Diversity, Equity & Inclusion 5-Year Implementation Timeline

**SEPTEMBER 2016**
UM 5-YEAR DE&I STRATEGIC PLAN ANNOUNCED

- 2016-17: Begin Year-One Implementation
- 2017-18: SEPT 2017 Begin Year-Two Implementation
- 2018-19: SEPT 2018 Begin Year-Three Implementation
- 2019-20: SEPT 2019 Begin Year-Four Implementation
- 2020-21: SEPT 2020 Begin Year-Five Implementation

**JULY – SEPT Each Year**
- Assess and Report on Progress
- Clarify Next Year’s Goals

**MARCH – MAY 2019**
Mid-term Campus-wide Progress Review
- Assess and report on progress against plans
- Create Mid-term U-M Report

**MARCH – MAY 2021**
Evaluate Progress against Five Year Plan
- Assess progress against plans at School/College/unit Level
- Roll up to Summary U-M Report on Progress