Rackham Graduate School
Diversity, Equity, and Inclusion Strategic Plan
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RACKHAM’S COMMITMENT TO DIVERSITY, EQUITY, AND INCLUSION

The Rackham Graduate School has a history and tradition of valuing the diversity of our students as an essential dimension of excellence in graduate education. Our Diversity, Equity, and Inclusion (DEI) Strategic Plan continues to emphasize four domains in which we are focusing our efforts: 1) Recruitment, 2) High-Quality Academic and Professional Environment, 3) Retention, and 4) Service, Partnership, and Collaboration. In each of these domains, we continue and deepen our engagement with Rackham’s various constituencies to develop, evaluate, and prioritize actions and strategies regarding DEI efforts. Many of our objectives and actions are institutionalized as part of our regular work at Rackham, i.e., the Rackham Merit Fellowship (RMF). Below we list some of our new diversity initiatives:

FACULTY
- The MORE (Mentoring Others Results in Excellence) committee engages with faculty and graduate students to foster mentoring conversations; the committee has engaged with 678 faculty members and 405 graduate students and has added a new module, “Mentoring Across Difference.”
- Faculty Allies work within their programs in collaboration with Rackham’s diversity initiatives and can partner with Student Allies; in 2017, 12 Faculty Ally and 7 Student Ally grants were awarded.
- Graduate Admissions for Diversity and Excellence is a new workshop for faculty in graduate programs.

STUDENTS
- Onboarded the new Minority Serving Institution Coordinator to assess existing partnerships, coordinate efforts across the university, and develop new partnerships.
- New DEI Professional Development Certificate Program with 174 applicants from 13 Schools and Colleges.
- Developed relationships with university partners like the Center for Research on Learning and to offer a slate of DEI workshops at Rackham.
- Formed LGBTQ+ and Student-Parent Programming Committees, and tripled programming for graduate-student affinity groups.
- Partnered with Services for Students with Disabilities to develop digital and in-person programming.

STAFF
- Offered such DEI-related workshops as Responsible Employee Training; Change It Up: Bystander Intervention Training; and DEI: The Basics—Part 1.
- Established a comprehensive performance management program inclusive of diversity accountability for all staff.
- Integrated “Advancing Diversity, Equity, and Inclusion” as a Key Area of Responsibility in all staff work plans.
- Established staff DEI strategic-plan implementation team with broad representation of staff across Rackham.
- Introduced staff mentoring program.

dei.rackham.umich.edu