At the Graham Sustainability Institute, our dedication to academic excellence for the public good is inseparable from our commitment to diversity, equity, and inclusion. Our mission of engaging, empowering, and supporting faculty, staff and students to foster sustainability solutions includes ensuring that each member of our community thrives. We believe that diversity, equity, and inclusion are key to individual empowerment, and the advancement of sustainability knowledge, learning and leadership.

Sustainability research conducted by faculty and students across campus involves engagement with many local-global DEI issues.

- **Essay Question and Institute DEI Statement:** Included on all fellowship, scholarship and grant applications, employment applications, communications materials, and requests for project funding; also implemented best practices to review all materials ensuring they address DEI requirements.

- **Community/ Project Engagement Efforts:** Engage a variety of communities and diverse groups involved in sustainability research and scholarship.

- **Staff Training:** Graham staff attended 14 diversity workshops or training sessions.

- **Consider DEI:** When selecting speakers, advisors, and others.

- **Supported Eco Equity Town Hall Event:** Student-led discussion about DEI issues intersecting with sustainability topics (e.g., environmental justice), and facilitating interaction within the broader campus community.

**Detroit, Rural Mississippi and Tribal Partnerships:**

- Transportation and energy conservation solutions in Detroit and access to food in rural Mississippi are addressed in the Dow Global Impact Series, part of the Dow Sustainability Fellowship Program.

- Through a partnership with Anishinaabe communities, the Matthaei Botanical Gardens and Arboretum and the School of Literature, Science and Arts, addressed how museums can promote sustainable lifeway initiatives in indigenous communities, like seed sharing and teaching native foodways.

**Student Recommendation:**

Align an Eco Equity goal with one or more of the existing U-M Sustainability Goals.

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"I have learned so much about how to lead with confidence in a group of diverse and impressive individuals."

— U-M undergraduate student scholar