Creating a Diverse, Equitable and Inclusive Environment at the School for Environment and Sustainability

Sonia Joshi, Diversity, Equity and Inclusion (DEI) Program Manager
Dorceta Taylor, Professor and SEAS DEI Director

DEI Principles at SEAS

- Recognizing that one of the pillars of sustainability is social equity, each member of our community (students, alumni, faculty, and staff) should be recognized both as an individual with distinct talents, perspectives, and insights, and as a member of social groups who have benefited from or been disadvantaged by historical and contemporary inequities;

- Our practices and policies must ensure the full inclusion and empowerment of persons who identify as members of historically disenfranchised groups, and must also cultivate among all community members shared competencies, sensitivities, and habits who are fundamental to building an equitable and inclusive school environment;

- Global environmental problems are complex problems that need diverse perspectives and approaches to arrive at effective solutions. Hence, diversity of identity, class, culture, perspective, learning style, and academic discipline should be protected and actively cultivated in our research, curricular, pedagogical, and work activities;

- Informal and professional interactions within the school or in relation to school business should enable courageous, respectful, and civil discourse across differences in opinion, perspective, identity, and power status;

- Our institutional responsibility to enact these principles of diversity, equity, and inclusion requires that each of us—individual faculty, staff, and students—contribute to an environment that supports the learning and interactions necessary for the effective, socially-just outcomes that we seek.

WHAT WE DO

- DEI Trainings and professional development for staff and students

BREAKING DOWN STEREOTYPES AND PROMOTING INCLUSION

WORKSHOP FOR STUDENTS

FEBRUARY 26 from 2-4:30pm
DANA 104C

BYO required. Please email Sonia Joshi: sonijos@umich.edu

• Assess ways to increase diversity within staff and faculty populations through an equitable and inclusive lens

• School wide events & activities to promote community and cultural awareness

SNRE Bingo Mixer

Friday, Jan. 13
2-4 PM
in Ford Commons

Celebrating our environment and diversity

Tree of Unity—response to racist flyering on campus

- Statements of support on ribbons and placed them on the wooden structure ("tree").

QUESTIONS? SUGGESTIONS?

For more information on SEAS’s DEI Strategic Plan or Programs, please contact Sonia Joshi, SEAS DEI Program Manager: sonijos@umich.edu or Dr. Dorceta Taylor: dorceta@umich.edu

For general inquiries related to SEAS DEI Efforts, please email: seas-dei-office@umich.edu.

UPCOMING EVENTS

Please join our Events during the Diversity, Equity and Inclusion Summit Week

SEAS DIVERSITY MIXER

Ford Commons

Monday, Nov. 6, 12:30-1:30pm

CLIMATE JUSTICE:
FROM BROOKLYN TO PUERTO RICO

Presentation by Elizabeth Yeampierre, Executive Director of UPROSE

TUESDAY, NOVEMBER 14 FROM 2-4PM
Forum Hall (6th Floor)-Palmer Commons

NATIONAL TREE OF UNITY – RESPONSE TO RACIST FLYERING ON CAMPUS

Statements of support on ribbons and placed them on the wooden structure ("tree").

INTERCULTURAL AWARENESS

• Support students in DEI efforts

OUR APPROACH

- Establishment of a DEI Committee, comprised of SEAS faculty, staff and students which helps prioritize implementation of the SEAS DEI Strategic Plan and programming.
- DEI New Student Orientation Training: Training specifically for all incoming students
- Broader recruitment of students to increase diversity of underrepresented student populations
- DEI topics at SEAS Staff Meetings, training workshops and inclusion of DEI questions in Staff Performance Evaluations
- Host DEI Keynote speakers that embody SEAS DEI Principles
- Provide a platform for students, staff and faculty to come together through town halls and focus groups to discuss DEI