To All Members of the University of Michigan Community:

We aspire to achieve the highest levels of excellence at the university, and our dedication to academic excellence for the public good is inseparable from our commitment to diversity, equity and inclusion.

This plan to enhance diversity, equity and inclusion at the University of Michigan reflects those aims, and it was made possible by you, the members of our community. It includes goals, new investments and measures of accountability originated and shaped by your thoughtful input and ideas. It also includes the closely held values you shared with us: your passion for making us better, your belief that all individuals deserve an equal opportunity to succeed and your unwavering dedication to the highest aspirations of our university.

Our community’s determination has spanned generations of students, faculty and staff. Their experiences and hard work to improve diversity, equity and inclusion at the University of Michigan will always be a cherished part of our history. We would not be at this point without their inspiring protests, monumental legal challenges, groundbreaking research and commitment to never give up.

While we are proud to present this document to our community and beyond, we hope that everyone understands that it is both a plan and a pledge. It’s one important step in our journey, but it is far from the end of our commitment. We will continue to assess our progress, test new ideas and have difficult conversations about tough issues. We will listen, and we will learn as we move forward—together.

This plan includes Many Voices, and it represents Our Michigan. Thank you for engaging in this important work with us, and thank you for your dedication to making the University of Michigan a better place for all.

Sincerely,

Mark. S. Schlissel
President

Martha E. Pollack
Provost and Executive Vice President for Academic Affairs

Rob Sellers
Vice Provost for Equity, Inclusion and Academic Affairs

Diversity Executive Leadership Team

Susan E. (Sue) Alcock
Liz Barry
Susan E. Borrego
David Brown
Sally J. Churchill
E. Royster Harper
Kevin Hegarty

S. Jack Hu
Kedra Ishop
Catherine Lilly
Daniel Little
Timothy Lynch
Warde J. Manuel
Jerry A. May

Kalie Bila Michels
Marschall S. Runge
Jackie Simpson
Laurita Thomas
Cynthia H. Wilbanks