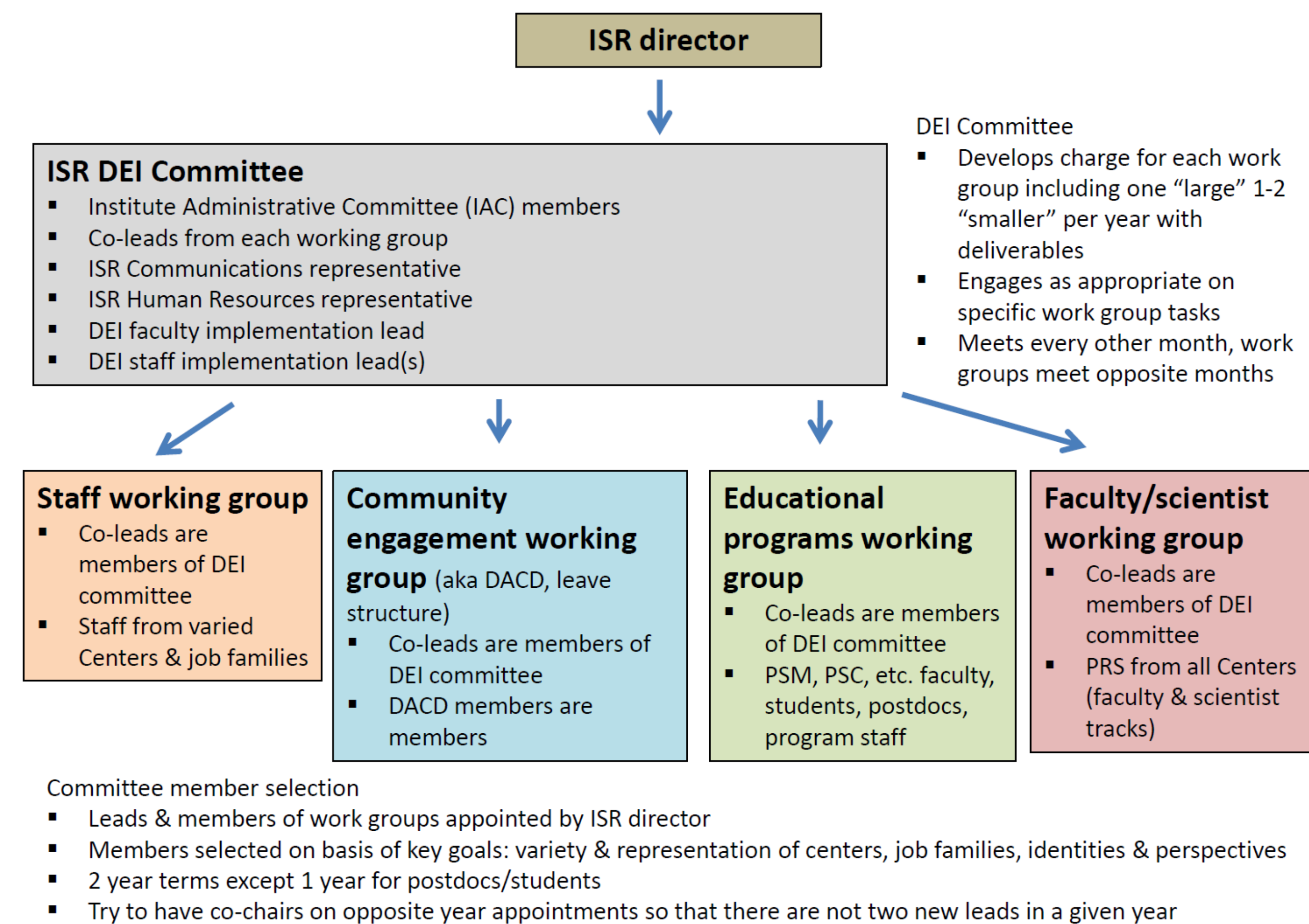


Year 1 Implementation Highlights: Institute for Social Research

Year One DEI Committee

Rita Bantom, *Inter-University Consortium for Political and Social Research*
Philippa Clarke, *Survey Research Center*
Derek Moss, *Center for Institute Services*
Yioryos Nardis, *Center for Political Studies*
Sharan Sharma, *Michigan Program in Survey Methodology*
Marlene Smith, *Survey Research Center*
Robert Taylor, *Research Center on Group Dynamics*

Year Two Committee Expands Input & Participation



Selected Actions in Year One

- DEI resources on ISR intranet & internet, including **anonymous reporting portal**
- Revised **recruitment process** to enhance applicant pools
- Added **diversity statement** to all postings
- Keep all postings open at **least two weeks**
- Weekly **ISR-wide email** of ISR positions open
- **Trainings** in DEI awareness & principles of implementation
- **Publicizing** DEI opportunities to engage
- New **accommodations & accessibility policy** for events

Plan Objectives Summarized

- Create an **inclusive, welcoming environment** with collegial relationships and interactions at all levels
- Adopt best practices to encourage diversity in **faculty, staff, and student hiring**
- Recruit for diverse and excellence by **creating pipeline** of scholars prepared for intense research & entrepreneurial environment of ISR
- Strengthen faculty and staff through effective **mentoring and leadership development**
- **Recruit diverse students** into our training programs

Events & Activities Highlights

Year One

- MLK Jr. Day Activities – Junot Diaz & Claudia Rankine
- Racism Lab '*Race at the Intersection*' events
- *Unconscious Bias* training for ≈ 70% supervisors
- Town Hall for ISR students/postdocs @ISR and ISR leadership
- Presentation on UROP program @ISR
- *Disability awareness/etiquette* training
- *Hidden Figures* Screening @Michigan Theater hosted by ISR Director's Advisory Committee on Diversity (DACD)
- Hosting 4 students in *Summer '17 Program* (led by UM Poverty Solutions)

Year Two (So far!)

- Scott Page on *Leveraging Diversity* (see anytime on ISR YouTube!)
- ISR Bicentennial Symposium: *Impact on Inequality* – November 9/10
- *Data Dive* participation – data hack-athon with community partners
- Multiple trainings onsite @ISR in *Unconscious Bias*, *Intercultural Awareness* and *Change it up* throughout year, starting in November
- Feb 1: *A Thousand Cuts: Responding to Climate Concerns* - CRLT Players

Key Action Area for Year Two

- **Staff career development** – increase awareness & equity in access & supervisor support
- Develop all-ISR orientation materials & **community guides** program for new employees
- Evaluate **accessibility** of ISR research products & processes
- Joint enhanced advertising & **recruitment** for MA, PhD & postdoctoral programs @ISR and ICPSR & SRC summer programs
- Evaluate & adjust **pipeline and search processes** for scientist positions to increase yield of underrepresented scholars