Highlights from Year One (2016-17) DEI Strategic Plan Implementation: Facing the Challenge….Our Work Continues!

**STRATEGIC THEME: RECRUITMENT AND RETENTION**

**KEY INITIATIVE: COMMUNITY COLLEGE SUMMER INSTITUTE (CCSI)**

- Used participatory design process
- Collaborated with Center for Educational Outreach
- Content featured career planning, faculty engagement, and leadership development
- 40 participants from 9 community colleges
- 50%+ of CCSI attendees identified as underrepresented
- 58.4% as first-generation
- 47.2% as Pell-eligible
- Gained deeper appreciation of need for high-touch engagement to remove real and perceived barriers

"My desire to attend UM has intensified. I can’t wait."

**Institute Participant**

**STRATEGIC THEME: EDUCATION AND SCHOLARSHIP**

**KEY INITIATIVE: INCLUSIVE TEACHING**

- Faculty goal setting on teaching, research, and/or service Custom CRLT workshop: stereotype threat, diverse project teams, class discussions
- CRLT players workshop: supporting students with mental health concerns
- DEI incorporated into academic program committee charges

"I plan to learn how I can become more sensitive to my own biases and how I might deal with incidents of bias when they occur in the classroom."

**Faculty Member**

**STRATEGIC THEME: BUILDING AN INCLUSIVE COMMUNITY**

**KEY INITIATIVE: DEI STRATEGIC PLANNING RETREAT**

- First school wide retreat focusing on DEI strategic planning
- 50 participants including faculty, staff, and students
- Consultation with Reitman Research and Strategy, LLC for retreat design
- Session topic 1: What are the priority actions for incorporating DEI in the curriculum / courses / teaching & learning?
- Session topic 2: What sorts of activities will best create cultural change and how will we know they are working?

"We strive for impactful changes in our community, but deep change takes time. We will not always get it right, and we won’t always agree. Diversity labor is messy."

**Retreat Participant**

This framework applies both to an annual cycle for implementing our DEI efforts and to specific DEI activities regardless of timing or scope.