

Diversity, Equity & Inclusion Strategic Plan



SCHOOL OF
MUSIC, THEATRE & DANCE
UNIVERSITY OF MICHIGAN

Freyja Harris, Chief Diversity and Inclusion Officer

GOAL METRICS

Diversity

- Makeup of student body by department
- Makeup of faculty by department
- Makeup of staff, with particular attention paid to gender representation

Equity

- Gender representation among professorial rank
- Salary equity with respect to gender among both faculty and staff

Inclusion

- Number of participants in inclusive-teaching series and other training and professional development workshops offered by SMTD
- Climate survey results
- Rackham program review survey data for Rackham programs at SMTD

PLANNING PROCESS

The process of gathering data used to inform the School's strategic plan was led by the Director of Inclusion, who used data from the Office of Admissions and Enrollment Management, the University Office of the Registrar, the University of Michigan data warehouse, the Rackham Graduate School, and the university's Human Capital Reporting tool.

In addition, the planning team conducted a climate survey administered by the University's ADVANCE program. The survey instrument was adapted to address concerns specific to the School community and was further tailored to pose questions specific to the six constituent groups: undergraduate students, master's students, doctoral students, staff, lecturers, and clinical/tenure-track faculty. Information gleaned from the survey will be used to further tailor aspects of the School's strategic plan.

The most important source of information for shaping the strategic plan was that gleaned directly from members of the School community through multiple forms including small informal meetings, more formal meetings among members of the senior administration, meetings of four distinct subcommittees related to diversity, equity, and inclusion, and a town-hall-style event intended to solicit input from a broad range of students. Each subcommittee offered invaluable insights and concrete recommendations that have informed the School's strategic plan at every turn.

DEI STRATEGIC OBJECTIVES FY17

Recruitment, Retention, and Development

- Increase the number of applicants to SMTD from underrepresented minorities (URM)
- Increase the yield of URM students offered admission to SMTD
- More effectively utilize the Youth and Adult Community Programs as means of recruiting a more diverse undergraduate cohort
- Recruit a more broadly diverse graduate cohort across all programs
- Enhance access to peer tutoring at SMTD
- Adopt or create a tool for collecting demographic information on applicants to faculty positions at SMTD
- Increase number of URM applicants to faculty positions at SMTD
- Increase the diversity of the staff, as represented by the percentage of URMs and by men
- Provide more professional development opportunities for staff

Education and Scholarship

- Raise general awareness of issues related to diversity, equity, and inclusion (DEI)
- Better address music theory deficiencies among incoming freshmen
- Enhance teacher training for GSIs
- Define what diversity and inclusion mean relative to the repertory and artistic traditions with which our faculty and students engage as performers, scholars, and creative artists
- Raise general awareness of DEI issues with respect to research, teaching, and service

Promoting an Equitable and Inclusive Community

- Create a more inclusive environment overall
- Create a more inclusive and open classroom / studio / office environment
- Increase student awareness of SMTD and university resources for academic assistance, mental health and well-being, and conflict resolution
- Improve awareness among faculty of issues related to students with disabilities
- Do a better job of publicly acknowledging the contributions of the staff to SMTD
- Do a better job of helping new staff members acclimate to SMTD
- Improve access to resources for staff concerning conflict resolution and equity issues

Service

- Increase the number of SMTD performances in underserved communities
- Ensure that SMTD is serving the needs of students across the university in ways that are broadly inclusive
- Enhance the School's Michigan Artist Citizen (MAC) Program

KEY FINDINGS & THEMES

- The School must become a more broadly diverse and inclusive community in order to reach its full potential. Toward this end, we determined that efforts around recruitment of a more diverse faculty, staff, and student applicant pool would take on a particular importance in the strategic objectives.
- Instructors at SMTD often felt ill-equipped to confront issues of diversity, equity, and inclusion as they may arise in the classroom. From such discussions emerged a clear desire for greater training opportunities for instructors at SMTD along these lines.
- Students and faculty articulated a desire to see SMTD become more inclusive in the curriculum itself. In response, SMTD will embark upon an effort to determine how aspects related to diversity, equity, and inclusion can more effectively be integrated into the curriculum, including the possibility of a required course for all undergraduates.
- All constituencies described a need to improve the overall climate of SMTD to reduce feelings of alienation and circumvent comments and behavior that may be perceived as racist, sexist, or otherwise offensive. Such concerns underscored the need for ample training opportunities to be offered to faculty, staff, and students.

NEW INITIATIVES

Recruitment, Retention, and Development

- Strategic partnerships with high schools and colleges; faculty recruitment visits
- Establish mechanism to foster genuine efforts to diversify applicant pool; require search committee members attend STRIDE training before serving on a committee

Education and Scholarship

- "Music Theory Boot Camp," a new fall-term section for all incoming freshmen based on diagnostic exam results.
 - Faculty subcommittee to explore the creation of a DEI course requirement for all undergraduates
- ### Promoting an Equitable and Inclusive Community
- SMTD orientation and mentors for new staff members.
 - Series of workshops for faculty pertinent to DEI issues

Service

- Possible community performance requirement for chamber ensemble credit and support for students not part of ensembles to perform within the community.

CONTACT INFORMATION

Freyja Harris

Chief Diversity and Inclusion Officer
University of Michigan
School of Music, Theatre & Dance
freyharr@umich.edu
(734) 764-3757

The University of Michigan School of Music, Theatre & Dance educates the artists, scholars, educators and entrepreneurs of the future. Students are prepared with expert skills, instilled with passionate enthusiasm, and emboldened to challenge and inspire the world through the power of the performing arts.