

2025-2026 Annual Report



**Hosted over
325 programs
and events**

**Engaged 1,630
WMU faculty,
administration, and
staff**

**Connected with 5000
plus WMU students
and prospective
students**



WESTERN MICHIGAN UNIVERSITY
Office of Diversity and Inclusion

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Letter from the Vice President

As I reflect on the 2025–2026 academic year, I am filled with gratitude and pride for the remarkable work accomplished by the Office of Diversity and Inclusion at Western Michigan University. This year has been defined by meaningful engagement, impactful partnerships, and an unwavering commitment to ensuring equitable access, resources, and opportunities for all members of our Bronco community.

Together, we engaged more than 1,630 faculty, staff, and administrators, connected with over 5,000 current and prospective students, and hosted more than 325 programs and events that fostered learning, belonging, and community across our campus. These accomplishments are a testament to the dedication of our staff, campus partners, students, alumni, and supporters who continue to advance our shared mission.

Throughout the year, the Office of Diversity and Inclusion demonstrated its commitment to student success in many ways. We supported 16 scholarship recipients through eight endowed scholarships, celebrated 340 multicultural graduates during our Celebration of Excellence ceremonies, and expanded opportunities for connection and leadership through our educational programs and student support initiatives.

Our Disability Services for Students team continued to remove barriers to academic achievement, serving more than 1,500 students each semester and providing critical accommodations, testing support, and accessible transportation through the BroncoNav Shuttle. Meanwhile, the Autism Services Center continued to distinguish itself nationally, supporting students in their transition to and success in higher education while earning recognition among the nation's leading programs for autistic students.

The Office of Education and Training elevated conversations around leadership, justice, and inclusive excellence by welcoming distinguished speakers and delivering professional development opportunities that empowered faculty and staff across the institution. Likewise, Multicultural Affairs for Students continued to create high-impact experiences through mentoring, coaching, tutoring, scholarships, and community partnerships that strengthen student persistence and belonging.

As we look ahead, we remain committed to improving communication, increasing the visibility of our work, and cultivating impactful collaborations both on campus and throughout our community. Our diversity continues to be our greatest strength, and it is through our collective efforts that we create a university where every individual is empowered to thrive as their authentic self.

Thank you for your continued partnership and support. I invite you to celebrate the accomplishments captured in this report and to join us as we build an even more inclusive and equitable future for Western Michigan University. GoBroncos!



Dr. Danyelle Gregory
Vice President,
Institutional Culture and
Campus Experience

Dr. Danyelle Gregory
Vice President
Institutional Culture and Campus Experience
Western Michigan University

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

Mission, Vision, Goals

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 Johnson Simon. Mr. Simon is an influential contemporary artist addressing disability and human movement through visual expression. His work celebrates culture, resilience, and accessibility through bold, expressive paintings.

The second was Monique Grayson. Ms. Grayson, a professional airline pilot, was the keynote speaker for our Women's History month program. She spoke on the topic of women, leadership, and aviation about increasing representation, belonging, and career visibility for students especially women and students of color.

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
- Raymond Snowden Endowed Scholarship
- Ronald E. Hall Endowed Scholarship

This year we were able to assist 16 students for a total of \$11,098.85. The total for each scholarship awarded is listed in the table below:

Scholarship Name	Total Awarded
Doctors Paul Brown & Bassett Brown and the V. Delores Brown Scholarship	\$ 600.00
Dr. Charles C. Warfield Endowed Scholarship	\$ 681.10
Dr. William F. Pickard Scholars Scholarship	\$ 4,177.36
Honorable Dennis Wayne Archer Endowed Scholarship	\$ 1,532.48
Phyllis E. Seabolt Endowed Scholarship	\$ 1,961.50
Ronald E. Hall Endowed Scholarship	\$ 1,506.98

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.

Shabanaa Bush, NASO Secretary (former President), accepted the 2025 Excellence in Diversity Award on behalf of the Native American Student Organization at the Fall Awards Celebration.



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 2025-2026 there was a 12% increase in graduate participation from the prior year, therefore, an additional celebration time was added to the Spring Celebration.

WMU faculty, staff and administration celebrated 131 graduates in the fall and 209 graduates in the spring. Families and friends joined in the celebration and were present as graduates received a Celebration of Excellence Certificate and a stole of their choosing.

An additional 126 graduates received a stole since they could not attend the celebration in person.



Multicultural Center and Our Space Meeting Lounge

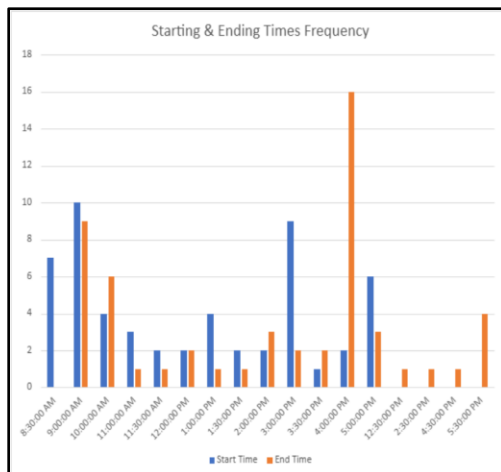
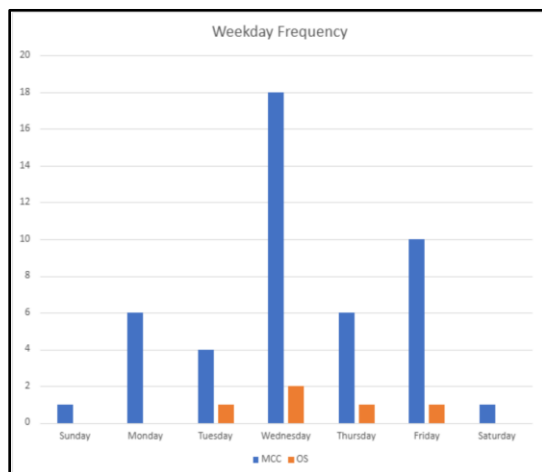


The Multicultural Center is located in the Trimpe Building on WMU's main Kalamazoo campus.

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 2025 – 2026 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 ODI's Education and Training, Seita Scholars Program, Outspoken, Center for Humanities, Turn 2 Jeter's Leaders Program, and Haenicke Institute for Global Education Study Abroad.



Fast Facts

137

Multicultural
Center maximum
capacity

54

Total Events

745

Guests

4.73/5

Space
Utilization
Satisfaction

Reservations Available

Monday – Friday
8:30am - 5pm

Education and Training

Mission Statement

The Office of Education and Training advances knowledge, professional growth, and inclusive excellence through accessible, high-quality learning experiences. Through workshops, educational programs, and campus partnerships, we equip faculty and staff with the skills and resources needed to foster equity, leadership, and continuous improvement across the WMU community.

Workshops and Training:

The Office of Education and Training, in collaboration with Multicultural Affairs, promotes professional growth, inclusive excellence, and continuous learning at WMU. The program provides accessible, high quality training opportunities for faculty and staff. Workshops focus on equity, leadership, institutional effectiveness, and professional development. Training topics include but not limited to exploring perspective in higher education and addressing behaviors that impact learning and work. Participants who complete all required modules receive a graduate certificate of completion.

"Even as someone who feels knowledgeable about inclusive teaching and workplace practices, I learned new things and created new connections! All the workshops led to great discussion and further understanding of the little things that can have a big impact."

Dylan McGothlin



Fast Facts

10
Events sponsored
or co-sponsored by
the Office of
Education and
Training

742
Guest
attendance
across all
events



Education and Training

Campus Events

Under the leadership of the Office of Education and Training, the Dr. Martin Luther King Day celebration welcomed **Dr. Cornel West**, American philosopher, renowned author and theologian, for a powerful event centered on justice, equity, and community engagement.



Soaring Beyond Limits: Women, Leadership & Aviation Organized by the **Office of Education & Training** and Sponsored by the **KCP Visiting Professor's Program, MLK Jr. Scholar's Academy, and Seita Scholars Program**, this event featured WMU alumna and Delta pilot **Monique Grayson**, who shared insights on leadership, representation, and breaking barriers in aviation.

Hot, Wise, and Unbothered: Thriving Through the Menopause Journey

Esteemed Guest Dr. Angela Andrews: Board-certified physician, author, podcast host, and entrepreneur .

From managing physical changes to embracing emotional and spiritual growth, participants explored how menopause can be not just an ending, but a new beginning marked by wisdom, confidence, and strength.



Disability Services for Students

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.

Highlights

During the Fall 2025 semester DSS had 1,561 students registered with the office. During the Spring 2026 semester, DSS had 1,425 students registered.

DSS views test proctoring as a program that serves as a student retention tool. During the Fall 2025 semester 663 students requested to test at DSS. During the Spring 2026 semester 636 students requested to test at DSS.

DSS provided direct student support across multiple areas, including initial intakes, course and instructor issues, hardship withdrawal supports, and accommodation updates. Additional peer support was available through our Graduate Assistant.

Fast Facts

949
Total
meetings held
with students

53
Drop-in
meetings held
with students

52
Peer support
meetings held
with students

Disability Services for Students Campus Supports and Partnerships

Office of Student Transitions (OST) & Admissions - DSS collaborates with OST & Admissions staff to ensure prospective and admitted students have accommodations for their visits to campus. DSS hosts a parent/family session during Orientations to answer questions about accommodations at the post-secondary level. The collaboration also ensures prospective students know how to contact DSS to ask questions related to accommodations and accessibility as they make their decision to become a WMU student.

Higher Education for the Justice Involved (HEJI) - DSS works closely with HEJI staff to ensure students at WMU-Coldwater (Lakeland Correctional Facility) have appropriate academic accommodations.

Counseling Services - DSS and Counseling Services are collaborating to build a 3-part self-advocacy workshop series for DSS registered students.

Bureau of Services for Blind Persons (BSBP) - DSS staff collaborates with BSBP counselors and staff to provide support for students sponsored by BSBP.

BroncoNav Shuttle

The BroncoNav Shuttle is a free paratransit shuttle available to all students registered with DSS. Serving both main and East campuses, its primary purpose is to help students with getting to classes. The shuttle was built and donated by the Energy Efficient and Autonomous Vehicle lab. DSS collaborated with the Office for Sustainability to establish charging infrastructure across campus.



Fast Facts

During the Spring 2026 semester, the BroncoNav Shuttle:

- Completed over 1600 rides
- Averaged 32 ride requests per day
- Expanded hours to include Fridays
- Got connected to ChargePoint+ systems to keep a charge throughout the day

Responses from survey:

- "I've recommended BroncoNav to many people! I have a knee syndrome that causes my knee to pop in and out of place as I walk and BroncoNav has helped reduce my pain from this!"
- "The BroncoNav makes it much easier and more accessible for me to attend class (as a wheelchair user) when the walk is not accessible or when the weather isn't good"

Autism Services Center

Overview

Western Michigan University's Autism Services Center (ASC) provides transition support for autistic/neurodiverse college students and students who identify with needing additional support. Students are not required to have a formal diagnosis to work with the ASC.

For students with documented disabilities, these services are beyond the reasonable accommodations provided by the Americans with Disabilities Act Amendment Act and WMU's Disability Services for Students. Support components include weekly one-on-one meetings with ASC staff, workshops, structured study times, organized social events, and increased communication between students and professors, staff, and parents/support system.



Mission Statement

To improve the lives of young adults with disabilities by:

- Helping to reduce the barriers that exist in higher education by supporting students, staff, and faculty through training and communication.
- Providing transition services and college preparation opportunities to high school students with disabilities who are considering continuing on for their post-secondary education.
- Supporting students with disabilities once on WMU's campus in collaboration with the Office for Disability Services for Students (DSS)
- Helping students prepare for part-time employment during their time at WMU and for a career after attaining a degree

Fast Facts

ASC in the News:

- Ranked 9th in the country for best value college for students with autism by Best Value Schools (www.bestvalueschools.com/rankings/students-with-autism/)
- Ranked 12th in the country for best college for students with autism by Online College Plan (<https://www.onlinecollegeplan.com/best-online-colleges-autism/>)

Autism Services Center

Summer Programming

Western Michigan University's Autism Services Center saw the need for programs that help autistic/neurodiverse high school students build the social, communication, and independent living skills they need to make a successful transition to higher education. Currently the ASC provides a unique summer program, the Summer Transition Program (STP). This is geared towards juniors, seniors, recent college graduates, and transfer students who plan to attend or have been admitted to a college or university.

STP participants:

- Enroll in a 3 or 4-credit WMU course of the student's choosing.
- Work in paid on-campus employment for up to 10 hours a week.
- Participate in instruction focused on pre-employment, social, study, academic, and transition skills.
- Live in a residence hall for 7.5 weeks.
- Meet weekly with an ASC graduate point person.
- Engage in a variety of social opportunities, such as going to the Student Recreation Center, game nights, and movie nights.



Fast Facts

Spring 2026

45
students enrolled

13
students made
the Dean's List

5
successful
graduates

2
graduate
students
received
practicum
experience

Multicultural Affairs for Students

Multicultural Affairs for Students helps students identify their unique purpose and potential by providing them with opportunities to discover and develop talents and interests. We strive to create an environment that enables them to grow and thrive intellectually, culturally, professionally and personally throughout their college experience. We foster community involvement and promote a campus climate that respects and appreciates the history, culture and traditions of all 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.

**College Assistance
Migrant Program
(CAMP)**

**Community
Mentoring Program**

**Kalamazoo Promise
Scholars Program**

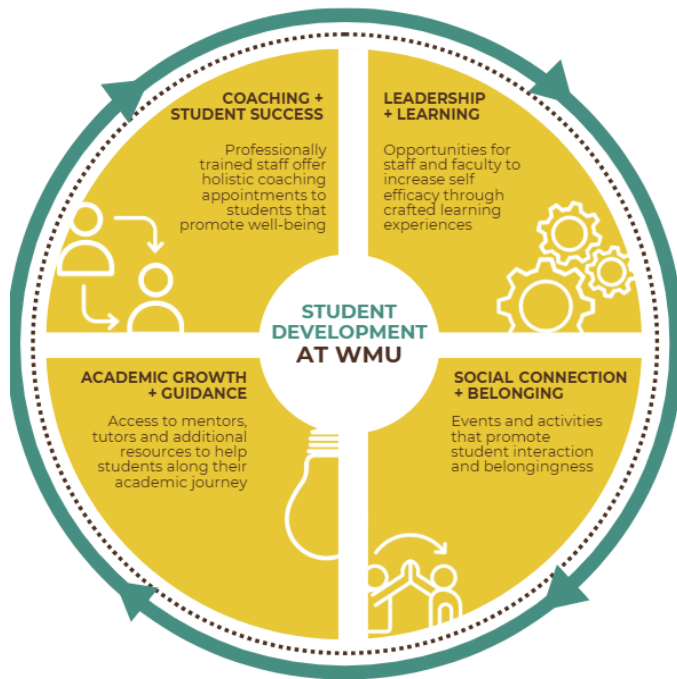
**Lesbian, Bisexual,
Gay, and Transgender
Student Services**

**Martin Luther
King, Jr. Student
Scholars Academy**

**Mentoring for
Success Program**

Navigator Network

Multicultural Affairs for Students (MAS)



High Impact.

At Western Michigan University, ensuring that our students have intentional experiences that connect the dots across various elements of their development is our top priority. This is how we center our work.

Coaching and Student Success

Professionally trained staff offer holistic coaching (elements that support their goals related to their wellbeing, using WMU's Wellbeing Model) appointments to students that promote well-being.

Academic Growth and Guidance

Access to mentors, tutors, and additional resources to help students along their academic journey.

Social Connection and Belonging

Events and activities that promote student interaction and belonging.

Leadership and Learning

Opportunities for staff and faculty to increase their beliefs in their ability to reach this generation to effectively meet needs (self-efficacy) through crafted learning experiences.

Fast Facts

444 Coaching and Appointment Sessions

1273 Mentor Meetings

258 Tutoring sessions

27 Study Sessions (54 hours)

28 bi-weekly support group meetings

60 events

\$55.3K Scholarships Awarded

12 Professional Presentations

21 Workshops

2 conferences

The Year In Photos



Multicultural Affairs for Students (MAS)

This year, Multicultural Affairs for Students implemented a model that was encompassing of all our program offerings. Collectively we delivered thousands of hours of service to students and the Southwestern Michigan community.



Student Feedback

“Jordan Johnson is great! My favorite person at WMU, helps me a ton and I view him as a big brother.”

“Love everything about the program, keep doing what you are doing!”

“LBGT Student Services has provided me with so much – from community to scholarships. I’m so incredibly prideful of our university being inclusive.”

“Thanks so much for your help! I feel like I have a better understanding of my next steps!”

“Noemi was very helpful and I’m glad I set up the meeting!”

“Mr. Tim, is such an amazing person. I appreciate all the help he has been giving me. He shares resources around campus with me and has been making my semester a great one.”

Community Impact

MAS is connecting students to the community. Here is a list of organizations in Southwest Michigan that we have partnered with:

- Black Wallstreet Kalamazoo
- El Concilio
- Fatherhood Network
- Kalamazoo Black Male Alliance
- National Farmworkers Jobs Program
- Sistas In Business
- Somos Votantes
- West Michigan Hispanic Chamber of Commerce

Summary

The Office of Diversity and Inclusion (ODI) concluded the 2025–2026 academic year with significant achievements that advanced Western Michigan University's mission of fostering an equitable, inclusive, and accessible campus environment.

By the Numbers

- Engaged 1,630 WMU faculty, staff, and administrators.
- Connected with more than 5,000 current and prospective students.
- Hosted over 325 programs and events across the University.
- Awarded \$11,098.85 in scholarships to 16 students.
- Celebrated 340 graduates through the Celebration of Excellence ceremonies, with an additional 126 graduates receiving commemorative stoles.
- Supported more than 1,500 students each semester through Disability Services for Students.
- Delivered over 1,600 BroncoNav Shuttle rides during Spring 2026.
- Facilitated 444 coaching appointments, 1,273 mentor meetings, and 258 tutoring sessions through Multicultural Affairs for Students.

Highlights

- Hosted nationally recognized speakers, including Dr. Cornel West and Monique Grayson.
- Expanded Celebration of Excellence programming in response to a 12% increase in graduate participation.
- Continued national recognition of the Autism Services Center as a leading support program for autistic students.
- Strengthened partnerships across campus and throughout Southwest Michigan to support student success and community engagement.
- Increased visibility and impact through educational programming, mentoring initiatives, and accessible support services.

Looking Ahead

In the coming year, ODI will continue to:

- Improve communication and increase awareness of ODI programs and services.
- Strengthen collaborations across campus and within the local community.
- Advance recruitment, retention, and persistence initiatives for students.
- Expand opportunities that promote belonging, accessibility, and inclusive excellence throughout Western Michigan University.

Our Diversity is Our Strength! Together, we will continue building a community where all members of Western Michigan University can learn, lead, and thrive.

