

# **Annual Report**

**2015-2016**

## **Lewis Walker Institute for the Study of Race and Ethnic Relations<sup>1</sup>**

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<sup>1</sup> For more information, go to:

\* the Walker Institute's website: [www.wmich.edu/walkerinstitute](http://www.wmich.edu/walkerinstitute)

\* Walker Institute curated Facebook pages:

\* Lewis Walker Institute for the Study of Race and Ethnic Relations, and

\* WIRE Youth Development Programs

\* For more information about Shared Prosperity Kalamazoo, in which the Walker Institute is a core partner, see [www.kalamazoo.org/sharedprosperity](http://www.kalamazoo.org/sharedprosperity)



## I. Introduction

Founded in 1989 as the Institute for the Study of Race and Ethnic Relations, the Institute was renamed in 2000 in honor of Walker, Western Michigan University's first African American PhD faculty member. Dr. Lewis Walker devoted his career to teaching and research about race and ethnic relations and worked for social justice through many applied research and community service projects.

Beginning in January of 2008, the Walker Institute has continued this work in service to the university and community under the direction of Timothy Ready. Since then, the **mission of the Institute** has been to engage in:

*Research, Teaching and Service to promote:*

- *understanding of race and ethnic relations, with a special emphasis on the causes of disparities and the contexts in which conflicts as well as common purpose arise;*
- *appreciation of the diverse peoples and cultures of the United States, with special emphasis on the peoples and cultures of Michigan;*
- *more equitable and inclusive communities and institutions, especially in this region of the state and throughout Michigan.*

The work of the Institute is directed by Dr. Tim Ready (Sociology), who, along with Ms. Mimi Abdul serve as the Institute's two full-time staff members. In addition, the Institute has three part-time associate directors—Dr. Don Cooney (Social Work), Dr. Doug Davidson (Sociology), and Dr. Ashlyn Kuersten (Sociology). Dr. Kuersten joined the Institute in the spring of 2016. The Institute also benefits from the advice and active involvement of Emeritus Professor Dr. Lewis Walker

During the 2015-16 academic year, the Institute had one graduate assistant, Mr. Gus Calbert, a doctoral candidate in Educational Leadership. The Institute also benefited from the work of Mr. Shaghil Husain, a part-time research associate.

### **Educational Mission**

The Walker Institute works to prepare WMU students to live and work in our increasingly diverse and interconnected society by sponsoring:

- **The Undergraduate Minor in Race and Ethnic Relations**

- **Community Forums** in which national experts address and converse with faculty, students, community leaders and local citizens on topics related to race, ethnicity and equality of opportunity
- **Internships and community-engaged learning projects**

### **Applied Research and Service**

The applied research and service work of the Institute is grounded in our One Community model.

**One Community:** Guiding Principles for the Community Engagement Work of the Walker Institute.

The Walker Institute's One Community work is premised on the American ideal that we are one people, and that our continued prosperity depends on equality of opportunity for persons of all races and ethnicities, regardless of the economic circumstances into which they were born. Drawing on the disciplinary expertise from across the University, the Institute engages in topical applied research and service to identify and close the gaps between the One Community ideal and current social conditions.

The One Community Model involves:

- Interdisciplinary research on the causes, consequences and solutions to economic, health and educational inequities affecting different communities, with a special focus on the life chances of children and youth
- Sponsorship of meetings and forums to engage citizens, public officials and the university community in conversation about causes, consequences and potential solutions, and
- Involving WMU faculty and students in applied research and service to build more equitable and inclusive communities.

### **Some of the Walker Institute's accomplishments since 2008**

- Race, Class and the Criminal Justice System: a series of five community forums for the University and Kalamazoo community held in the spring of 2015
- The Walker Institute played a leading role in the development of the Kalamazoo City Commission's Shared Prosperity Kalamazoo initiative in 2013-14, and continues to play a central role in its implementation through the involvement of Walker Institute

- Director Ready and Associate Director Cooney on the core planning and implementation team.
- Developed and implemented the University's Undergraduate Minor in Race and Ethnic Relations (fall, 2011 to present)
  - Developed and launched the University's Office for Service Learning (2010-2012)
  - Developed and continue to administer the WIRE Youth Development programs, a series of programs that since 2009 have served more than 1,000 Kalamazoo-area youth.
  - Played a leading role in the Michigan Voices for Action Poverty Reduction Campaign, in collaboration with the Kalamazoo Poverty Reduction Initiative (PRI) and the WMU College of Health and Human Services (2008-2012)
  - Designed and implemented a website on poverty in Michigan that was actively maintained online until 2014. The website, [www.mivoices.org](http://www.mivoices.org) included a data look-up system that provided information on the racial, ethnic and other demographic correlates of poverty for the state of Michigan and for all of its counties, cities and towns. It also included information for citizens and service providers about national and Michigan-based public and non-profit organizations addressing poverty as well as links to poverty-related research centers across the country.
  - Implemented the Walker Fellows Program, in which WMU faculty and grassroots leaders from the Kalamazoo community meet and develop research and service projects that address community needs
  - Sponsored *The People's Conference*, highlighting the history and cultural contributions of Michigan's various racial and ethnic groups (2008)
  - Conducted a survey of the attitudes, experiences and knowledge of 2,150 incoming Freshmen in 2011, and distributed a report of findings from that study to the University community (2013).
  - Sponsored the Kalamazoo Matters series of community conversations that include national experts on topics related to race, poverty, education and health (2010 to present)
  - Kalamazoo Youth Media Initiative – The Walker Institute, in collaboration with the WMU School of Communication, the Public Media Network and several Kalamazoo community organizations produced two award winning videos highlighting the views of Kalamazoo teenagers about education and the Kalamazoo Promise (2008)

- Numerous community service projects involving Walker Institute staff, fellows, students and community partners
- Together Kalamazoo Celebration of Creativity, Diversity and Community in Bronson Park, May 31, 2014

## **II. Faculty and staff and student personnel involved in activities:**

### **Faculty**

Tim Ready, PhD, Director  
 Don Cooney, PhD, Associate Director  
 Doug Davidson, PhD, Associate Director  
 Ashlyn Kuersten, PhD, Associate Director  
 Lewis Walker, PhD, Emeritus  
 Carlos Siordia, PhD, Adjunct Research Associate<sup>2</sup>

### **Staff**

Mimi Abdul Office Manager, Advisor for Minor in Race and Ethnic Relations, and Welborn Building Coordinator  
 Shaghil Husain Part-time Research Associate and Fundraiser

### **Walker Institute Doctoral Assistant**

Gus Calbert

### **Sociology Department Doctoral Research Assistant affiliated with the Institute**

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<sup>2</sup> Dr. Carlos Siordia joined the Institute as an adjunct research associate in May of 2016. Dr. Siordia is a PhD Sociologist with a Masters in Statistics and works as Special Assistant to the Chief Deputy Director of SAMSHA (Department of Health and Human Services, Substance Abuse and Mental Health Services Administration in Bethesda, MD.). Dr. Siordia was familiar with the work of the Walker Institute's Director over the years and learned about the mission and work of the Institute from our website. He contacted the Director about the possibility of establishing an affiliation with the Institute, with the goal of developing some joint research projects.

It was decided that the most appropriate way for Dr. Siordia to affiliate with the Walker Institute was to seek appointment as an Adjunct Research Faculty member in the Department of Sociology, which would be his academic home. This process was completed in the spring, pending final authorization by the WMU Board of Trustees.

## **Work Study Students**

**Kanisha Hardy**, office assistant

**Erin Fortune**, office assistant

**Gabrielle Frazier**, office assistant and assistant with the WIRE Youth Development Programs

**Jessica Chin**, America Counts math tutor

**Mikayla James**, America Counts math tutor

**Desiree Endre**, America Counts math tutor

**Zykia Davis**, America Counts math tutor

**Dejsha Alexander**, America Counts math tutor

**Ishara Brent**, America Counts math tutor

### **III. Activities such as invited scholars, lectures, conferences, symposia**

#### **A. Shared Prosperity Kalamazoo.**

As in the previous year, Shared Prosperity Kalamazoo events are jointly sponsored by the Walker Institute and the City of Kalamazoo. This year, the Walker Institute co-sponsored an employment forum at the Radisson Hotel, August 25, 2015. This two-hour event was attended by 52 employers and service providers and featured presentations and discussions that followed-up on those from May 15, with a particular focus on strategies to successfully employ ex-offenders and the long-term unemployed.

#### **B. An Evening with Michael Moore.**

On April 6, the Walker Institute sponsored an event that was, by far, the most heavily attended in its history. Michael Moore, the Oscar-winning producer of politically satirical documentary films, made a presentation to 3,000 people in the Miller Auditorium. The presentation, entitled, "It Only Hurts When I Laugh: Flint's Water, Disinvestment in Communities and Getting to a Future that Works for Everyone." His presentation, which was very well-received by the audience, was followed by an on-stage panel discussion moderated by the director that included Erika Donner (a WMU student from Flint), Sr. Janet Kurtz, CSJ, (Michael Moore's seventh grade teacher), Kalamazoo Vice-Mayor and Walker Institute Associate Director Don Cooney, and County Commissioner Stephanie Moore.

Following this, Moore hosted a 90-minute small group discussion backstage with 50 invitees, including WMU students and faculty from various departments as well as

community members. Students from the WMU Film, Video and Media Studies program were particularly well-represented. Dr. Jennifer Machiorlati and her students discussed with Mr. Moore the work they are doing and presented him with copies of films they produced for his review and comment.

In association with this event, the Institute also sponsored four screenings in Brown Hall of Michael Moore's latest film, *Where to Invade Next* on April 4 and 5.

Moore is among the most influential political satirists and commercially successful documentary filmmakers in American history. Writers in both the popular press and academe have compared Moore to other highly influential satirists including Jonathan Swift, the Marx brothers, Lenny Bruce and Mark Twain.

The event with Michael Moore is the first in a series called "Coming Together or Pulling Apart: Making Public Policy Work for Everyone." The series will resume in the 2016-17 academic year.

#### **IV. Research and Creative Activities performed and disseminated**

Timothy Ready The Challenge: Why Kalamazoo Needs a Well-Coordinated Strategy to Promote Shared Prosperity. Shared Prosperity Kalamazoo Employment Forum #2, Kalamazoo Radisson Hotel, August 27, 2015 [www.kalamazoocity.org/sharedprosperity](http://www.kalamazoocity.org/sharedprosperity)

The Walker Institute sponsored a film festival in the Van Deusen Room of the Kalamazoo Public Library in the summer of 2016. The series, called **The Human Consequences of Social Injustice**, featured seven films shown on Wednesday evenings at 6:30 pm. Each film was followed by a discussion moderated by Walker Institute faculty and staff.

#### **V. Curricular Activities**

##### **o Minor in Race and Ethnic Relations**

The Minor in Race and Ethnic Relations continues to provide WMU students with an academic foundation to better understand race and ethnic relations. During the past academic year, the Institute director taught the core course for the minor: Immigration, Race and Ethnicity in the US (LWIR 3000). Associate director Doug Davidson taught the capstone course (LWIR 4000) Research in Race and Ethnic Relations. Currently there are 17 students enrolled in the minor. Mimi Abdul served as advisor to these students. Four of these students graduated in April, 2016.

○ **Applied Social Research Methods (SOC 6900)**

The director, a member of faculty of Sociology, taught a graduate seminar on applied social research methods. The intent is to develop the interest and skills of graduate students to conduct applied social research on topics related to the mission of the Walker Institute. In addition to Sociology, there were students from Evaluation and Measurement Research and Social Work. Topics addressed in student projects include: juvenile justice, the adaptation of ex-offenders upon release from prison; refugee resettlement; effective communication to key constituencies and the general public about homelessness; and community models to limit economic inequality while promoting economic development.

**VI. Grants and Contracts proposed, submitted and awarded**

None.

That said, much of the research work of the Institute during 2015-16 was devoted to supporting the development of Shared Prosperity Kalamazoo. Thus far, the initiative has been awarded a total of approximately \$200,000 in funding – most of what was awarded during the current year. This money was used to implement a new youth development program for middle school-age youth in the summer of 2016 and, to a lesser extent, support two community forums related to employment.

Although the Walker Institute director and associate director conducted most of the research in support of the new youth development program and were heavily involved in writing the successful request for funding, the award that supports the implementation of the program was made to the city government.

**VII. Impact of activities on the academic programs of the university**

The work of the Walker Institute has impacted the academic programs of the university in various ways. First, the minor contributes to the accomplishment of academic priorities of the university in that aims to help prepare WMU students to function in our diverse society, no matter their chosen field of work. Further, the minor aims to provide students with an academically grounded understanding of race, ethnicity and how both are related to topics such as health, education, employment, income and wealth. The minor further aims to provide WMU students with a comparative, transnational perspective on these issues. We believe that we have laid a solid foundation and the current challenge is to expand the number of students enrolled, as well as the degree of involvement of instructors from the various departments offering courses that are part of the minor.

Through our WIRE Youth Development programs, WMU students from various departments also have the opportunity to participate in internships related to their majors (e.g., exercise science, health education) and service learning experiences with low income African American and Latino children.

The Institute has deepened its relationship with the Department of Sociology, and has played an important role in developing within the Department an active program of applied research related to the juvenile justice system. This complements the work of Associate Director Ashlyn Kuersten, whose Wrongful Conviction Program (Innocence Project) engages students in researching cases of inmates who may have been wrongly convicted.

The new Applied Social Research Methods course discussed in Section V also has led to a resurgence of interest among students and faculty in applied social research related to the mission of the Walker Institute. In particular, there is increasingly close collaboration between the Sociology Department's Kercher Center for Social Research and the Walker Institute.

## **VIII. Service**

During the past year, the Walker Institute has continued to be very involved in community service, especially with black, Hispanic and predominantly low income communities. Consistent with our mission statement, our goal has been to involve WMU, its faculty and its students, in community-based work whose goal is to help build more equitable and inclusive communities. An important means of accomplishing this is through our WIRE Youth Development Programs.

For purposes of marketing and community relations, we describe our programs that serve Kalamazoo-area youth as our WIRE Youth Development Programs. In 2014 and 2015, they included:

1. WIRE Youth Development Programs
  - America Counts Math Tutoring Program at Arcadia Elementary, September, 2015 through June, 2016
  - Kalamazoo Rocket Football Homework Helper Program (September through November, 2015)
  - WIRE Sports-based Youth Development Program at the Student Rec Center, January through April, 2016
  - WIRE Math and Science Camp, July, 2015

In addition, the Institute is involved in other forms of community service, including:

2. Collaboration with Mothers of Hope in sponsoring the **Ultimate Family Reunion** in August of 2015 and in sponsoring a **program by Aaron Dworkin**, Dean of the University of Michigan's School of Music, Theatre and Dance, a member of the National Arts Policy Committee of the Obama Administration, and founder of the Sphynx Organization, whose purpose is to promote diversity in orchestras and in the performance of classical music.
3. ongoing collaboration with the mayor and Kalamazoo City Commission in the continued development and implementation of Shared Prosperity Kalamazoo
4. Co-sponsorship with Ujima Enterprises of the Juneteenth Celebration on June 19, 2016, in the Dalton Recital Hall
5. Service on community boards and committees

We begin by discussing these latter service activities and then discuss our various WIRE Youth Development Programs.

### **Board and Committee Participation**

**Director Tim Ready** serves on the following boards and committees: Member, Shared Prosperity Kalamazoo Steering Committee; the Kalamazoo Learning Network Data Committee; Mothers of Hope Board of Directors; Kalamazoo Building Blocks Board of Directors; member of the GradNation Program Advisory Committee of the Douglass Community Association

**Associate Director Don Cooney** serves as Vice Mayor of Kalamazoo and as a member of the Kalamazoo City Commission. He also is on the boards of the Kalamazoo County Community Action, Mothers of Hope, Communities in Schools and Public Media Network

**Lewis Walker, Advisor:** Chair of the Board of Ujima Enterprises; member of the advisory committee for the Douglass Community Association; member of the Grad Nation Program Advisory Committee of the Douglass Community Association

**Shaghil Husain**, research assistant, is President of the Board of Directors of Kalamazoo Lend-a-Hand. He also serves President of the Board of Directors of the Michigan Festival of Sacred Music.

**Gus Calbert**, graduate assistant, serves on the Boards of the Douglass Community Association, Northside Ministerial Alliance, Northside Association for Educational

Advancement, Blind Truth, and the Southwest Michigan Rocket Football and Cheer Association.

### **Co-Sponsorship of the Juneteenth Celebration with Ujima Enterprises, June 19, 2016**

This took the form of a “Reader’s Theatre” presentation written by Kalamazoo author and media personality, Buddy Hannah. The event at the Dalton Theatre at WMU was attended by approximately 300 people and commemorated the history of Juneteenth, the oldest known celebration of the ending of slavery in the United States. Integral to the event was a formal recognition of the heroism of Tiana Carruthers, who on February 20, 2016, was injured by the Kalamazoo mass shooter while trying to shield a group of children, including her daughter. The award was presented by Kalamazoo Mayor Bobby Hopewell and State Senator Margaret O’Brien.

### **Co-sponsorship of Shared Prosperity Kalamazoo.**

Nearly every Friday morning during the 2015-16 academic year, Walker Institute Director Ready and Associate Director Cooney (who also is Kalamazoo’s Vice Mayor) spent Friday mornings at City Hall meeting with Mayor Hopewell, Andrew Hahn of the Office of the Governor, Kalamazoo Director of Planning and Development Laura Lam and Kevin Ford from the same office, and Michigan Works Director Ben Damerow. The meetings were for the purpose of taking the Shared Prosperity Kalamazoo plan that the Walker Institute played a major role in developing to implementation. These efforts have been successful, and Shared Prosperity Kalamazoo is now implementing programs, as described above. For more information, see [www.kalamazoocity.org/sharedprosperity](http://www.kalamazoocity.org/sharedprosperity)

Director Ready was primarily responsible for the research that led to the development of the All Things Possible Youth Development Program, whose initial implementation began in July, 2016. The program currently serves 50 middle school age youth who live in Interfaith Homes. Ready also was primarily responsible for writing the proposal that so far has led to \$150,000 in funding for the program from the Stryker Johnson Foundation. Funding for additional youth development programming at Interfaith Homes and elsewhere in the city is anticipated.

## **Collaboration with Mothers of Hope**

### **Ultimate Family Reunion**

As it has done for the past several years, the Walker Institute has collaborated with Mothers of Hope in sponsoring its “Ultimate Family Reunion” in Spring Valley Park. The event, scheduled annually for the first Saturday in August, is attended by approximately 4,000 people, most of whom are of low income. The event provides access to booths sponsored by about 60 different nonprofit and public sector service providers in the area as well as offering the amenities of an enjoyable family-friendly community picnic.

### **Diversity in Music Education**

The Walker Institute collaborated with Mothers of Hope in sponsoring two events on May 31, 2016 with Aaron Dworkin. From 10 am until noon, a community forum at the Douglass Community Association that included grassroots community leaders, musicians and arts administrators and faculty from the WMU Music Department. Discussion at the forum focused on strategies to increase diversity in music education and performance in Kalamazoo, and how the community’s efforts can tie into the work led by Aaron Dworkin through the Sphinx Organization.

Dworkin then led a performance called **Spoken Word Musical Fusion** at the Light Fine Arts Center at Kalamazoo College at 7:30 pm. The Walker Institute sees this event as laying a foundation for additional programming related to diversity in the arts.

## **WIRE Youth Development Programs**

*Fit for College, Fit for Life* -- This is the motto of our WIRE Youth Development Programs and succinctly summarizes our primary objective. As the Walker Institute’s signature service program, our WIRE Youth Development Programs fit with that part of our mission statement relating to the goal of helping to build more equitable and inclusive communities. The programs primarily serve low income children of color and primarily involve programming that prepares and connects them and their families with the University. Following are descriptions of the four WIRE Youth Development Programs that we ran in 2014-15

We communicate with current and past participants, along with their parents through newsletters and the WIRE Youth Development Facebook page, managed by Mimi Abdul.

We strive to maintain contact with the children served by our various WIRE programs over time through newsletters and invitations to participate in our various programs. We

believe that by doing so we will have a better chance of accomplishing the goals of the WIRE Youth Development Programs. Those goals are summarized in our motto, which appears on our WIRE t-shirts, newsletters and all written communications: “Fit for College, Fit for Life.”

The goals of the WIRE youth development programs are to:

- Bring kids to campus so that they feel at home at this place and with WMU students and faculty
  - Help kids learn about what they can study at the University and how it relates to future jobs and success
  - Help kids learn what they need to be doing NOW in order to be successful in the future – and to learn it from WMU students and from successful community members from similar backgrounds as the participants in WIRE programs
  - Decrease the social distance between disadvantaged kids and the many opportunities and resources that exist in Kalamazoo—especially those of WMU
  - Promote the holistic and healthy growth and development of kids by combining enjoyable activities that promote physical fitness or creative artistic expression with practical information and resources for success – all provided by trusted and approachable mentors.
  - Implement that portion of the Walker Institute’s mission related to building a more equitable and inclusive community through WIRE programming that promotes the healthy growth, development and learning of kids – especially those from disadvantaged backgrounds.
  - Provide community-based experiential learning opportunities for WMU students who help to run the programs.
- **WIRE Sports-Based Youth Development Program,**

**January – April, 2016**

The Walker Institute administered its most successful Sports-based Youth Development Program since we initiated this program in 2008. Every Saturday morning, between 50 and 80 children, age 7 to 13, came to the Student Recreation Center for a three-hour program that included recreational and instructional sports programming and a “half-time talk” presented by community professionals and WMU faculty and students. In these talks, the speakers described the work that they do, the relevance of education and life experiences in preparing them for that work, with a particular focus on their experiences when they were the same age as the children. The great majority of the children were African American residents of Kalamazoo. Many of the speakers were from similar demographic backgrounds as the children.

## WIRE Sports-based Youth Development Program Half-Time Speakers, Spring of 2016

1. Caressa Hamby – Volunteer Coordinator at Douglass Community Association
2. Eric Cunningham – Former Kalamazoo City Commissioner, Co-Director of Networking Out
3. Douglas Hubbell – Kalamazoo Department of Public Safety
4. Duanta Taylor – WMU Grad and Owner of Klassy Kidz Entertainment
5. Kevin Crittenden – Founding Member of Blind Truth for the Visually Impaired
6. Jake Lewis – Music Disc Jockey
7. Honorable Alexander Lipsey – 9<sup>th</sup> Circuit Court Judge
8. Mona Lisa Watson – Program Coordinator for Douglass Community Association
9. Karen Joushua-Wathel – Associate Dean of Students at Kalamazoo College

Walker graduate assistant Gus Calbert was responsible for administering the program, and was assisted by service learning students recruited from classes taught by Dr. Ready and Dr. Cooney. Gabrielle Frazier aided Gus Calbert with various tasks including maintaining the WIRE Youth Development Facebook site and publishing a weekly newsletter providing a summary of the message delivered by each speaker along with the speaker's biographical information.

- **Kalamazoo Rocket Football Homework Helper Program and associated tutoring programs. (September – November, 2015)**

During the fall of 2015, the Walker Institute coordinated a Homework Helper program for Kalamazoo children in grades three through five who participated in Rocket Football, either as a player or cheerleader. Gus Calbert directed this work. The Institute coordinated the recruitment, training and supervision of service learning students to participate in running this program. Students were recruited from two courses:

- LWIR 3000/SOC4950, Immigration, Race and Ethnicity in the US (Ready). This is a required core course for the minor in Race and Ethnic relations, as well as a GEN ED course.
- SWRK 3000 (Cooney)

Each service learning student was required to provide at least 20 hours of community service during the semester. Students in LWIR 3000/SOC4950 were required to maintain a log of their reflections and learnings, and to make an oral presentation to the class on their experiences.

Every service learning student was required to participate in a one-hour orientation and training session at the Walker Institute before being deployed to one of six sites in the community. Each team in the Rocket Football League maintained its own homework helper site, with its own on-site supervisor. The sites were:

The Douglass Community Association  
New Genesis/Stones Church  
Allen Chapel  
Edison Neighborhood Association  
Eastside Fire Station

In addition, Mr. Calbert ran tutoring sites staffed by service learning students from the same courses at First United Baptist Church, Second Baptist Church, Interfaith Homes and New Village Park. . Big Brothers Big Sisters of Kalamazoo and the Kalamazoo Gospel mission also sent kids to participate in the Kalamazoo Rocket Football program and the tutoring programs. Altogether, about 400 children were provided assistance through the 2015 homework helper program.

- **America Counts Math Program**

As in previous years, Mimi Abdul coordinated math tutoring at Arcadia Elementary School for the Walker Institute. This tutoring work was done by four work study students, in coordination with the Arcadia Communities in Schools coordinator, Gulnar Husain.

On average, America Counts tutors provide 10 hours of tutoring per week. The America Counts programs ran from September, 2015, through June, 2016. Math tutors are “College Positive” for KPS Promise students. WMU student participants gained a heightened awareness of the social and economic circumstances of the students along with their educational needs and potential. The experience enabled them to engage in creative problem solving and strengthened personal, academic and professional skills.

- **WIRE Math and Science Camp, July, 2015**

Throughout the month of July, between 40 and 50 elementary and middle school children between the ages of 7 and 14 participated in the WIRE Math and Science Camp in Welborn Hall. A majority of participants were enrolled in Kalamazoo Public Schools and came to the camp with widely varying skill levels. They ranged in academic skills from above grade level to well below grade level. A majority were well below grade level. The camp operated Monday through Friday from 9am to 12pm.

The primary goals of WIRE math and science camp were for students to:

- (1) gain a deeper understanding of math and science
- (2) focus on number theory, number sense and algebraic expression
- (3) increase confidence by reducing the fear and anxiety of math and science
- (4) reduce the summer slide – the typical loss of between 25 percent and 33 percent of what was learned the previous year during the summer by not engaging in academic activities.

The specific goals of the science portion of the camp were to:

- (1) provide students with experience using common laboratory instruments to take objective measurements. Instruments used included: triple balance beams; meter sticks; and graduated cylinders
- (2) have students differentiate between subjective observations and objective observations
- (3) have all students use observations to create inferences
- (4) have lower elementary students do measurements contrasting small values to large values
- (5) identify common minerals based on their physical properties.

This was the second year that the Walker Institute offered the Wire Math and Science Camp. The camp can be viewed as a program that provided children from different communities, cultures and academic abilities the opportunity to explore math and science in a non-traditional, non-threatening, environment. Students were exposed to different modalities of learning that included use of computers, games, simulations, small and large group instruction as well as one-on-one tutoring.

Instruction was provided by three certified teachers from local Kalamazoo area schools. Participants were divided into two groups based on age for instruction in mathematics. The younger students were taught by Mr. Doug Willis, and the older students by Mr. Tim Hollenbeck. Mr. Kevin Knack worked with all students on hands-on science and engineering projects.

In all, the WIRE Math and Science Camp provided participants with three hours of instruction per day for twenty days --a normal equivalent of twelve weeks curriculum content. The program included field trips to the WMU College of Aviation, College of Engineering, AirZoo and to the Michigan Adventure Theme Park.

Students' math skills were assessed at the start of the program and at the end of the program. The testing showed that the students made significant learning gains. In addition, many parents' whose children participated in the camp last year told Mr. Calbert that the camp greatly helped their children with regard to their confidence in doing math and in their academic performance during the past academic year.

The third annual Math and Science Camp took place during July, 2016, and was extremely successful both in the number of youth participants (52) and in the quality of the programming. This will be described in the Institute's 2016-17 Annual Report.

### **Service within WMU**

- Dr. Tim Ready served on the University's Community Outreach and Engaged Scholarship Leadership Team. He also was a member of the Diversity Advisory Committee of the Homer Stryker Medical School.
- Dr. Doug Davidson served on the Multicultural Mindedness Project Action Team and co-facilitated the Everyone Counts Diversity Learning Communities at WMU
- Dr. Lewis Walker engaged in the following service activities for the University: Chair of the WMU Athletic Hall of Fame Board; lecturer to the WMU basketball team on global race and ethnic relations, in association with the team's annual overseas trip; fund raiser for emergency resources for student in the Sociology Department
- Mimi Abdul: co-facilitated the Everyone Counts Diversity Learning Community; served on the nomination and selection committee for the Excellence in Diversity Awards Committee; helped facilitate the Black History Month event that was organized and planned by WMU students; served on the Multi-Cultural Mindedness Project Action team; and was the building coordinator for Welborn Hall.

### **IX. Future Plans**

The Institute would like to continue all of the activities that the Walker Institute engaged in this past year, as described above. In addition, we have the following goals:

- Increase enrollment in the Minor in Race and Ethnic Relations.
- Expand the number of courses in the minor and degree of active collaboration in the minor with faculty from across the university
- Some of the courses listed in the minor are no longer being offered. We plan to present an updated list of course offerings this coming year.

- We plan to build on the progress made in 2015-16 by continuing to increase collaboration with faculty and students in Sociology and other disciplines in order to increase our applied research production, consistent with the mission of the Institute.
- **Reconstitute the Walker Fellows Program** to be composed of both university and community members. The Fellows Program will serve as both an advisory committee as well as a group that will extend the reach of Institute programming.

## **X. Problems/Challenges to be Addressed**

- Calibrate the mission of the Institute with the financial and human resources available (core, as well as those tapped through working partnerships) to maximize the ability of the Institute to carry out its mission without becoming overextended.
- Reach agreement with interested parties within the University as to how the mission of the Institute intersects with that of other entities on campus so as to best serve the University and the communities in which it is grounded. In particular, develop more collaborations with faculty across the University to engage in research related to race and ethnic relations, as well as applied research to build more equitable and inclusive communities.
- Need to identify a funding source to support the Walker Fellows program, through which the Institute expands its capacity to carry out its mission through collaboration linking faculty from various disciplines with community partners. (While the Institute's endowment is very helpful in defraying the cost of our programming, the terms of the endowment do not permit funds to be used to pay WMU faculty, University employees or students.)
- The Institute is in need of new computer equipment, a new photocopier machine and also needs to replace worn-out office chairs and other
- The Institute is in need of IT support for a more effective and robust web presence.

## **VI. Media Coverage about the Work of the Walker Institute**

- Gus Calbert appeared on WWMT-TV on July 25, 2015, to discuss mentoring and tutoring coordinated by the WMU Walker Institute for Kalamazoo children, most of whom were involved in the Kalamazoo Rocket Football League

- Tim Ready appeared on the Lori Moore Show on TV Channel CW7 to discuss the Walker Institute's sponsorship of Michael Moore's presentation on April 6, 2016, at the Miller Auditorium
- Kalamazoo Gazette story on Michael Moore's presentation at the Miller Auditorium, April 7, 2016,
- April 6, 2016, WWMT-TV story on Michael Moore's presentation at the Miller Auditorium

# Annual Financial Report

Fiscal Year 2016

## INCOME

Budget Allocation	\$261,064.00
Endowment Funding	\$120,793.00
Gifts                      Unrestricted	\$10,000.00
Support from other WMU accounts	\$6,209.58

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## EXPENSES

Salaries and Benefits	\$274,743.19
General Operating	\$7,151.10
Temporary Staff Non-Exempt	\$8,267.52
Support for Community Events	\$1,501.90
Support for University Events	\$2,300.00
Programming	\$38,660.56