant care taking. Engaging in a hands-on gardening activity, this helped promote mindfulness by encouraging focus and presence in the moment.



Excellence in Diversity Awards

Dr. Pamela Wadsworth - Nursing
CHHS Information Technology Department

2025 CHHS Awards

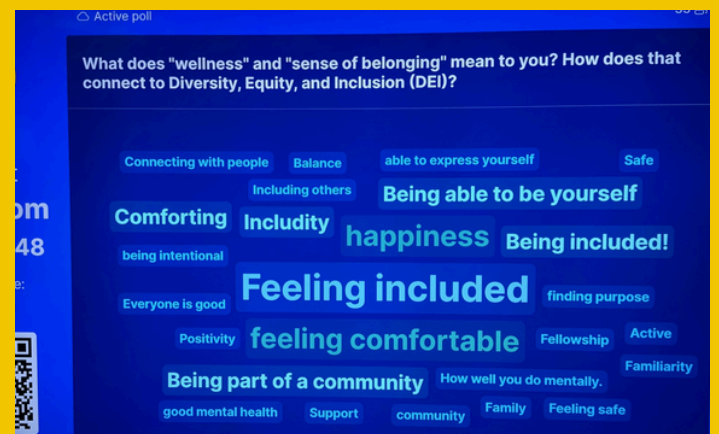
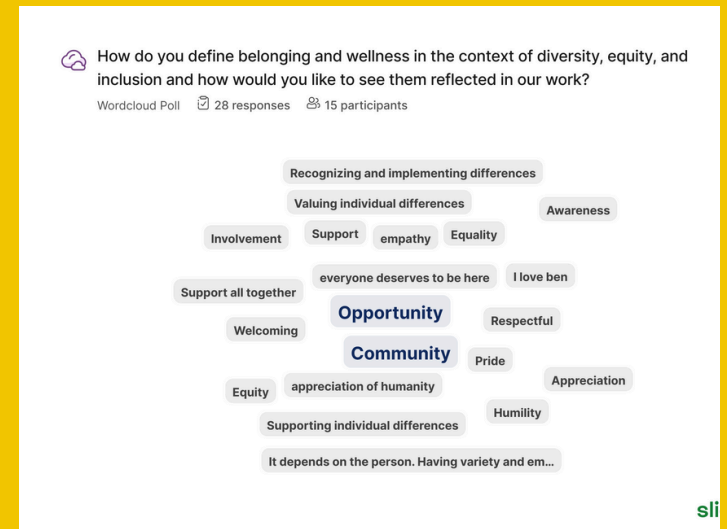
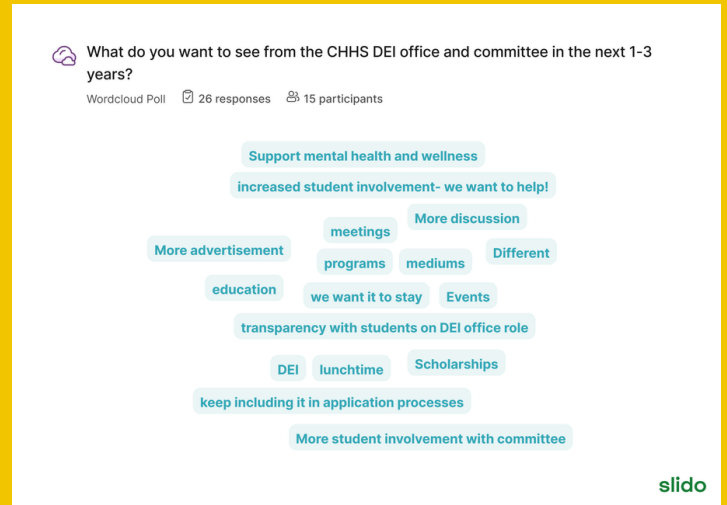
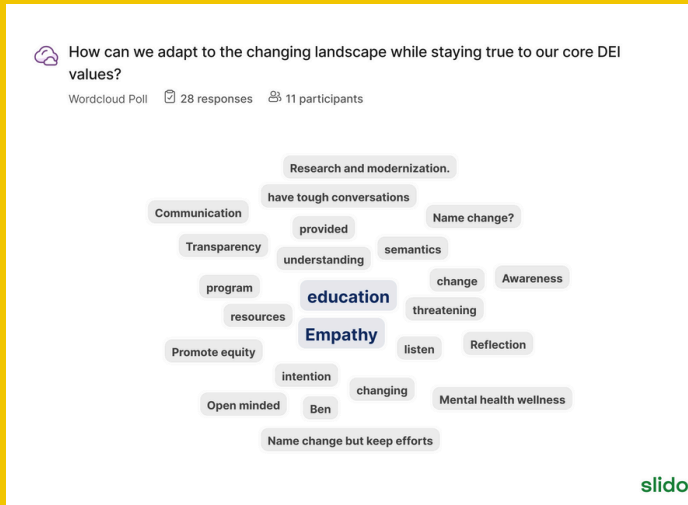
Dr. Betty Dennis - Distinction in Diversity
Charles Hanks - Graduate Assistant of the Year.



What is your definition of wellness, belonging, and DEI?

March 19, 2025

Reactions from faculty, staff and students



Student DEI

Members: Ian King, Sarah Norris and Charles Hanks



WESTERN MICHIGAN UNIVERSITY
College of Health and Human Services
Office of Diversity, Equity and Inclusion

FALL 2024

Lunch & Learn

Location: CHHS student engagement center
Time: 11am - Noon
Free lunch is provided by the CHHS Office of Diversity, Equity, and Inclusion.

SEPT	OCT	NOV
18 WHY DEI IS IMPORTANT IN HEALTH CARE Lila Quinque, President, Corwell Health	16 VISUALLY IMPAIRED Dr. Jim Leila, Faculty Emeritus, Blindness and Low Vision Studies	20 Dr. Janet Rubin, School of Interdisciplinary Health Programs



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SPRING 2025

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JAN	FEB	MARCH	APRIL
15 AFRICAN AMERICANS ENRICHED WITH CARE LeShawnda Bailey, Western Healthcare Group	19 HONORING PERSONAL CHOICES Hilary Kent, Advance Care Planning, Memorial Sloan Kettering Hospital	19 WHAT IS YOUR DEFINITION OF WELLNESS, RESILIENCE, & GROWTH? Dr. Betty Daniels, Director of CHHS Diversity, Equity, and Inclusion	16 ANIMAL THERAPY & HEALTH DISPARITIES Angie Hale, Therapy Dog Clinic Coordinator

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