2015: Internal approval of Diversity, Equity, and Inclusion Statement and Strategic Plan & Search for new SOE Dean

2016: New dean Elizabeth Moje leads SOE’s infusion of “justice” into the School’s DEI mission, that mission is renamed “dije”. Dije-oriented curriculum & instruction advances along with inclusive recruitment approaches and community building.

2017: SOE dije leadership team evaluates and responds to staff and climate survey data; integrates more dije-oriented criteria in faculty and staff hiring practices

2018: SOE to continue dije implementation, assessment, planning, and reporting; launch dije linked, undergraduate education minor

**OUR TEAM**

SOE dije LEADERS & STAFF

Dr. Elizabeth Birr Moje, SOE Dean
Dr. Camille M. Wilson, SOE DEI/dije Implementation Lead

- SOE Dean
- SOE DEI/dije Implementation Lead
- Education Diversity Advisory Council
- Faculty Instructional Liaison & Associate Dean
- CSHPE dije Implementation Coordinator
- Assessment and Reporting Coordinator
- DEI Graduate Student Staff Assistant
- Educational Justice Intern

**OUR OUTCOMES**

1ST YEAR KEY ACHIEVEMENTS

- The highlighting and integration of dije-related matters and agendas in all SOE business and priorities
- A distributed leadership model for planning and implementing dije policies and initiatives that includes administrators, faculty, staff, and student organizers
- The development of new dije-based undergraduate and graduate curriculum, colloquia, and educational outreach resources
- The increase of dije-based, K-12 school partnerships to contribute to equity-based learning in local schools
- Expanded community college partnerships to help recruit a more diverse teacher education applicant pool
- The creation of “Expansions,” the SOE dije newsletter
- Student organized initiatives like “Outspoken” that highlight the diversity of our community through expressive arts
- The creation of dije awards to recognize key faculty, staff, and students who have advanced our dije work

**OUR PROGRESS**

2ND YEAR GOALS

I. Expand Organizational Infrastructure to Support and Sustain dije
II. Enhance Staff Equity & Inclusion Initiatives
III. Continue and Enhance dije Programming
IV. Enhance dije-based Curriculum Development
V. Continue and Enhance dije-based Partnership Development
VI. Seek Additional Funds for Student Designed Initiatives & dije-based Professional Development

**TRACKING & ACCESSING PROGRESS & OUTCOMES**

WEBSITE
Essential information about progress & outcomes will be made available during 2017-18 on the SOE “Diversity” webpage: http://soe.umich.edu/diversity/

INCLUDING
- Year 1 Executive Summary
- Year 2 Plans
dije Report Card

REPORT OUT
Regular progress updates presented at:
- All-School meetings
- Faculty meetings
- Staff meetings
- SOE dije Community Conversations
- Fireside Chats
  - with Dean Moje & students.

**THEMES**

Diversifying Who We Are
Facilitating an Equitable & Inclusive Environment
Cultivating Inclusive Curricular & Pedagogical Practices
Staging, Implementing & Assessing the outcomes
Securing & Sustaining the Requisite Leadership
Offering Ongoing & Enhanced dije Programming