

SECTION: 6
DATE: April 22, 2021

**BOARD OF REGENTS**  
EASTERN MICHIGAN UNIVERSITY

**RECOMMENDATION**

**STUDENT AFFAIRS COMMITTEE: APPROVAL OF MINUTES**

**ACTION REQUESTED**

It is recommended that the Student Affairs Committee Agenda for April 22, 2021 and the Minutes of February 18, 2021 be received and placed on file.

**STAFF SUMMARY**

The April 22, 2021 agenda includes a Student Government End-of-Year Report and a presentation: Diversity, Equity and Social Justice: Framing our Collaborative Work in Student Affairs and Beyond Presentation.

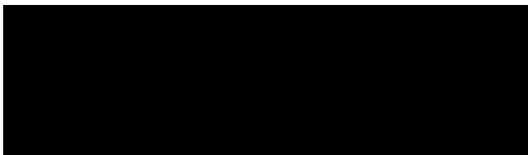
In addition, several announcements will be made.

**FISCAL IMPLICATIONS**

None.

**ADMINISTRATIVE RECOMMENDATION**

The proposed Board action has been reviewed and is recommended for Board approval.



March 31, 2021

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**University Executive Officer**  
**Rhonda Longworth, Ph.D.**

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**Date**

**EASTERN MICHIGAN UNIVERSITY**  
**Board of Regents**  
**Student Affairs Committee**

April 22, 2021  
11:15 a.m.  
201 Welch Hall

AGENDA

1. Approval of Agenda and February 18, 2021 Minutes Regent Beagen
2. Student Government End-of-Year Report Auryon Azar &  
Luis Romero
3. Diversity, Equity and Social Justice: Framing our Collaborative  
Work in Student Affairs and Beyond Anika Awai-Williams,  
Steve Byrant, LaMarcus  
Howard, Bre McKamie,  
Joi Rencher, & Elise  
Sturdivant
4. Announcements

Eastern Michigan University  
Board of Regents  
**Student Affairs Committee**  
**Virtual meeting**  
Minutes of February 18, 2021

**MEMBERS PRESENT**

Regents: Dennis Beagen, Nathan Ford

Administration: Steven Bryant, Ellen Gold, Lucas Langdon, Provost Rhonda Longworth

Students: Grason Dixon

**GUESTS**

Administration: Sherry Bumpus, Gretchen Buskirk, Jim Carroll, Meg Castro, Regent Michael Hawks, Regent Eunice Jeffries, Rocky Jenkins, Regent Jessie Kimbrough, Sue Proctor, Vicki Reaume, Gretchen Sanchez, Regent Alex Simpson, President James Smith, Cathy Steiner, Ron Woody, Jeanette Zalba

Students: Colton Ray

Regent Beagen called the meeting to order at 11:46am. The agenda for the meeting, and the minutes from the meeting held on December 9, 2020 were approved.

**Student Government Presentation**

Colton Ray, Student Government Vice-President, shared a presentation about Student Government initiatives. At the end of January 2021, approximately \$15,000 of the \$87,000 that Student Government raised for the Student Emergency Fund has been allocated to students. Student Government passed an emergency resolution to provide \$50,000 in aid to students with balances on account. As of today, \$40,000 of this amount has been awarded to 24 students, who were able to register and remain enrolled in classes.

Many Student Government members, including Student Government President Luis Romero, participated in the 2021 virtual MLK Celebration. Members are also active donating and volunteering in the Southeast Michigan area. 125 bus passes have been funded by Student Government and will be distributed free of charge to EMU students.

Student Government elections for 2021-22 will be held at the end of March. The process has been streamlined and information can be obtained at EMUSG.com. There are many things that students still need, even though most classes are being held virtually. Plans for April include Sexual Assault Awareness and Earth Day events.

Regent Beagen complimented Student Government on the \$87,000 that was raised for the Student Emergency Fund during EMU's Giving Tuesday. He stated that this is an opportunity for EMU alums to reconnect with the university and give back. He encouraged other organizations and the Foundation to help student orgs.

Provost Longworth added that Dr. Doris Fields is working with Walter Kraft to connect with students who have benefitted from the Student Emergency Fund. This fund has been invaluable and we would like a few students to share how it has helped them.

### **Campus COVID-19 Management Presentation**

Provost Longworth introduced the Campus COVID-19 Management presentation and stated that the goal is to give a comprehensive overview of how students have been supported while managing COVID-19 on campus. She is proud of the work that has been done, as well as the COVID-19 Management team. She believes that this is a demonstration of the best of what people can do. She announced that Dean Gold has been named the Interim Senior Associate Vice President for Student Affairs.

Dean Gold introduced the COVID-19 Management team, which includes, Sherry Bumpus, Gretchen Buskirk, Meg Castro, Gretchen Sanchez, Cathy Steiner, and Jeanette Zalba. She stated that Cathy Steiner is the new COVID-19 testing coordinator on campus, and thanked Scott Teasdale, the former coordinator, for the work that he did.

Dean Gold stated that the goal of the presentation is to help people understand how all areas are working together to keep campus safe. The EMU students and campus community are at the center of what is being done.

Sherry Bumpus, Director of Nursing Operations, stressed that this has been a collaborative effort across disciplines. Staff members reached out to Massachusetts General Hospital to learn what they were doing to keep staff and patients safe. Then they worked with Aric Kirkland and others from EMU IT to design the COVID pass. This pass is used by approximately 3,500 people each day. All who come to campus are required to complete the pass. Information entered into the pass allows staff to identify residence halls with more cases and/or recent travel. This screening relies on honesty, and staff is always thinking about how to support this honesty in order to keep campus safe. More than 330 students have been trained as door screeners. The COVID pass must be shown to a screener upon entry into campus buildings.

Those coming to campus are encouraged to complete the pass before arriving on campus. If someone receives a failed pass, they receive instructions about next steps. The Telehealth Clinic is staffed by nurse practitioners. If you receive a negative COVID screening pass, you must contact Telehealth. If you receive a positive COVID-19 test, or have symptoms of COVID-19, you must submit a report. The Telehealth Clinic receives approximately 40 phone calls per day. They received 800 emails in January, and strive to answer each email within two hours. Telehealth staff makes the decisions about placing students in isolation or quarantine. They work with Dining, the Dean of Students and Housing when it is determined that a student will be going to isolation or quarantine. Someone from the Telehealth staff reaches out to each student about every 48 hours.

Jeanette Zalba, Director of Housing and Residence Life, shared that Buell and Phelps residence halls have isolation spaces. Telehealth identifies students who must be isolated or quarantined, and then reaches out to Housing. Each of the special rooms has a micro-fridge. Complex Directors make these student moves happen 24/7, including nights, weekends, snow days and holidays. When a student is moved to one of these rooms, the Complex Director reaches out to them regularly. Students remain in these rooms for 10-14 days, on average. Cathy Steiner provides House Calls via telephone, reaching out to students to make sure that their needs are met.

Gretchen Sanchez, Director of Operations, E-Dining, said that Dining has worked very closely with Jeannette and the Housing team. They are serving meals to students in isolation and quarantine seven days per week. Food deliveries occur about 10:00am, and include lunch, dinner, and breakfast for the following day. Dining has added snacks, and “extra delights” - coloring books, crayons, and teddy bears to the deliveries.

Some students fail the COVID screening pass and are told to remain in their rooms until next steps are determined. Dining will also deliver meals to them. In fact, meals have been delivered to all residence halls and apartments. Policies and procedures are constantly reviewed and rewritten to keep up with needs.

Cathy Steiner, Event Coordinator of Conference and Event Services, shared some statistics. There are 108 isolation and quarantine beds. 257 residential students have been moved to COVID housing, quarantined in place or went home. Five Complex Directors have handled all of the moves. As of January 15, 2021, Dining delivered 5,490 meals to 201 students in 144 days. 185 calls were made to check in with students in isolation or quarantine, and 27 in-room Zoom meetings were held while students completed COVID-19 tests. These numbers are currently higher, as more students tested positive and were isolated or quarantined after January 15.

Testing is available on campus to students, staff and faculty. Specific employee groups have been tested based on contact with others. Open testing days are now being offered. A new testing center has been set up in the Student Center, which allows for more testing stations. A new test, called Binax, is being used. This test utilizes a self-administered shallow nasal swab, and results are available the same day. Waste water testing is taking place on campus and samples are gathered on Tuesday and Thursday. The results obtained help staff know where to focus testing efforts.

Gretchen Buskirk, Associate Athletic Director, Sports Medicine, share details about testing related to the Athletic Department. While the Athletic Department is following the protocol and guidelines put in place by the COVID-19 Management Team, the testing aspect is different. NCAA and other guidelines must be adhered to, as many athletes are tested more frequently than the residential student population. The Athletic Department has partnered with Quest Diagnostics, Helix Diagnostics and IHA@EMU for testing of student athletes. The various sports in the Athletic Department have been classified into risk categories and the frequency of testing is based on these categories.

Dean Gold gave an overview of student care and communication. The Dean of Students Office provides release letters for students who have been in isolation and quarantine, responds to COVID related emails, provides professor notifications for student absences, refers students to appropriate

resources, coordinated a loaner laptop program with IT, stays up-to-date with CDC guidelines and communicates changes to leadership, and coordinates with University Communications on information that goes out to the university community. This office is also responsible for record keeping and administration. This includes receiving and processing COVID-19 report forms, supplying weekly case data for the University COVID-19 dashboard, addressing cluster positive cases in a timely way, administering the student social gathering policy, serving as liaison with the Washtenaw County Health Department, and developing and updating COVID-related policy and protocols.

Regent Beagen stated that staff members had done a good job, and that this was an outstanding presentation. He asked if anyone had questions or comments. President Smith thanked the team that presented. He acknowledged that this group is a small representation of the people who have worked together to make this happen. He added that this is, "some of the best work that we have done." Regent Ford added that the presentation was, "Phenomenal", and that he was blown away by what he heard. He added that the COVID-19 Dashboard sealed the deal for him.

Regent Beagen asked those who participated in the presentation to let others know how well it went and how proud they are of the results. He said that this work deserves a standing ovation, which is difficult to do in a virtual format.

The meeting adjourned at 12:38 pm.

Respectfully submitted,

Michele Rich  
Student Affairs Committee Recording Secretary



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# EMU Student Government Presentation 4/22/2021

Student Body President Luis Romero,  
Student Body Vice President Auryon Azar

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## New Senate/Executive Board

- Elections for Senators and President-Vice President were held March 24-25, 2021
  - Only Luis Romero and Auryon Azar obtained enough signatures to appear on the ballot for President -Vice President
  - There are 17 seats available on the Senate
- A new Executive Board will be hired early during the summer
  - Positions include: Director of Business and Finance, Director of Diversity and Community Outreach, Director of Student Services, Director of Internal Relations, and Director Media
  - The Speaker of the Senate and Parliamentarian are both Executive Board members, but appointed by the Senate

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## Accomplishments

- Held Three Part Financial Wellness Series
  - Budgeting & Saving, Credit Cards & Credit Scores, Student Loans & Building Wealth
- Pass/Fail Option
  - Resolution 107-05, urging the University to extend pass/fail options for the Winter Semester until the last day of regular classes.
- LAZ Parking Ticket Notifications
  - Resolution 107-6, urging LAZ Parking/ParkEMU to create a process for students to be digitally notified of parking citations
- Political Activism Event
  - Discussed how to nonviolently protest and write to elected officials with EMU NAACP, RISE Michigan

## 4/6 Final Senate Meeting

- Met with Congresswoman Dingell to discuss student and community issues
- Resolution to address both on-campus and off-campus housing insecurity
- Resolution to allow for direct communication between Student Government and the EMU student body via email
- Resolution to address discrimination and hate on campus
- Resolutions to support Swoops Food Pantry, Halle Library, Student Emergency Fund, and additional free bus passes for students

## Goals For The 108th Senate

- Meal Swipe Donation Program and addressing food insecurity
  - Expanding and supporting the OZZI Reusable Container Program
- Continued Support for the Student Emergency Fund
- Supporting both new and returning Senators in their pursuits and passions
- Increased Involvement in the Eastern Michigan and Ypsilanti Community
- Involving Student Government in current and future University plans around improving housing, academics, student support, and reducing institutional barriers to success and wellbeing



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# **BELONGING** *by design*

Equity, Diversity, Inclusion & Belonging (EDI&B)

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## **Overview**



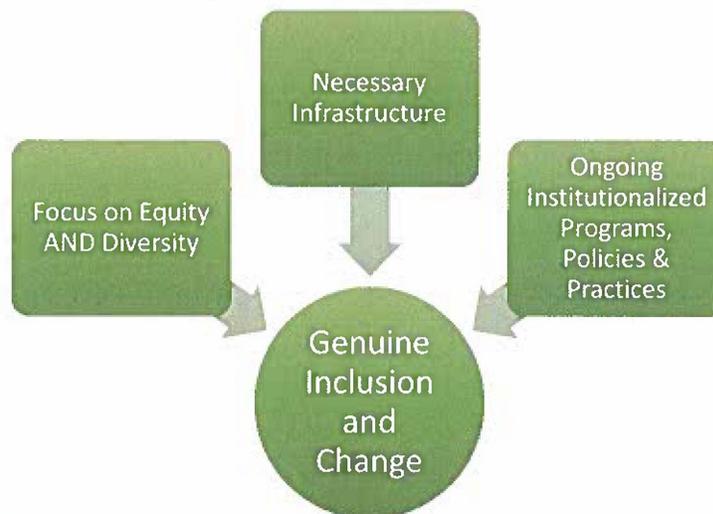
- EDI&B Conceptual Ingredients
- EDI&B Office Spotlights
  - Academic Success Partnerships
  - Title IX Office
  - Disability Resource Center
  - Diversity & Community Involvement
- Collaborative Program Spotlight
  - Women of Color Feminisms & Leadership Symposium
- Closing/Q&A

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## Land Acknowledgment

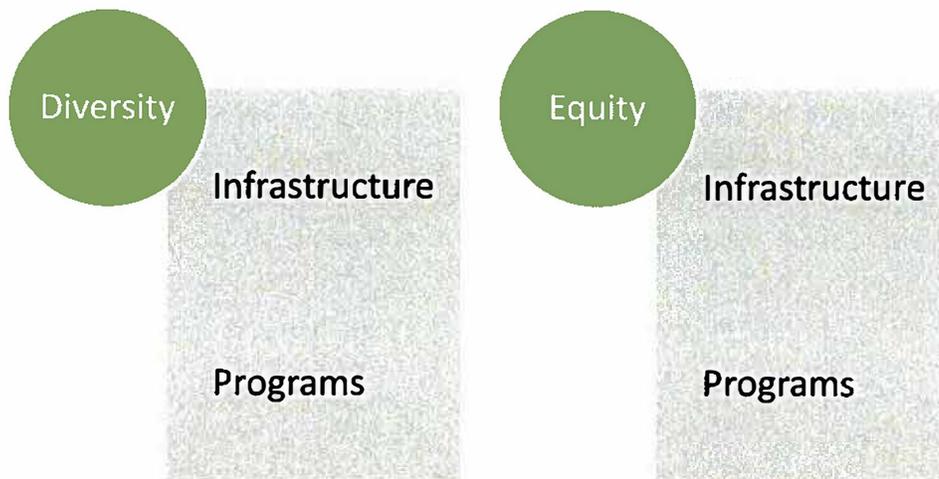
We would like to acknowledge that the land we are meeting on today at Eastern Michigan University is the original homeland of the Odawa, Ojibwe, Potawatomi and Wyandot tribal nations. We acknowledge the painful history of genocide and forced removal from this territory, territories from where we are each joining virtually, and we honor and respect the many diverse Indigenous peoples still connected to this land on which we gather.

## EDI&B Conceptual Ingredients



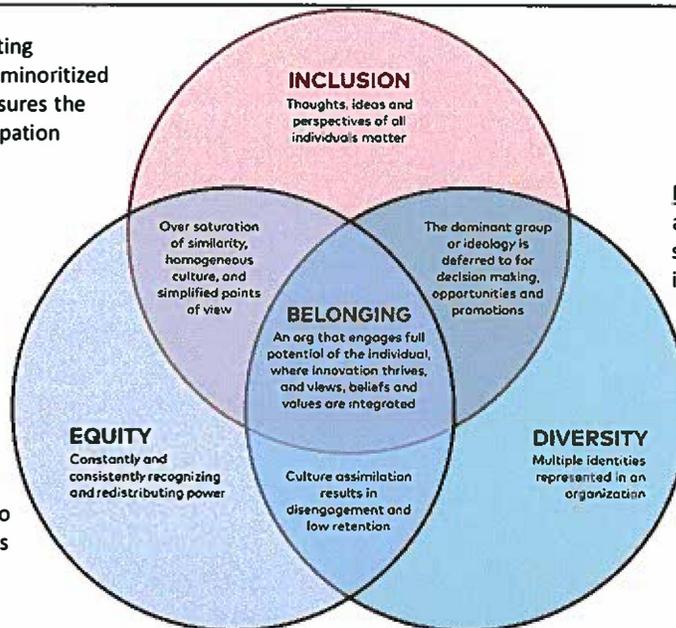
(Clark, 2012)

# EDI&B Conceptual Ingredients



(Clark, 2012)

**Inclusion:** The act of creating environments that center minoritized individuals/groups and ensures the opportunity for full participation



**Belonging:** Feeling of security and support when there is a sense of acceptance, inclusion, and identity

**Equity:** It is about each of us getting what we need to survive or succeed—access to opportunity, networks, resources, and supports

**Diversity:** Range of Differences

(Burnette, 2019)

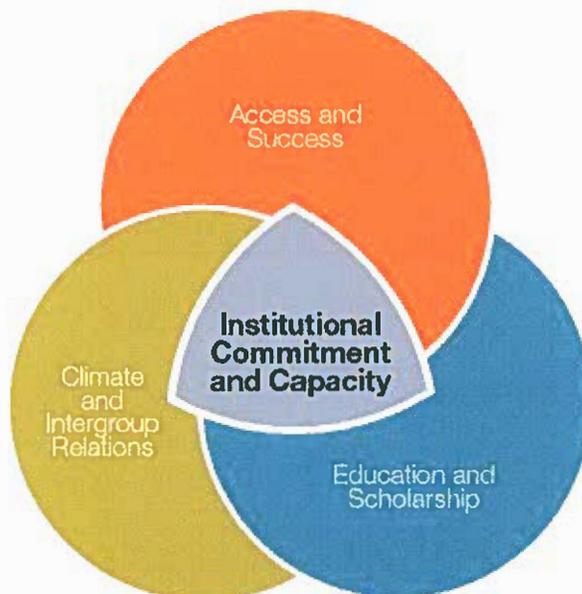
## Why Does Belonging Matter?



- EDI&B is linked and needs to coexist to create the best possible experience
- Belonging + Communication + Decision Making → Engagement
- What is engagement?
  - The levels of enthusiasm and connection one has with their organization
  - A measure of motivation and commitment
- Belonging has the **STRONGEST** relationship to Engagement
  - High correlation within minoritized identities

(Huang, 2020)

## Strategy



# Current EDI&B Offices/Units



## Access & Success

Brotherhood & Sisterhood  
Scholars  
GEAR UP & KCP College Day  
MAGIC  
KCP MICUP-BEAT  
TRIO McNair Scholars Program  
TRIO Student Support Services  
TRIO Upward Bound  
TRIO Veteran Student Support  
Services

## Diversity & Inclusion

Center of Race & Ethnicity (DCI)  
LGBT Resource Center (DCI)  
Women's Resource Center (DCI)

## Institutional Equity/Civil Rights

Disability Resource Center (DRC)  
Diversity & Affirmative Action  
Title IX Office



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# Academic Success Partnerships

Elise Sturdivant, MBA

# Academic Success Partnerships

## BROTHERHOOD & SISTERHOOD SCHOLARS

A student support program designed to assist first-year students of color during their transition and adjustment to postsecondary education. Leadership skills are strengthened, and wellness cultivated in an inclusive environment in our living learning community in Sellers Hall.

## KCP MICUP-BEAT

Supports under-served students as they transition from community college to and through EMU. Priority services to those transferring from Henry Ford College and Wayne County Community College District. Critical services include: academic mentoring and coaching, financial education and scholarships.



## GEAR-UP & KCP COLLEGE DAY

Supports underserved students as they transition from secondary education into college by providing critical early college awareness and intervention services like tutoring, mentoring, academic preparation, financial education and scholarships.

## MAGIC

A campus based support program that exists to increase the graduation rates among students who have experienced foster care by removing barriers that interfere with academic success and the process of becoming an interdependent adult.



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Mentorship, Access,  
& Guidance in College



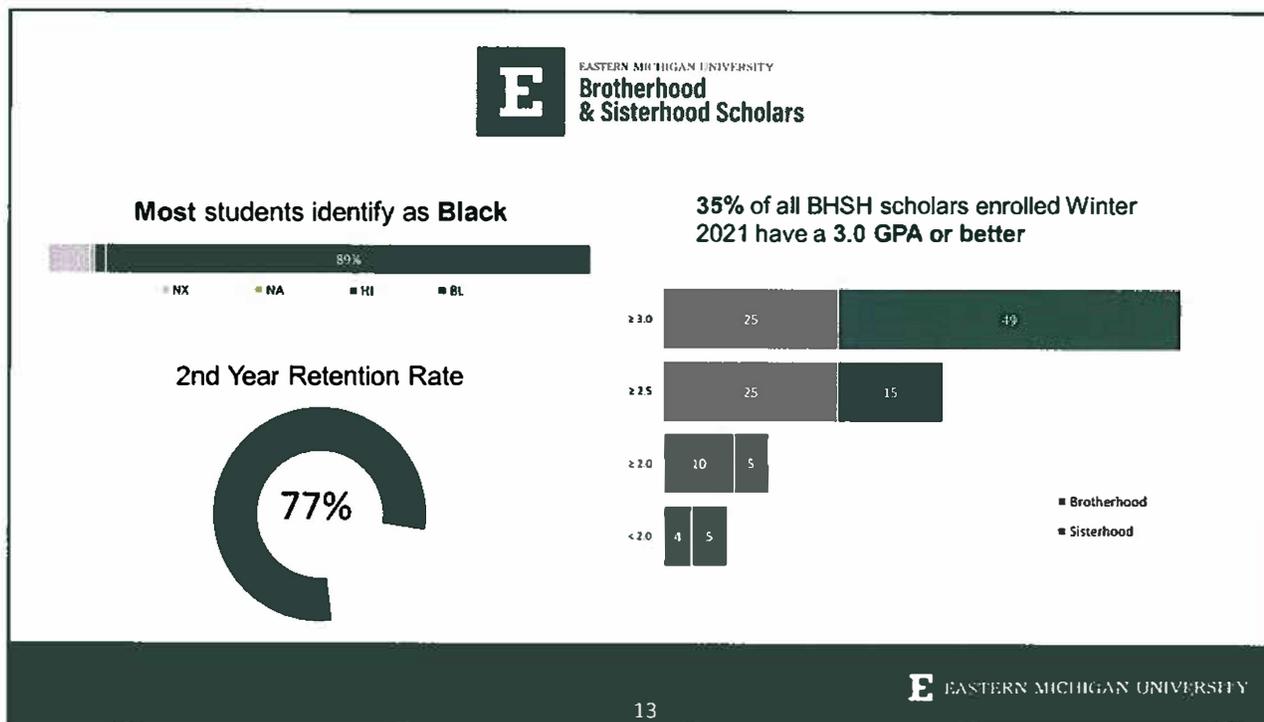
# Pandemic Highlights

Last April MAGIC achieved record breaking student contact during the pandemic since the inception of the program.



## Persistence to Graduation





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**Title IX Office**

Anika Awai-Williams, J.D.  
Title IX Coordinator

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## The work of the Title IX Office

Mandate and application of Title IX for *all* students, employees, and faculty:

- To respond, address and prevent: Sex-based harassment (including sexual and relationship violence)
- Recruitment, admissions, and counseling
- Financial assistance
- Athletics
- Pregnant and parenting students
- Formal grievance processes and discipline
- Single-sex education
- Employment
- Retaliation

## Title IX Coordinator's Role

- Work closely with all campus and community partners to oversee and administer the institution's efforts to comply with and carry out its responsibilities under Title IX, to respond, address and prevent sexual discrimination.
- Implement and ensure a prompt, fair, and equitable investigation process exists to address complaints of discrimination.
- Administer supports, including reasonable and appropriate accommodations and interim measures to support and assist students, faculty, and staff affected by discrimination.
- Develop, implement and communicate relevant training and campus outreach programs, policies and procedures, and practices designed to comply with federal and state law under Title IX.

## Current Status of the Title IX Office's Commitment to Addressing, Responding and Preventing Sex-Based Discrimination and Sexual Misconduct that Occurs and Affects the EMU Community.

- Support Services for reporting students, employees, and faculty
- Title IX Formal and Informal Resolutions: Victim led response
- Title IX education and training for sexual and relationship prevention efforts
- Title IX Staffing

## Support Services for reporting students, employees, and faculty

- Consult with survivors on ensuring safety and remedial measures (including access to EMU DPS), access to institutional supportive resources (including CAPS, DRC, DCI, Office of Ombuds, etc.), oversight and implementation of appropriate academic accommodations, access and referrals to external resources (SafeHouse Center, RAINNE, FirstStep, Ozone House etc.).

## Title IX Formal and Informal Resolutions: Victim led response

- Discuss and explain options for initiation of Title IX Policy prohibited conduct and formal grievance process, involving Title IX investigation and hearing process.
- Discuss and explain options for initiation of Title IX informal resolutions, if applicable, including mediation and alternative dispute resolutions.

## Title IX Education and Training for Sexual and Relationship Prevention Efforts

- Ongoing annual and bi-annual Title IX training and education for HR, Housing, new student orientation, registered student organizations, Greek Life, DPS, and academic departments (upon request).
- Partnership with the Dean of Students on implementation of the Michigan State Police Sexual Assault Grant “Care for Survivors” education and training campaign (2019 – present).

## Title IX Staffing

- Title IX Coordinator
- Assignment of external Title IX Investigator(s)/transitioning into institutional Title IX/Civil Rights investigator (ongoing HR search).
- Voluntary Title IX graduate intern as office administrative support/transitioning to permanent Title IX professional administrative support position.
- Title IX regulations mandated staffing positions/ongoing training and implementation: Process Appeal Decision Makers, Hearing Decision Maker, Hearing Appellate Decision Maker, Risk Assessment Advisory Committee

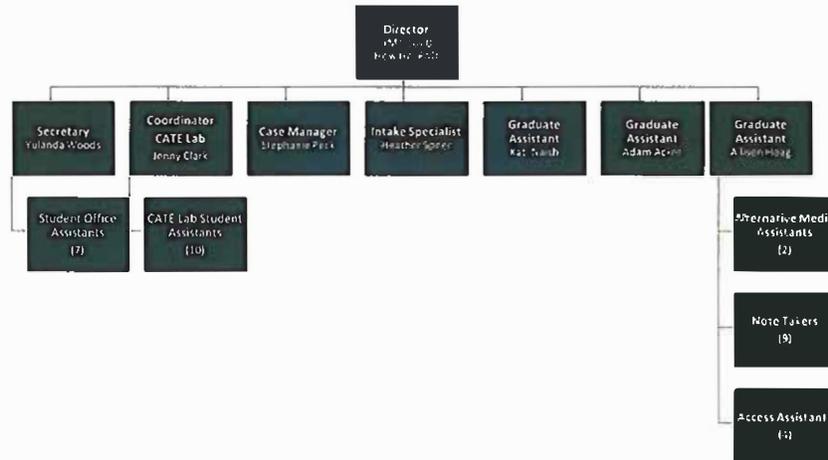


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## Disability Resource Center (DRC)

LaMarcus D. Howard, Ph.D.

# DRC Organizational Chart



# DRC DEI Profile

**Our DEI Vision** is to actively engage, support, and recognize that each person is a part of the EMU campus community as a multifaceted human being, while informing the EMU campus community that disability is a fundamental facet of human diversity. By embracing disability as a natural part of diversity, we enhance our own self-awareness and knowledge of the world around us.



## diversity

Through incorporating diversity within the institution we aim to accept, embrace, respect that each individual is unique and recognizing individual differences. The dimensions of diversity express a wide range of human qualities and attributes that vary from but are not limited to ability, culture, gender, identity, sexual orientation, socio-economic status, age or other ideologies.

### What does this mean for the DRC?

As an institution we must acknowledge that disability is a form of diversity in which people with disabilities is the nation's largest minority that any person can join at any time. As a center we strive to understand and embrace individual differences in moving beyond tolerance to embracing the rich dimensions of diversity contained in each member of the EMU community and beyond.

## inclusion

The active and deliberate effort of on-going engagement of diverse groups, individuals, and organizations. Where full participation and engagement in decision making processes include the identification and removal of barriers (e.g. visible, invisible, intentional, unintentional) that inhibit participation and contribution.

### what does this mean for the DRC?

Inclusion requires that we must continually engage and encourage practices and adequate policies that lead to dismantling barriers that hinder effective participation and increase interactions of all diverse groups in all spheres of society and broader EMU community.

## equity

The intentional distribution of equal resources and access to ensure fairness in which just and fair treatment of historically underrepresented individuals, groups and organizations is embraced.

### what does this mean for the DRC

We understand that many use the terms equality and equity interchangeably. However, the DRC understands that equality means giving everyone the same resources. On the contrary, equity give individuals, groups, and communities equal resource and access to learn, grow, and thrive. The DRC recognizes that equity is a process and equality is the outcome. Thus, we embrace fairness and equality of outcomes and strive to make sure that we dismantle barriers that may prevent access to education and an equitable campus experience for students.



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# Diversity & Community Involvement

steven p. bryant, ed.d.



## DIVERSITY & COMMUNITY INVOLVEMENT

[emich.edu/dci](http://emich.edu/dci)

### Mission:

We support and empower minoritized students, provide intentional learning experiences, and challenge systems and structures that perpetuate inequities.



Center of RACE & ETHNICITY



**Bre McKamie, MA**  
Coordinator,  
Center of Race & Ethnicity (CORE)



LGBT Resource Center



**Amy Finkenbine**  
Coordinator,  
LGBT Resource Center (LGBTRC)



VISION Volunteer Center



**steve bryant, ed.d.**  
Director, DCI  
Interim Coordinator,  
VISION Volunteer Center



WOMEN'S Resource Center



**Joi Rencher, LMSW**  
Coordinator,  
Women's Resource Center (WRC)

<p><b>E</b> Center of <b>RACE &amp; ETHNICITY</b></p> <p>CORE aims to center the voices, history and experiences of racially minoritized students at EMU. We do this through <i>celebration, education and support</i></p> 	<p><b>E</b> <b>LGBT</b> Resource Center</p> <p>The LGBTRC supports the success and development of gender and sexual minoritized students through affirmation, empowerment, and advocacy</p> 	<p><b>E</b> <b>VISION</b> Volunteer Center</p> <p>VISION aims to provide students with the opportunity to engage with communities through holistic service opportunities, mutually beneficial community partnerships, and immersion programs</p> 	<p><b>E</b> <b>WOMEN'S</b> Resource Center</p> <p>The WRC recognizes and celebrates the diverse representations of women on EMU's campus and, focuses on academic enrichment and professional development for ALL women</p> 
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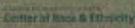
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## Women of Color Feminisms & Leadership Symposium

Bre McKamie, MA & Joi Rencher, LMSW

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The 7th Annual Women of Color Feminisms & Leadership Symposium

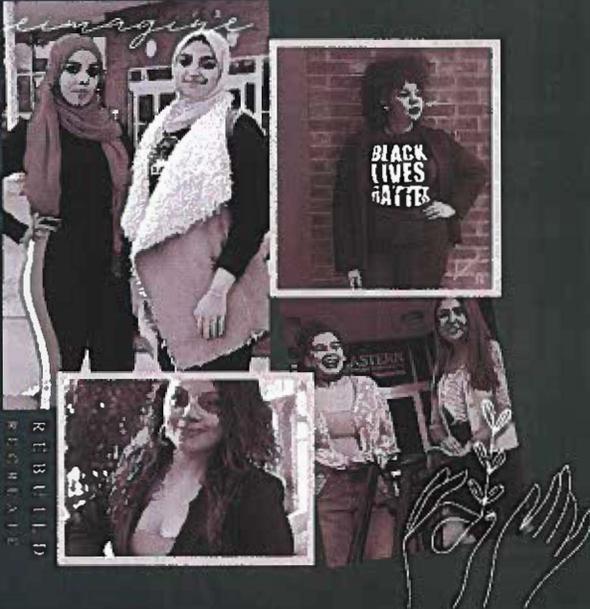
# Reimagining, Rebuilding & Recreating Ourselves as Women of Color

March 16-17, 2021

Featuring Tarana Burke of the 'me too.' Movement



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Since 2018, the **SisterHOOD Scholars Program**, **Women's Resource Center**, **Women's & Gender Studies Department**, and the **Center of Race & Ethnicity** collaborated to create a space for women of color to:

- Tell our **UNTOLD** Stories;
- Fully **EMBRACE** our authentic selves;
- **CONNECT**, create memories and rejuvenate.

We do this through educational presentations/workshops, poetry, music, dance and **MORE!**

REBUILD RECREATE

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*Reimagining Rebuilding Recreating*

*Collaborations/Sponsors*

**E** Center of Race & Ethnicity

**E** WOMEN'S Resource Center

**E** Women's & Gender Studies

**E** DIVERSITY & COMMUNITY INVOLVEMENT

**E** ACADEMIC SUCCESS PARTNERSHIPS

**CAMPUS LIFE**

STATE OF MICHIGAN CAMPUS SEXUAL ASSAULT GRANT PROGRAM  
MICHIGAN STATEWIDE CRISIS LINE: 1-855-VOICES4

*The 11th Annual Women of Color Feminism & Leadership Symposium*



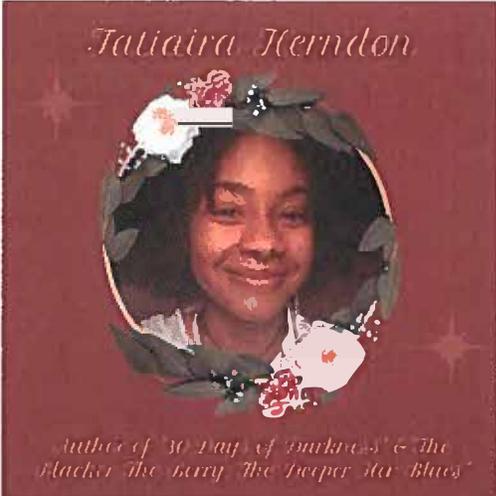
*best student team*

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**Schedule: Day 1**

*Tatiana Herndon*



*Author of "30 Days of Darkness" & "The Blacker the Berry, The Deeper the Blues"*

*Reimagining Rebuilding Recreating*

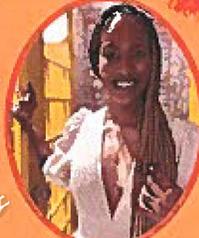


TARANA BURKE  
FOUNDER OF "Me Too" Movement



DR. CHRISTINA CASTRO  
COFOUNDER OF THREE SISTERS COLLECTIVE

*Day 1 Speakers*



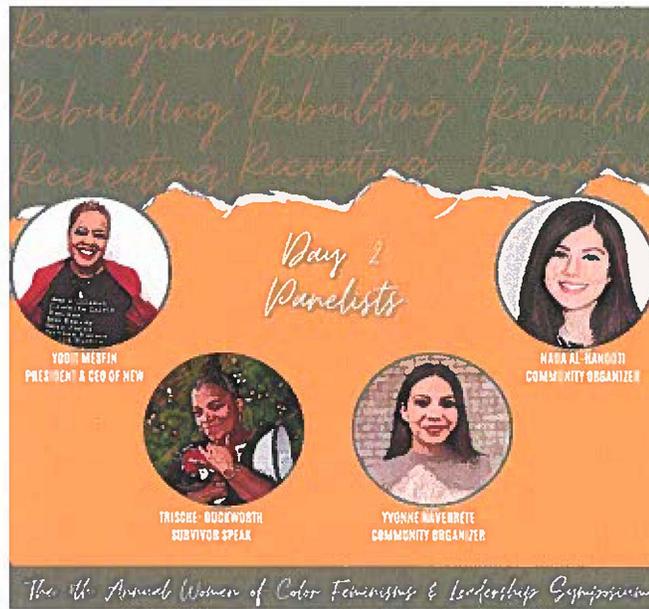
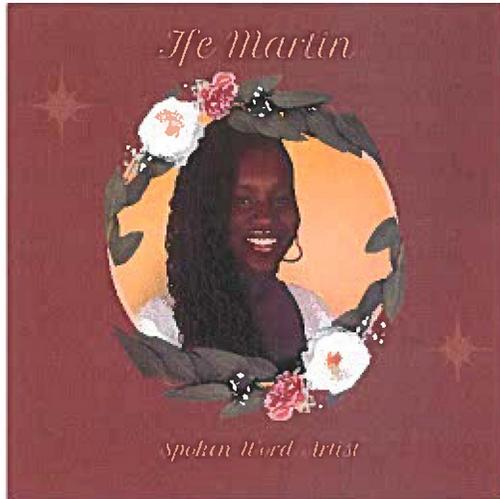
DR. MARIEL DUQUE  
FOUNDER OF SOUL HEALING COLLECTIVE

*The 11th Annual Women of Color Feminism & Leadership Symposium*

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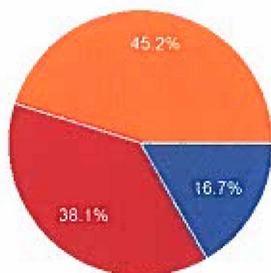
## Schedule: Day 2



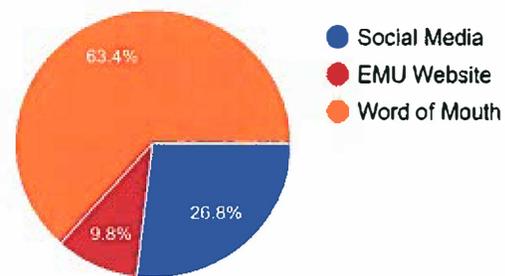
## Evaluation: Attendee Demographics

- 239 Registered
- Day 1: 140 Attendees
- Day 2: 70 Attendees

How did people learn about the symposium?

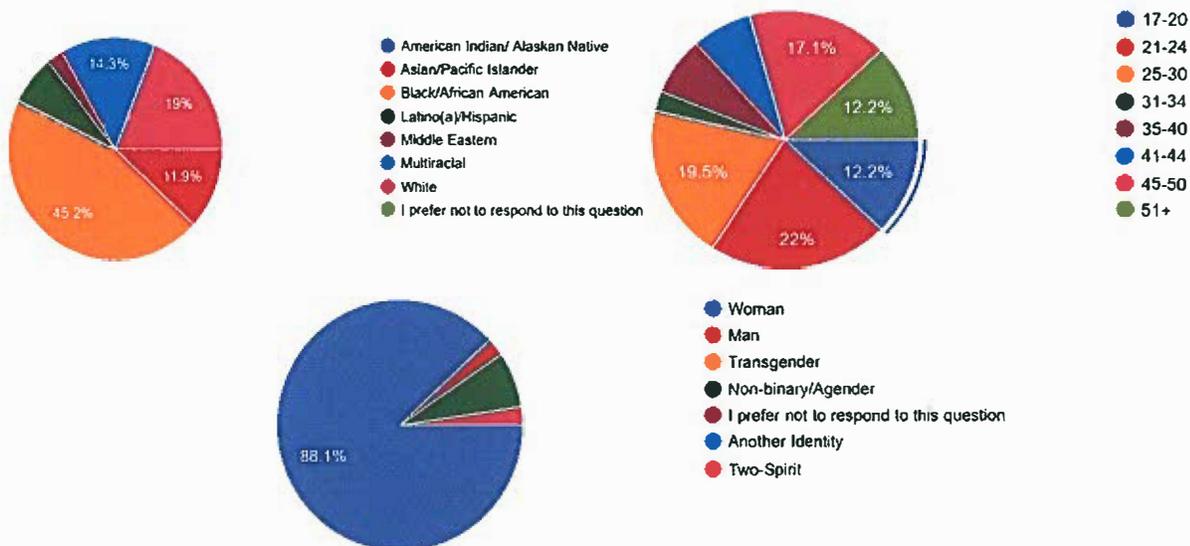


- EMU Faculty/Staff/Administrator
- EMU Student
- Community Guest



- Social Media
- EMU Website
- Word of Mouth

## Evaluation: Attendee Demographics (cont.)



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## WOCFLS Program Highlights

### Attendee Favorite Sessions

- Conversation with Tarana Burke: 53.5%
- Activism: For ourselves & our communities w/ panelist: 27.9%
- Intergenerational Trauma w/ Dr. Mariel Buquè: 14%
- Surviving and thriving in a culture of violence: Building a movement in love & resilience w/ Dr. Christine Castro: 4.7%

### Attendee Overall Experience

- 95.3% of Attendees said they would recommend that others attend the symposium next year.
- On a scale of 1-10, 1 being the worst and 10 being the best, almost 93% of attendees gave the symposium a score of 8 or higher.

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# Closing

