Overview of Talk

• Context for the U-M Planning Process
• Definition of Terms
• Rationale for Planning Process
• Brief synopsis of the U-M planning process
• Questions and Discussion
Context for U-M DE&I Plan

• The U-M has been seen as a champion for issues of Diversity, Equity, & Inclusion in higher education for decades.

• The have been numerous campus actions around DE&I at U-M over the years.
  
  • Black Action Movements
  • Michigan Mandate
  • Diversity Blueprints

• Despite these efforts U-M has never had a formal strategic plan.
Definition of Terms

• DIVERSITY
  • Increasing diversity in its myriad forms.

• EQUITY
  • Provide equal opportunity and challenge bias, harassment and discrimination.

• INCLUSION
  • Everyone has a sense of belonging and opportunity to contribute.
Rationale for DEI

• *Diversity* is the Key to Academic Excellence.

• *Diversity* only works in an *equitable* and *inclusive* environment.
Diversity, Equity & Inclusion Strategic Plan

A Collective Vision Created Through a University-wide, Grassroots Process

Diversity.umich.edu
Diversity, Equity & Inclusion Strategic Plan

A Collective Vision Created Through a University-wide, Grassroots Process

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200+ ENGAGEMENT EVENTS

INPUT FROM 1000s OF FACULTY, STAFF AND STUDENTS

NOVEMBER 2015: Diversity Summit

12-MONTH PLANNING PHASE
Diversity, Equity & Inclusion Strategic Plan

A Collective Vision Created Through a University-wide, Grassroots Process

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October 2016: Plan Launched

49 unit plans created

University plan emerges for support & focus

200+ engagement events

Input from 1000s of faculty, staff and students

November 2015: Diversity Summit

12-month planning phase
Diversity, Equity & Inclusion Strategic Plan

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FIVE-YEAR PLAN

OCTOBER 2016: PLAN LAUNCHED

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12-MONTH PLANNING PHASE
The DE&I Strategic Plan in Action

49 UNIT PLANS
The DE&I Strategic Plan in Action
The DE&I Strategic Plan in Action
1 U-M STRATEGIC PLAN

49 UNIT PLANS

STRATEGY 1
Climate

STRATEGY 2
Diverse Community

STRATEGY 3
Scholarship & Teaching

The DE&I Strategic Plan in Action
The DE&I Strategic Plan in Action

1 U-M STRATEGIC PLAN

49 UNIT PLANS

STRATEGY 1
Climate

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FOUNDATIONAL PROGRAMS

INFRASTRUCTURE
The DE&I Strategic Plan in Action
More information at
diversity.umich.edu/strategic-plan
Promote an Inclusive and Equitable Climate

• Provide DEI skills training for U-M community.

• Revamping of Trotter Multicultural Center.

• Increase awareness of bias response processes.

• Make campus more inclusive for all.

• University-wide climate survey.
Recruit, Retain, Develop a More Diverse Community

- Several student recruitment initiatives.
  - *Wolverine Pathways (Pipeline Program)*
  - *MSI graduate student partnerships*

- DEI Post-doc to Faculty Program.

- Reviewing and revising hiring practices for staff and faculty.
  - *Provide training for search and hiring committees and supervisors.*
Support DEI Scholarship, Teaching, and Service

• Inclusive Teaching Professional Development for Faculty.

• Include DEI criteria in the annual review process for faculty and staff.

• Distinguished Diversity Scholars Program.

• Establishment of career award for distinguished DEI contributions.