

DEI YEAR ONE

Diversity, Equity and Inclusion

University of Michigan
Taubman College
of Architecture and
Urban Planning

Who
are we?

The A. Alfred Taubman College of Architecture and Urban Planning promotes the public good by engaging a diverse constituency in purpose-driven learning and research addressing the built environment. Through interdisciplinary education and research, we prepare graduates for positions of responsibility within a wide spectrum of professions, organizations, and institutions that shape the built environment from the local to the global scale.

Why is
DEI important
to Taubman
College?

We want to create new knowledge, research and creative work across architecture, urban design, and urban planning that enables persons of different race, ethnicity, national origin, gender, gender expression, socioeconomic status, sexual orientation, religious commitment, age, and (dis)ability status to equitably shape their environment through buildings, design, and policies.

What did
we find?

The good:

Our college values and respects students from different backgrounds and identities, and our faculty feel welcomed and respected.

THE UNIVERSITY OF MICHIGAN IS CONSTANTLY STRIVING TO CREATE THE MOST DIVERSE, EQUITABLE AND INCLUSIVE ENVIRONMENT FOR OUR STUDENTS, FACULTY, AND STAFF.

The bad:

Our surveys report feelings of isolation, judgment, and lack of commitment to DEI values, experienced and perceived disparities in treatment and distribution of resources, acts of discrimination, and lack of diversity of ideas and political views reported by students, faculty, and staff. We found that our hierarchies sometimes impede progress.

The opportunities:

Our college has signaled a strong commitment to DEI, with a budget allocation and strategic changes. We see opportunities for the broader inclusion of students, faculty, and staff in decision-making, and open communication and increased partnerships between faculty and staff.

“In all our work, but particularly in our professional architecture degree program, we should pursue continuous improvement in the service of excellence and equity. Through academic innovation, pipeline programs, and partnerships with practitioners, Taubman College can make progress on an existential challenge facing the U.S. architecture world: lowering the barriers to entry, access, and success that distort the demographics of our field and undermine its credibility.”

— Jonathan Massey, Taubman College Dean

What
have we
accomplished?

- Designated a DEI Implementation Lead.
- Changed college rules to include a new standing committee on diversity, equity, and inclusion.
- Conducted meetings and presentations with students, faculty, and staff to gather input for the plan.
- Initiated a College DEI Student Consortium.
- Implemented a new comprehensive Academic and Professional Student Conduct Policy.
- Offered the Taubman Michigan ArcPrep Program, serving as an entry for Detroit-based high school juniors from underrepresented backgrounds to the architecture field, and continued work on K-12 outreach programs.
- Offered the Taubman Michigan ArcStart Program, serving as an entry for high school and undergraduate students from underrepresented backgrounds to the architecture field.
- Hired a full-time staff member committed solely to the implementation of the DEI Strategic Plan.
- Started researching partnerships with Historically Black Colleges and Universities (HBCU)/Hispanic Serving Institutions (HSI).

What are
our priorities
for Year 2:
2017-2018?

Short term:

- Increase opportunities for mentorships, particularly for people of color and women campuswide.
- Develop strategies for recognition of DEI efforts, with emphasis on awards and grants.
- Expand architecture enrichment/urban outreach K-12 programs.
- Revise hiring protocols to prioritize DEI goals.

MICHIGAN STUDENTS COME FROM ALL 50 STATES AND 122 COUNTRIES. OUR STUDENTS ARE A MOSAIC OF RACES, CULTURES, LANGUAGES, RELIGIONS, AND POINTS OF VIEW.

Long term:

- Increase the number of students from underrepresented backgrounds, with emphasis on creating articulation agreements with colleges and universities who traditionally serve African Americans and Latinos.
- Restructure curriculum, research, and creative work to be rooted in DEI values.
- Expand joint research with HBCU/HSI institutions.
- Deepen Detroit-based research projects to include more people of color.
- Expand international joint research to South America and Africa.

STUDENTS CAN CONTINUALLY LEARN AND GROW THROUGH INTERACTIONS WITH EACH OTHER, AND PREPARE FOR A FUTURE IN THE GLOBAL ECONOMY.

DEI COMMITTEE MEMBERS

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architecture + urban planning
University of Michigan