Planning Process for the

Diversity, Equity and Inclusion Strategic Plan

2015-2016

Table of Contents

About 3

Community Engagement 4

Diversity Summit..... 5

History 6

Timeline 7

About

U-M President Mark Schlissel has made diversity, equity and inclusion a priority of his presidency. At an event in September 2015, he officially launched a campuswide initiative to produce a five-year strategic plan to enhance diversity, equity and inclusion throughout the university. He also released an official **Charge to the Community**.

The planning process was designed to engage all sectors and constituents of the university. The entire campus—49 planning units, including the 19 schools and colleges, student life, athletics, the health system and administrative units—was engaged in the planning. Nearly 100 unit planning leads were identified on main campus to lead the local planning efforts, and scores of others were added to facilitate planning at the health system.

The planning process was centrally coordinated by a Diversity Working Group, under the direction of the President's Diversity Executive Leadership Team. The 49 planning units were divided into four planning areas—academic affairs, student life, other VP units and the health system—which were supported by area planning leads.

[insert planning structure graphic – from the archive]

Each unit planning lead was responsible for conducting a highly engaged planning process, soliciting input from its major constituencies (students, staff and faculty) and developing a unit-specific strategic plan based on the unique needs of the local unit environment.

The planning timeline continued through spring 2016, and all 49 units submitted diversity, equity and inclusion strategic plans. In the summer of that year, the major themes and foci of the **49 plans** were used to inform the university's overarching **DE&I Strategic Plan**, which was released in October 2016. Over the course of the plan's five-year implementation (2016-2021), the university and units will continue to assess and refine the plans, report on progress and identify additional areas of opportunity.

Community Engagement

The U-M Diversity, Equity & Inclusion Strategic Planning Initiative was a grassroots, "ground-up" effort, shaped by input from the entire campus community. Throughout the planning year, thousands of students, staff and faculty participated in more than 200 engagement events and activities, including the university's Diversity Summit in November 2015 (more about the Diversity Summit is included later in this document).

Opportunities to contribute ranged from hallway post-it note campaigns and in-person discussions with deans and other leaders as well as a variety of other formats, including focus groups, online forums, fireside chats, surveys, bulletin boards and committee meetings. The engagement efforts also included the following campus-wide activities:

- More than 750 staff attended four town halls and two staff-focused Diversity Summit events
- Nearly 450 students participated in six town halls and 17 student life activities
- President Schlissel engaged 80 student leaders at a Diversity Summit town hall and held meetings with a variety of identity-based student organizations throughout the winter
- More than 2,500 members of the U-M community attended five public events at the Diversity Summit

The feedback provided was used to inform the strategic planning process, both at the unit and university levels. A summary of the many feedback themes and ideas that emerged can be found in both the university's strategic plan and the 49 unit plans. You can also hear members of the university offer their perspectives about how a more diverse, equitable and inclusive campus can be created by watching the videos below.

IMAGES OF SUCCESS IN 2025 AND BEYOND
https://www.youtube.com/watch?v=gW6wT-11Jns

FORGING THE PATH FROM HERE TO THERE
https://www.youtube.com/watch?v=jTDOxcs0dYE

Diversity Summit

Thousands of university community members participated in U-M's Diversity Summit, held November 4-13, 2015. The summit included a number of campuswide events designed to stimulate conversation and ideas about diversity, equity and inclusion.

A centerpiece event was a community assembly with President Schlissel, emceed by Pulitzer Prize-winning journalist Clarence Page, at Rackham Auditorium. Prompted by two thought-provoking videos (see previous page), the more than 1,300 attendees were asked to answer two questions: "What does success look like?" and "How do we get there?" University staff, students and faculty offered suggestions and ideas at the microphones, on comment cards and online through the Be Heard social channel.

Additional local events and activities were held across campus in schools, colleges and units. The entire university community was encouraged to participate in the planning process and to help create U-M's vision for the future.

Following the Summit, President Schlissel reflected on the events and the university community's involvement in the strategic planning process, and offered observations in his blog **On the Agenda**, and also in a follow-up **email to the student community**.

REFLECTIONS ON U-M'S DIVERSITY HISTORY
https://www.youtube.com/watch?v=mGRDphTdY5A

LEADERSHIP, DIVERSITY & THE FUTURE OF HIGHER EDUCATION
https://www.youtube.com/watch?v=0Xmcb45LD8g

COMMUNITY ASSEMBLY ON DIVERSITY
https://www.youtube.com/watch?v=QtRDhYP7QNg

History

The strategic planning effort first gained momentum in January 2014, when Provost Martha Pollack established the Provost's Committee on Diversity, Equity and Inclusion to continue and expand the work begun with the 2007 Diversity Blueprints Task Force, established by former President Mary Sue Coleman. Pollack charged the committee with making recommendations around improving campus climate, increasing enrollment of underrepresented minorities and addressing issues surrounding the Trotter Multicultural Center.

The **Provost's Committee on Diversity, Equity and Inclusion Report** recommended, among other things, that a **Staff Committee on Diversity, Equity and Inclusion** be formed. Both committee reports recommended that the university conduct strategic planning around these issues.

President Schlissel began a campuswide conversation on diversity, equity and inclusion in February 2015, at a **breakfast gathering** of approximately 200 faculty, staff, student and administrative leaders, and announced that addressing these issues would be a major focus of his presidency.

Responding to the President's charge to move forward, the Diversity Executive Leadership Team (DELT) was established in April 2015 to oversee the strategic planning process and to develop the planning objectives, initial structure and timeline. DELT convened a Diversity Working Group to manage the planning initiative centrally and work with schools, colleges and campus units to identify local planning leads.

The campus-wide Diversity, Equity & Inclusion Planning Initiative was officially launched on September 9, 2015. Central planning coordinators and unit planning leads, among many others, joined President Schlissel to celebrate our past successes, envision our future and collectively set in motion what would become the most comprehensive diversity, equity and inclusion-related strategic planning effort ever undertaken at U-M.

U-M PRESIDENT MARK S. SCHLISSEL COMMENTS AT DIVERSITY LUNCHEON Luncheonhttps://www.youtube.com/watch?v=cv9ZalXnSaY

Planning Timeline

2015

PLANNING READINESS & LAUNCH
May-August

IMPORTANT DATES
September 9: Launch Luncheon
November 4-13: Diversity Summit

PHASE I: DATA COLLECTION & ANALYSIS
September-December

IMPORTANT DATES
November 4-13: Diversity Summit
November 10: Community Assembly with President Schlissel

2016

PHASE II: ACTION PLANNING IN THE SCHOOLS, COLLEGES AND UNITS
January-February

PHASE III: INITIAL PLANS SUBMITTED, REVIEWED & REFINED
March-April

PHASE IV: FINAL PLANS SUBMITTED & REVIEWED
May-June

PHASE V: SYNTHESIS OF UNIT PLANS AND CREATION OF AN OVERARCHING UNIVERSITY PLAN
July-August

PHASE VI: LAUNCH OF UNIVERSITY PLAN AND 49 UNIT PLANS; IMPLEMENTATION BEGINS
October