

**Annual Report**  
**2014-2015**  
**Lewis Walker Institute for the Study of**  
**Race and Ethnic Relations<sup>1</sup>**

**Timothy Ready, Director**

**August 28, 2015**

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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)

\* the Walker Institute's 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)



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## 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 Lewis Walker, Western Michigan University's first African American PhD faculty member. Dr. 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 two part-time associate directors—Dr. Don Cooney (Social Work) and Dr. Doug Davidson (Sociology). During the 2014-15 academic year, the Institute also had two graduate assistants: Mr. Gus Calbert, a doctoral candidate in Educational Leadership; Jordan Wright, a Master's Student in Education Leadership (one semester); and Ms. Carole Davenport (one semester), a Masters student in Anthropology. 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, 2012 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 created a website on poverty in Michigan, including a data look-up system that provides 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. See: [www.mivoices.org](http://www.mivoices.org)
- 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, Staff and Student Personnel**

### **Faculty**

Tim Ready, Director  
Don Cooney, Associate Director  
Doug Davidson, Associate Director  
Lewis Walker, Emeritus

### **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

### **Graduate Assistants**

Gus Calbert  
Jordan Wright (fall, 2014)  
Carole Davidson (spring, 2015)

### **Sociology Undergraduate Interns**

Paige Torres  
Phillip Moses  
Camille Camper  
Kurtrice Weekley

### **Social Work Interns**

Maurice Washington  
Zachary Henderson

### **Work Study Students**

Toni Brew, Math tutor  
Logan Brown, Office assistant  
Erin Fortune, Office assistant  
Kanisha Hardy, Office assistant  
Gabrielle Frazier, Office assistant  
Njukia Kiuri, Math tutor  
Kieran O'Connor, Math Tutor  
Asia McSpadden, Office assistant  
Melissa Owensby, Math tutor

### III. Activities such as Invited Scholars, Lectures, Conferences and Symposia

**A. Shared Prosperity Kalamazoo Series.** The Shared Prosperity Kalamazoo events are jointly sponsored by the Walker Institute and the City of Kalamazoo. The Walker Institute was primarily responsible for organizing event #1 with Richard Reeves.

1. **Richard Reeves, The Opportunity Ecosystem**, WMU Fetzer Center, April 30, 2015. Reeves is Senior Fellow in Economic Studies, Co-Director of the Center on Children and Families, and Editor in Chief of Social Mobility Memos at the Brookings Institution in Washington, DC.
  - a. **Leadership Discussion** with Richard Reeves on social mobility in Kalamazoo attended by 50 community leaders prior to evening lecture in the Fetzer auditorium
  - b. **The Opportunity Ecosystem lecture** and discussion with Richard Reeves in the Fetzer Auditorium was attended by 135 persons. Other speakers and panelists in the program were: Tim Ready, Mayor Bobby Hopewell, Von Washington (Co-Director of the Kalamazoo Promise), Tim Surprise (Owner, Arcadia Brewing of Kalamazoo) and Stephanie Moore (county commissioner). The Public Media Network broadcast recording of the event can be seen at:  
<http://pmn.pegcentral.com/player.php?video=dad5e158f35f07e4aaff2542d81e1fee>
2. **Shared Prosperity Kalamazoo Employment Forum #1**, Radisson Hotel, May 15, 2015. This five hour event primarily for Kalamazoo-area employers was attended by 140 people. It featured presentations and related discussion led by local community employers and service providers on strategies to increase access to well-paying jobs for unemployed and underemployed residents of Kalamazoo.
3. **Shared Prosperity Kalamazoo Employment Forum #2**, 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. Race, Class and the Criminal Justice System Series**

In addition to the Walker Institutes collaborative sponsorship of the Shared Prosperity Kalamazoo events described above, the Institute coordinated a series of five community forums on Race, Class and the Criminal Justice System during the spring of 2015.

1. **James Forman, Jr., From Fear and Vengeance to Mercy and Forgiveness**, WMU Fetzer Center, March 30, 2015. The event was attended by 175 people. Mr. Forman is a legal scholar from Yale Law School who has written extensively on race and the criminal justice system. He is the son of the late civil rights leaders of the same name.

The Public Media Network broadcast recording of the event can be seen at:

<http://pmn.pegcentral.com/player.php?video=65e81eaa3295dec5f2ff0b0913b84f5c>

2. **Police Violence, Racism and Social Justice Teach-In**, January 22, 2015, at the Walker Institute in Welborn Hall. Forum on Police Violence, Racism and Social Justice. The event was attended by 120 people, mostly WMU students. Presenters included: Tim Ready, Lew Walker and Douglas Davidson of the Walker Institute; Ron Kramer and Charles Crawford of the Criminal Justice Program and the Department of Sociology; Chief Jeff Hadley of the Kalamazoo Department of Public Safety; and Maurice Washington, WMU student of Social Work and Walker Institute intern.

3. **The Juvenile Justice System: Disrupting the Pipeline to Prison**, Kalamazoo County Juvenile Home, April 14, 2015. The event was attended by 150 people, mostly from the Kalamazoo community. Presenters included: Tim Ready of the Walker Institute, Luchara Wallace of the WMU Department of Special Education and Literacy Studies; Carol Cramer Brooks, CEO of the National Partnership for Juvenile Services; and Peter Holt, Director of the Juvenile Home.

The Public Media Network broadcast recording of the event can be seen at:

<http://pmn.pegcentral.com/player.php?video=f4772312c890ebb166ad69b6f57e88f9>

4. **Challenges Facing Ex-offenders Returning to the Community**, April 28, 2015, Bethany Reformed Church, Kalamazoo. The event was sponsored in collaboration with Michigan United and was attended by approximately 95 people, primarily from the Kalamazoo community. Speakers included: Marcus Collins of Restore Ministries; Antonio Mitchell of Upjohn Institute; Aaron Kinsel, instructor in the WMU Department of Sociology; Christine Lewis and Elisheva Johnson of Michigan United; Brian Parsons of the Momentum

Program of Urban Alliance; Aaron Hakim of Jackson Justice Program; Natalia Harris of Washtenaw County Social Services; and Tim Ready of the Walker Institute.

5. **Re-Imagining Kalamazoo with Justice for All**, May 12, Mt. Zion Baptist Church. The event was attended by approximately 50 people, primarily from the Kalamazoo community. Speakers included: Tim Ready, Don Cooney and Lewis Walker of the Walker Institute; Rev. Addis Moore of Mt. Zion Church; Frank Weichlein, director of the Kalamazoo Juevnile Home (retired); Luchara Wallace, WMU Department of Special Education and Literacy Studies; Felix Brooks, Kalamazoo Valley Community College; Aaron Kinsel, Instructor, WMU Department of Sociology; Antonio Mitchell, Upjohn Institute; Marcus Collins, Restore Ministries;

#### **IV. Research and Creative Activities Performed and Disseminated**

Timothy Ready, Free College Is Not Enough: The Unavoidable Limits of the Kalamazoo Promise. Brookings Institution Social Mobility Memo, June 24, 2015.

<http://www.brookings.edu/blogs/social-mobility-memos/posts/2015/06/24-kalamazoo-promise-college-ready>

Timothy Ready, Unequal Justice: Race, Class and the Criminal Justice System.

Presentation by Timothy Ready at the Forum on Juvenile Justice: Disrupting the Pipeline to Prison, April 14, Kalamazoo County Juvenile Home.

<http://www.wmich.edu/walkerinstitute/files/unequal%20justice2.pdf>

Luchara Wallace, Disrupting the Pipeline to Prison through Prevention. Presentation by Luchara Wallace at the Forum on Juvenile Justice: Disrupting the Pipeline to Prison, April 14, Kalamazoo County Juvenile Home. [https://prezi.com/bnipllmaw-k4/school-suspension-project/?utm\\_campaign=share&utm\\_medium=copy](https://prezi.com/bnipllmaw-k4/school-suspension-project/?utm_campaign=share&utm_medium=copy)

Carol Cramer Brooks, Transition and Reintegration: Everyone Leaves. Presentation by Carol Cramer Brooks at the Forum on Juvenile Justice: Disrupting the Pipeline to Prison, April 14, Kalamazoo County Juvenile Home.

<http://www.wmich.edu/walkerinstitute/files/carol%20brooks%20presentation.pdf>

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.kalamazoo.org/sharedprosperity](http://www.kalamazoo.org/sharedprosperity)

Timothy Ready, Racial and Economic Inequality in the 21<sup>st</sup> Century: Reframing Our Values, Reforming Our Institutions, Revitalizing Our Communities. Invited Lecture,

WMU Cooley Law School, Grand Rapids, June 23, 1015.

[www.wmich.edu/walkerinstitute](http://www.wmich.edu/walkerinstitute)

## **V. Curricular Activities:**

### **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, compared to 11 during the 2013-2014 academic year. This past year, four students successfully completed the minor and graduated.

## **VI. Grants and Contracts Proposed, Submitted and Awarded**

A letter of inquiry was sent to the Kellogg Foundation to support Shared Prosperity Kalamazoo. Status: Pending.

The Walker Institute is a collaborating partner in a grant application submitted by the Office of the Prosecuting Attorney to the US Department of Justice to implement Project Cease Fire. If funded, the Walker Institute's role will be to conduct research on community perceptions of this initiative. Status: Pending

## **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's director also is a founding member of the West Michigan Social Research Consortium. Together with colleagues from Grand Valley's Community Research Institute, Hope College and Calvin College, the consortium has met several times (including one meeting at the WMU's Sociology Department, to discuss expertise that resides, equipment and resources that reside at each institution, and how mutually beneficial collaborations might develop for the educational benefit of our students as well as to enhance the research capabilities of collaborating partners, including the Walker Institute and the Sociology Department's Kercher Center.

## **VIII. Service and Community Engagement**

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.

### **A. WIRE Youth Development Programs**

#### **1. Overview**

**“Fit for College, Fit for Life”** This is the motto of our WIRE Youth Development Programs and succinctly summarizes our primary objective. For purposes of marketing and community relations, we describe our programs that serve Kalamazoo-area youth as our WIRE Youth Development Programs. The service programs of the Walker Institute fit with our mission statement as it relates to the service portion of our mission, with our applied research and service work being intended to help build more equitable and inclusive communities. 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 and newsletters.

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.

## **2. WIRE Sports-based Youth Development Program January 18 – April 12, 2014**

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 8 to 14, 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.

Speakers included:

Sherine Obare, Associate Dean, College of Arts and Sciences  
Carmen James, Fitness Trainer and WIRE parent  
Phillip Moses, Criminal Justice Major, ROTC member and Walker Institute intern  
Eric Cunningham, Kalamazoo City Commissioner  
Jeff Deblecort, Kalamazoo Department of Public Safety (and his canine, Jax)  
Buddy Hanna, Kalamazoo Radio host, playwright, and poet  
Keion Adams, WMU Honors alumnus and former Bronco football player  
Cheree Thomas, Author and Program Manager at the Douglass Community Association  
Gus Calbert, Educator, Northside resident and Walker Graduate Assistant  
Maria Bosnak, WMU Masters student and former Seita Scholar

Walker graduate assistant Gus Calbert, assisted by grad assistant Carole Davenport were responsible for the recruitment, training and supervision of eleven WMU service learning students, maintaining contact with the families, recruiting speakers, as well as running the program each Saturday morning. Jordan Wright, Carole Davenport and Gus Calbert, also maintained the WIRE Youth Development Facebook site and published a weekly newsletter that provided a summary of the message delivered by each speaker and provided biographical information about the speaker for the next session.

### **3. Kalamazoo Rocket Football Homework Helper Program (September to November, 2014)**

During the fall of 2014, 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. The Institute coordinated the recruitment, training and supervision of service learning students 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  
Christian Life Center  
Allen Chapel  
Eastside Fire Station  
First United Baptist Church  
Second Baptist Church

Altogether, about 400 children were provided assistance through the 2014 homework helper program.

#### **4. America Counts**

As in previous years, Mimi Abdul coordinated math tutoring at Arcadia Elementary School for the Walker Institute. This tutoring work was done by five 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. They served a total of 40 students who were selected by Communities in Schools. The America Counts program ran from September, 2014, through April 2015. Math tutors are “College Positive” for KPS Promise students. WMU student participants gained a heightened sense of social conditions of the students; experience in creative problem solving; and strengthening of personal, academic and professional skills.

#### **5. WIRE Math and Science Camp, July 1 – July 31, 2014**

Throughout the month of July, 40 elementary and middle school children 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 from significantly above grade level

to well below grade level. A majority were significantly below grade level. The camp operated Monday through Friday from 9am to 12pm.

The Walker Institute offered the Wire Math and Science Camp for the first time in July of 2014. 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.

Participants were divided into two groups based on age. The younger students (grades two through four) were taught by Mrs. Carla Brown-Waller, a Montessori trained elementary teacher with Kalamazoo Public Schools. Mr. William Renner, a Kalamazoo Public Schools teacher, taught the older participants who ranged from fifth grade through ninth grade. Mr. Kevin Knack, Battle Creek Public Schools Science teacher, taught both groups science. Mr. Andrew Bentley, WMU Mallison Institute, taught both groups geology. Mrs. Carol Poole, a psychologist, special education teacher and math recovery coach, worked with several special education students. Mr. Kevin Knack, Battle Creek Public Schools Science teacher, taught both groups science. Mr. Andrew Bentley, WMU Mallison Institute, taught both groups geology. Mrs. Carol Poole, a psychologist, special education teacher and math recovery coach, worked with several special education students. In addition, seven high school students from Portage Central and Portage Northern High Schools and the Kalamazoo Math and Science Center served as teachers aides.

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 objective of the WIRE Math and Science Camp was to introduce students to new and exciting ways to study math and science by utilizing technology and having students working in dyads and triads or small teams. Ancillary to this goal was to see if students would learn to work with peers from other schools, communities and cultures.

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.

The program included field trips to the WMU College of Aviation, AirZoo and to the Michigan Adventure Theme Park.

An evaluation was done of upper elementary program participants, based on a comparison of an assessment of number theory, number sense and knowledge of algebraic expressions administered at the start of camp and at the end. Nearly all students made substantial gains. The assessment is attached. No assessment of the lower elementary program participants is available.

Mr. Gus Calbert (Walker doctoral assistant, very experienced former teacher and principal, and doctoral candidate in Education Leadership) organized and administered the camp with the assistance of Jordan Wright (also a graduate assistant in the Masters Program in Education Leadership).

In addition to academic work that took place in Welborn Hall, we arranged field trips for the students to the College of Aviation, AirZoo, and to Michigan Adventure Theme Park. Parents of the children served as volunteer chaperones for the field trips.

Per our intention to work longitudinally with children through our various WIRE Youth Development programs, many of the Math and Science Camp participants were also past participants in our Sports-based Youth Development Programs and Together Kalamazoo Arts Program (spring, 2014).

Students were provided with a snack every morning, and a WIRE Youth Development Program t-shirt. All costs associated with the program were paid from Walker Institute resources.

*The second annual WIRE Math and Science Camp was administered in July of 2015 and built on the success of the 2014 camp. It will be discussed in next year's Annual Report.*

**B. Shared Prosperity Kalamazoo – a partnership between the Kalamazoo City Commission and the Walker Institute**

Upon the strong urging of City Commissioner and Walker Institute Associate Director Don Cooney, the Kalamazoo City Commission voted in February, 2014, to make the reduction of poverty—especially among children—one of its top priorities for action. Since then, Drs. Cooney and Ready have been working to develop and implement strategies to accomplish this goal.

Instead of focusing on the city's extremely high poverty (overall poverty rate above the 90<sup>th</sup> percentile among all US cities; child poverty rate of more than 40%; and about 60 percent of black and Hispanic children below the poverty line), Ready and Cooney successfully advocated for a campaign that focuses on community aspirations rather than the problems of the Kalamazoo. This is reflected in the name, **SHARED PROSPERITY KALAMAZOO**.

Don Cooney and Tim Ready played a leading role in defining the goals of Shared Prosperity Kalamazoo, including:

- Increased access to well-paying jobs
- Improved coordination of youth development programs with a sharper focus on their collective impact
- Strong, economically secure families

The Walker Institute has been primarily responsible for researching best practices and assessing their applicability in Kalamazoo. Nearly every Friday morning during the 2014-15 academic year, Drs. Ready and Cooney spent Friday mornings at the Kalamazoo City Hall meeting with Mayor Hopewell, Andrew Hahn of the Office of the Governor, Kalamazoo Director of Planning and Development Laura Lam, Michigan Works Director Ben Damerow, and two Walker Institute interns. At these meetings we discussed the research led by Drs. Ready and Cooney

relative to the campaign's three goals, and how take the Shared Prosperity Kalamazoo plan into the implementation phase.

The transition from planning to implementation began on April 30, 2015, when we launched Shared Prosperity Kalamazoo with two events featuring Richard Reeves of the Brookings Institution. In the afternoon, Mr. Reeves, Mayor Hopewell and Tim Ready led a discussion among 50 community leaders at the Fetzer Center on the topic of social mobility—the chances that children and youth who grow up in poverty can climb the economic ladder as adults. The discussion was informed by national data presented by Mr. Reeves and local data presented by Dr. Ready that were disaggregated by race and ethnicity. Among other themes, the local data presented by Dr. Ready highlighted both the positive impact of the Kalamazoo Promise as well as its limitations in promoting social mobility for black, Hispanic and low income students.

The afternoon event was followed by Mr. Reeves' evening lecture entitled, *Ecosystems of Opportunity* in the Fetzer Center Auditorium. Following Reeves' lecture, the evening event included a panel discussion moderated by Mayor Hopewell among Kalamazoo Promise co-director Von Washington, Tim Surprise, owner of Arcadia Ales, and County Commissioner Stephanie Moore. The event concluded with a 40 minute community forum in which the 135 members of the Kalamazoo community in attendance participated.

The second Shared Prosperity Kalamazoo event took place two weeks later on May 15 at the Radisson Hotel. There, 140 people, primarily Kalamazoo-area employers and social service providers, discussed the first of the three Shared Prosperity goals: to increase access to well-paying jobs. One of the principal strategies to accomplish this goal that was discussed at this meeting related to ways to increase employment opportunities for ex-offenders who have returned to the community after having been incarcerated. This discussion was informed by Walker Institute research related to another of our principal community engagement initiatives—the five community forums on Race, Class and the Criminal Justice System. A second forum related to the goal of increased access to well-paying jobs was held at the Radisson on August 25, 2015.

We continue to meet to plan the implementation of the full model and the focus will soon shift to the topic of youth development. For more information on Shared Prosperity Kalamazoo, see [www.kalamazoocity.org/sharedprosperity](http://www.kalamazoocity.org/sharedprosperity)

**C. Race, Class and the Criminal Justice System Community Forum Series**

In addition to the forums described above in Section III, Walker Institute staff and community collaborators have held numerous meetings with the leadership and other representatives of Kalamazoo Department of Public Safety, the Kalamazoo Juvenile Home, the Kalamazoo County Courts and the County Prosecutor. The purposes of these meetings include service and advocacy for a more equitable and humane criminal justice system, as well as information gathering on the functioning of these systems in Kalamazoo.

In addition to the educational purposes of these forums, they also are a form of community service in that the Institute brings facts to bear on salient issues on race, class and the criminal justice system, and convenes community members and leaders to discuss these issues relative to the goal of building a more equitable and inclusive community. The planning and organizational efforts that the Institute devoted to this series also informed the Institute's work in Shared Prosperity Kalamazoo – particularly with regard to the employment of ex-offenders and the goal related to youth development

**D. Board Participation**

Director Tim Ready serves on the following boards: the Great Start Collaborative, including the Great Start Subcommittees on Data and Physical, Social and Emotional Mental Health Subcommittee; Mothers of Hope; and Kalamazoo Building Blocks.

Associate Director Cooney serves on the Kalamazoo City Commission. He also is on the boards of the Kalamazoo County Community Action Agency, Mothers of Hope and Communities in Schools of Kalamazoo.

Lewis Walker serves on the Boards of Ujima Enterprises and the Douglass Community Association.

Shaghil Husain, Walker Institute research associate, is President of the board of Kalamazoo Lend a Hand.

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

Educational Advancement, and the Southwest Michigan Rocket Football and Cheer Association.

**E. Mothers of Hope: Ultimate Family Reunion and Community Self-Help and Advocacy Meetings**

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.

The Walker Institute helps to organize and fund the event (Ready and Cooney are on Board of Directors). We also had a booth at the event at which we distributed information to the public about our WIRE Youth Development Programs, Shared Prosperity Kalamazoo and also gave away children’s books. The Institute is a co-sponsor for the event financially.

The Institute also participates in the planning and implementation of the Man Cave and Sistahs Can We Talk community self-help and advocacy meetings. This past year, there were four of these meetings, each attended by well over 100 community residents. For more information about these events see the media links in Section XI.

**F. Other Co-sponsored Events and Collaborations.**

- **Co-sponsorship with the Sisters of St. Joseph, “On the Bus for All of Us”**

This forum on equitable community development featuring Sr. Simone Campbell took place at the Transformations Center at the Nazareth campus of the Sisters of St. Joseph on July 26, 2014. It was attended by 175 people.

- **Co-sponsorship with the Northside Association for Educational Advancement (NAEA) of an awards ceremony for secondary students from Kalamazoo’s Northside neighborhood., April 11, 2015 at the Douglass Community Association.**

The NAEA is led by Ms. Dorothy Young and includes on its Board Mr. Gus Calbert, the Walker Institute’s graduate assistant. The Walker Institute envisions that the its cosponsorship of the April event marks the start of an ongoing collaboration to

improve education outcomes for Northside youth that will also involve our WIRE Youth Development Programs and engagement in program evaluation research.

## **IX. Service within WMU**

**Tim Ready** served as a member of the Racial Healing Grant Advisory Committee. He also served as a member of the External Diversity Advisory Committee of the Homer Stryker School of Medicine.

**Mimi Abdul** served on the Campus Climate for Equity and Inclusion Tactical Action Committee, and the Project Action Team to Reaffirm the DMAP. She also was part of a Kellogg-funded project with Miriam Konote and Freida Meina to reinstate the Africana Studies Program.

**Doug Davidson** served on the Multicultural Mindedness Project Action Team

## **X. Professional Development**

**Tim Ready** attended the third annual meeting of directors of institutes and centers on Race, Ethnicity and Poverty (REAP) in June of 2015. The two-day conference took place in Washington, DC, at The Urban Institute and featured sessions on: education, race and class; race disparities and economic development, and; health disparities.

**Mimi Abdul** attended NCORE 2015 – 28<sup>th</sup> Annual National Conference on Race and Ethnicity in American Higher Education, May 26-29, 2015.

NCORE focuses on the complex task of creating and sustaining comprehensive institutional change designed to improve racial and ethnic relations on campus and to expand opportunities for educational access and success by culturally diverse, traditionally underrepresented populations. This conference provided forums for discussion, critical dialogue and exchange of information for building effective strategies to enhance access, social development, education, positive communication and cross-cultural understanding in culturally diverse settings. I took advantage of the following offering:

- Can the Academy Develop Global Citizens?: A Dynamic Examination of an “Ideal Program” – the forum considered the possibilities of creating a global citizen by interconnecting domestic and international students, using both theoretical and experiential learning to explore the common threads of existence and interrelationships and dependency economically, socially, politically and culturally.
- Using National Data to Study Race & Ethnicity in Higher Education – the presenters provided information about national databases along with the purpose and nature of them, how to access them online and through application for restricted license.

- Under the Affluence: Shaming the Poor, Praising the Rich and Jeopardizing the Future of America-this session explored how American politics and culture serve to rationalize inequalities on the basis of class and race.
- From Paper to Practice: Institutional Culture Change through Diversity and Inclusion Strategic Planning and Implementation with a Team from Wake Forest University – Winston Salem, NC
- Understanding the Experiences of Women of Color Who Are Leaders in Higher Education- This session defined microaggression theory and provided several examples present in higher education and how these implied messages have had a negative effect on others even when negativity was not the intent.
- Clearing a Path for Healing to Enter: A Process of Liberation From Internalized Racism-This workshop explored the possibility of a process of liberation from internalized racism and the move from experiencing lack of control to an experience of having agency from developing greater knowledge and pride of a positive racial identity.

## **XI. 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:

1. **Increase enrollment in the Minor in Race and Ethnic Relations.**  
This past year, we increased enrollment in the minor from 11 to 17 students. This year, we would like to increase the number of students enrolled in the minor to at least 35.
2. **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.
3. **Increase research related to the mission of the Institute**  
Research related to criminal justice, Shared Prosperity Kalamazoo, as well as the Kalamazoo Promise as a tool for social mobility were produced this past year. We plan to increase collaboration with faculty and students in sociology, as well as other disciplines to further increase research production, consistent with the mission of the Institute.
4. **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.**

5. Develop a working partnership with the Kercher Institute in the Sociology Department in order to provide support for community groups and agencies in the form of needs assessments and sharing of pertinent research related to local community programming, consistent with that portion of the Institute's mission of working to help build more equitable and inclusive communities.

## **XII. 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 IT support for a more effective and robust web presence.

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

- Interview with Tim Ready on WMUK's West Southwest about Shared Prosperity Kalamazoo and the challenges facing ex-offenders, April 30, 2015 <http://wmuk.org/post/wsw-help-poverty-help-children-undergirds-city-kalamazoos-new-initiative>
- Interview with Tim Ready on WMUK's West Southwest about his publication on the limits of the Kalamazoo Promise, July 6, 2015 <http://wmuk.org/post/wsw-limits-kalamazoo-promise>

- Interview with Tim Ready on WZZM TV-13 on racial and economic inequality of opportunity in West Michigan, June 23, 2015  
<http://www.wzzm13.com/story/news/local/metro/2015/06/23/racism/29169737/Ready>
- Interview on WGVU Radio with Tim Ready on racial and economic inequality of opportunity <http://wgvu2.org/wgvunews/audio/fplayer1.cfm?styid=32366&id=news>
- Interview with Tim Ready on race, class and the criminal justice system that was broadcast on a Cable TV Program sponsored by Crossroads Ministries and broadcast in Kent, Kalamazoo, Calhoun, Ottawa and Muskegon Counties.  
<http://cbi.fm/portfolio-view/finding-unity-in-diversity/>
- Tim Ready's publication on the Kalamazoo Promise was cited in an article in the *Los Angeles Times*, July 13, 2015. <http://www.latimes.com/opinion/op-ed/la-oe-0713-reeves-kalamazoo-promise-20150713-story.html>
- Tim Ready and Maurice Washington were interviewed on the Lori Moore Show on Kalamazoo CW-7 TV on race, class and the criminal justice system, March 24, 2015.  
<http://www.wvmt.com/community/features/lori-moore-show/stories/03-24-15-Timothy-Ready-and-Maurice-Washington-39-Less-Prison-More-College-39-106626.shtml#.VedSpvIVhBc>
- "Lecture on 'Less Prison, More College' Launches New WMU Walker Institute Series on Criminal Justice System." Kalamazoo Gazette, March 27, 2015.  
[http://www.mlive.com/news/kalamazoo/index.ssf/2015/03/lecture\\_on\\_less\\_prison\\_more\\_co.html](http://www.mlive.com/news/kalamazoo/index.ssf/2015/03/lecture_on_less_prison_more_co.html)
- "Kalamazoo Forums on Race and Criminal Justice to Kick Off April 14." Kalamazoo Gazette, April 10, 2015.  
[http://www.mlive.com/news/kalamazoo/index.ssf/2014/12/kalamazoo\\_public\\_safety\\_workin\\_1.html](http://www.mlive.com/news/kalamazoo/index.ssf/2014/12/kalamazoo_public_safety_workin_1.html)
- "Six Takeaways from Kalamazoo Forum on Juvenile Justice, Race and Class." Kalamazoo Gazette, April 15, 2015.  
[www.mlive.com/news/kalamazoo/index.ssf/2015/04/5\\_takeaways\\_from\\_kalamazoo\\_for.html](http://www.mlive.com/news/kalamazoo/index.ssf/2015/04/5_takeaways_from_kalamazoo_for.html)
- "Should We Press the Reset Button on Our Criminal Justice System?" Kalamazoo Gazette, April 18, 2015.

- [http://www.mlive.com/opinion/kalamazoo/index.ssf/2015/04/do\\_we\\_need\\_to\\_press\\_the\\_reset.html](http://www.mlive.com/opinion/kalamazoo/index.ssf/2015/04/do_we_need_to_press_the_reset.html)
- “Two Sistahs Can We Talk Events in July Aim to Help Low Income Women.” Kalamazoo Gazette, July 17, 2014.  
[http://www.mlive.com/news/kalamazoo/index.ssf/2014/07/two\\_sistahs\\_can\\_we\\_talk\\_events.html](http://www.mlive.com/news/kalamazoo/index.ssf/2014/07/two_sistahs_can_we_talk_events.html)
  - “Men’s Health, Mental Health and Violence Prevention Topics of Workshop in Kalamazoo Tonight.” Kalamazoo Gazette, October 23, 2014  
[http://www.mlive.com/news/kalamazoo/index.ssf/2014/10/mens\\_health\\_mental\\_health\\_and.html](http://www.mlive.com/news/kalamazoo/index.ssf/2014/10/mens_health_mental_health_and.html)
  - “Kalamazoo Public Safety Putting Focus on Community Relationships since Before Ferguson.” Kalamazoo Gazette, December 19, 2014  
[http://www.mlive.com/news/kalamazoo/index.ssf/2014/12/kalamazoo\\_public\\_safety\\_workin\\_1.html](http://www.mlive.com/news/kalamazoo/index.ssf/2014/12/kalamazoo_public_safety_workin_1.html)

Lewis Walker Institute for the Study of Race and Ethnic Relations

<b>Annual Financial Report</b>				
Fiscal Year 2014-15				
<b>INCOME</b>				
Budget Allocation				\$296,594.00
Endowment Funding				\$56,444.00
Gifts	Unrestricted			\$25,954.00
Miscellaneous				\$114.91
<b>EXPENSES</b>				
Salaries and Benefits				\$251,167.00
General Operating				\$6,923.00
GA/DA Salary plus Tuition				\$35,105.00
Temporary Staff Non-Exempt				\$14,942.00
Support for Community Events				\$6,908.00
Support for University Events				\$2,000.00
Student Travel				\$850.00
Programming				\$24,203.00