

CEW DEI Year 2: Supporting Women+ and the Underserved, Underrepresented

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History & Context

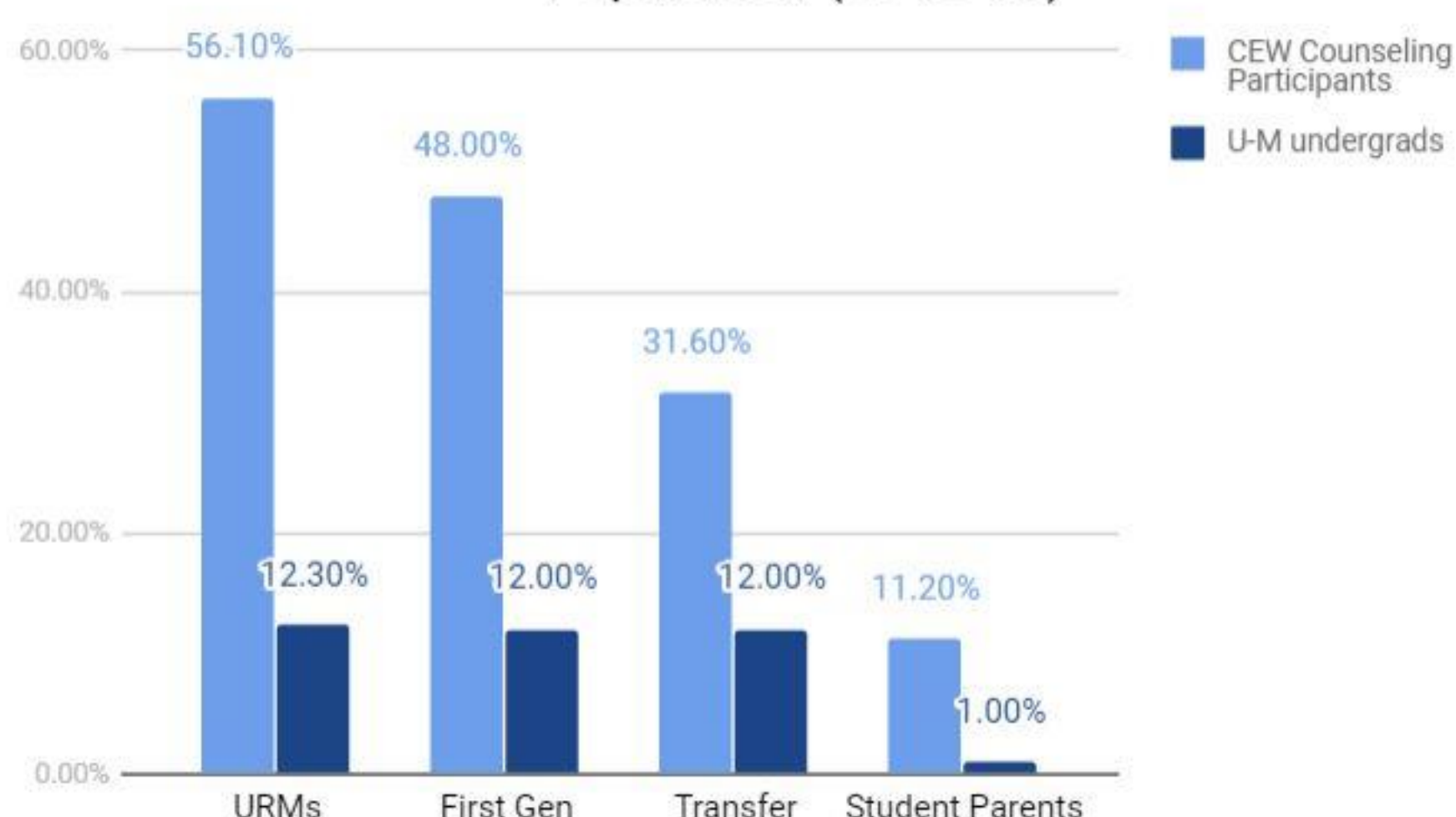
For over 50 years, CEW has worked to remove obstacles that impact women and other marginalized groups by:

- serving as a gateway, resource, and support for nontraditional students
- promoting career development of members of Women of Color in the Academy Project (WOCAP) and Women of Color Task Force (WCTF)
- leading initiatives on behalf of nontraditional students and women of color faculty and staff

Data Highlight

CEW annually serves hundreds of U-M students, staff, and faculty through our career and educational counseling. Our counselors have unique expertise with respect to the life experiences, challenges, and contributions of nontraditional students. This graph illustrates some ways in which the population CEW serves differs from the general U-M student population.

Diversity of CEW Counseling Participants vs. U-M Undergrad Population (2016-17)



Key Achievements from DEI Year One

Key Achievements in support of Nontraditional Students (NTS)

1. In collaboration with CRLT, delivered two workshops to faculty and GSIs on supporting NTS in the classroom.
2. Responded to requests from various U-M departments to train staff on how best to support a wide range of NTS.
3. Successful launch of new programs aimed at building community among NTS (e.g., study days, open houses, collaborations with MONTs).
4. First generation and PELL eligible added for consideration during the scholarship evaluation process in addition to core eligibility of being a primary caregiver and/or having an educational interruption.
5. 7 years of enrollment data analyzed to identify markers of NTS on the AA campus.

Key Achievements in support of Women of Color Faculty and Staff

1. WCTF Conference - record attendance (1400+) at keynote featuring Jane Elliott and Roland Martin (most diverse audience in past 14 years).
2. Increased diversity on the WCTF membership with respect to age, religion and unit representation.
3. Several WCTF actively decided to take a leadership role in their units and serve on the DEI committee.
4. Fall and Spring celebration dinners celebrated the successes of women of color faculty and enhanced their social and professional connections.
5. WOCAP's Academic Writing support through the weekly writing group (Write-Ins) and Summer Writing Retreat (SWR) helped women of color faculty increase their writing productivity. 88% of the SWR attendees reported that they successfully met their writing goals and 94% reported it enriched their social connection and sense of belonging.
6. WOCAP hosted several community conversations covering issues related to women of color faculty development, including discussions on: how to improve your academic writing efficiency, and how to recognize and overcome challenges faced by women of color in academia.

Contact Information

For further information regarding the CEW, WOCAP & WCTF DEI Plan, please visit our website at:

www.cew.umich.edu/about/CEW-DEI

Ongoing Initiatives/Strategic Objectives

- Continue leading the Council for Nontraditional Student (CouNTS), for purposes of defining NTS, resource sharing, community building, and tracking emerging needs.
- Develop a data model to monitor NTS success.
- Increase sense of community for NTS and women of color faculty and staff.
- Support and promote career development for women of color faculty and staff.
- Raise the visibility and recognition of women of color faculty and staff.
- Collaborate strategically & broadly.

Key Year 2 Initiatives

- Collaborate with UHR/LPD to develop an online tutorial about the emerging needs of NTS and how staff & faculty can better support their academic success at U-M.
- CEW SAB – inaugural year of CEW Student Advisory Board.
- Pilot workshop menu approach so units can request programming for students, expanding the reach of CEW workshops to more NTS.
- Transition CEW Library to student friendly community space.
- Formalize the WCTF peer-to-peer mentoring program as part of our ongoing leadership development training.
- Launch series of career and leadership development workshops focused on building specific strategies/skills that will empower women of color faculty to achieve career success at U-M.