



dije

UNIVERSITY OF MICHIGAN SCHOOL OF EDUCATION



2015

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

2016

- 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

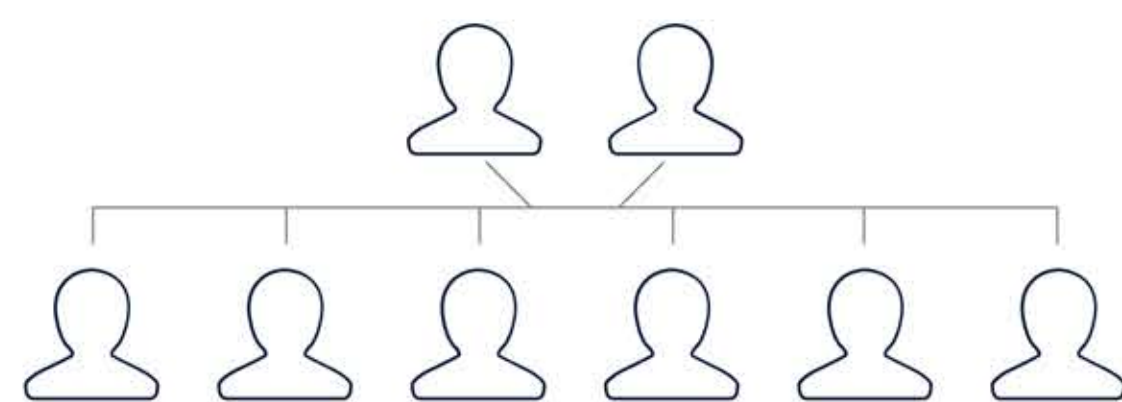
- 2017: SOE dije leadership team evaluates and responds to staff and climate survey data; integrates more dije-oriented criteria in faculty and staff hiring practices

2018

- 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 included 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

- Expand Organizational Infrastructure to Support and Sustain dije
- Enhance Staff Equity & Inclusion Initiatives
- Continue and Enhance dije Programming
- Enhance dije-based Curriculum Development
- Continue and Enhance dije-based Partnership Development
- 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

dije diversity · inclusion · justice · equity