DEI PROGRESS INFOGRAPHICS

Where We Started → Where We Have Come
Community Conversation
DEI Progress Update
Raising Institutional Awareness (2016-2019)

146% Increase of User Engagement on DEI Website

111% Increase of Total Number of Pages Viewed on DEI Website

490+ Internal and External Articles Written About U-M and DEI

2,600+ In-Person Engagement in DEI Community Assembly

2,200+ Online Engagement in DEI Community Assembly
DEI Skill Building
A Priority at all Levels Across Campus

REGENTS
DEI was a KEY COMPONENT of the Regents' annual retreat in January 2019

GRADUATE STUDENTS
314 graduate students completed the Rackham DEI Certificate Program in past two years
17 of 19 schools and colleges represented

UNDERGRAD STUDENTS
90% of incoming freshmen received unconscious-bias training

DEANS
100% attended a retreat on DEI skill building

EXECUTIVE OFFICERS
100% engaged in DEI skill-building activities

STAFF
49% of faculty and staff have taken mandatory training on sexual misconduct and harassment

FACULTY
Over three years, 663 faculty & GSIs attended the Inclusive Teaching @ Michigan series
10 of 19 schools and colleges

UNDERGRAD STUDENTS
23,652 staff members have participated in DEI educational sessions since the Strategic Plan launch

STAFF
Starting May 2019: 0%
Dec. 2019 Goal: 100%

CRLT's Teaching Academy program serves new faculty in 10 of 19 schools and colleges
New Policies and Processes

To fully embed DEI into our organization, it must be embedded in our policies and processes. Progress on this front, among many other things, includes faculty participation in STRIDE (Strategies and Tactics for Recruiting to Improve Diversity and Excellence) training for faculty recruitment, expanded parental leave and health benefits to support parental and transgender inclusion and increasing integration of DEI into annual goal-setting and evaluation processes for faculty and staff.

1,000+ Faculty across the university have attended a STRIDE workshop.

Sept. 1, 2018

New parental leave benefits provide all eligible parents, including fathers, with up to six weeks of paid time off to bond with a new child.

July 1, 2019

U-M Health plans expand gender-affirming services for transgender community members.

11 of 19 schools/colleges require some or all faculty search committee members to complete STRIDE.

1,000+ faculty across the university have attended a STRIDE workshop.

100% of schools/colleges consider DEI in the faculty annual review (FAR) process.

42 of 50 units campuswide consider DEI in the staff performance review process.
DEI LEADS

U-M CAMPUS

100+ Leads
50 Units

MICHIGAN MEDICINE

175 Leads
21 Service Areas

TROTTER MULTICULTURAL CENTER

NEW CENTER OPENED APRIL 2019

IN THE FIRST THREE MONTHS,

71 Student-Focused Events Hosted
5,450 Students Served

UDST PROFESSORSHIP

University Diversity & Social Transformation Professorship

NEW AWARD STARTED SEPTEMBER 2019

Senior Faculty
9

Recognized for Diversity, Equity and Inclusion through Scholarship, Teaching, Service or Engagement

DDLAA

Distinguished Diversity Leaders Award

30 Individual Awardees
15 Unit Awardees
45+ Units Recognized

2016 THROUGH 2019

NEW & EXPANDED DEI COMMUNITY SUPPORT
The LSA Collegiate Fellows program is a major initiative aimed at recruiting exceptional early-career scholars in all liberal arts fields who are committed to diversity, equity and inclusion in the academy, and preparing those scholars for possible tenure-track appointments in LSA.

During the two-year fellowship, scholars will have dedicated research time, teaching experience, faculty mentorship and professional development opportunities through both LSA and the National Center for Institutional Diversity (NCID).

- **2,400+ Applications** in the first three years of the program
- **24 Collegiate Fellows** hired in the first three cohorts
- **94% of eligible fellows** have been or will be appointed to tenure-track positions
- **54% of LSA departments** have at least one collegiate fellow spanning natural sciences, social sciences and humanities
Enrolled HAIL Scholarship Recipients: Fall 2016 - Fall 2018 by Impact Area

- Upper Peninsula
- Northern Michigan
- Mid-Michigan
- Western Michigan
- Southeast Michigan

- 784 HAIL SCHOLARSHIP RECIPIENTS
- ENROLLED ACROSS 69 MICHIGAN COUNTIES
- 253 HIGH SCHOOLS GAINED
- $12K AVERAGE INSTITUTIONAL GRANT AID
- 26% OF ALL IN-STATE UNDERGRADUATE STUDENTS HAD THEIR TUITION COVERED BY INSTITUTIONAL GRANT AID
- ENROLLMENT, DEMONSTRATING GREATER REGIONAL DIVERSITY

Affordability Through U-M Institutional Aid: Supporting Regional and Socioeconomic Diversity
Making U-M Accessible for All

Physical Accessibility
$960K invested over past 3 years to remove physical barriers on campus

Disability Awareness Training
Provided to 1,366 people, with 90% confirming skills gained apply to their work

Digital Accessibility SPG
ITS and OIE leading multi-unit collaboration to develop information technology accessibility SPG, making our campus commitment clear and accountable

Student Inclusion, Diversity, Equity & Accessibility (IDEA) Board
Comprising 50 students, staff, faculty, administrators and alumni will recommend actions to address concerns of people with disabilities
Business & Finance Climate Survey Results (2017-2019)

- My unit is committed to DEI: 57% in 2017, 73% in 2019
- I am treated with respect: 68% in 2017, 79% in 2019
- I have equal opportunities for success: 54% in 2017, 62% in 2019
Business & Finance Climate Survey Results (2017-2019)

* My Unit is Committed to DEI by Gender

**Male**
- 2017: 57%
- 2019: 69%

**Female**
- 2017: 58%
- 2019: 76%
Business & Finance Climate Survey Results (2017-2019)

* My Unit is Committed to DEI by Race

- **African American**
  - 2017: 38%
  - 2019: 67%

- **Asian American**
  - 2017: 63%
  - 2019: 70%

- **Latinx**
  - 2017: 32%
  - 2019: 65%

- **Multiracial**
  - 2017: 46%
  - 2019: 61%

- **White**
  - 2017: 60%
  - 2019: 66%
The University of Michigan Wolverine Pathways program is a free, year-round program that partners with the families, schools and communities of Detroit, Southfield and Ypsilanti. This partnership provides learning experiences that will help students succeed in school, college and future careers. Students who successfully complete Pathways and are admitted to U-M Ann Arbor or Dearborn receive a four-year tuition scholarship.

**Wolverine Pathways (WP) Program**

- **654** active scholars in Wolverine Pathways in 2018-2019
- **176** scholars graduated from Wolverine Pathways in first two cohorts
- **86%** WP graduates enrolled in college
- **85** UM-Ann Arbor
- **20** UM-Dearborn
- **2.1x** more likely to be admitted
- **2.8x** more likely to enroll at UM-Ann Arbor

Compared to applicants from same high schools in the first cohort.
SuccessConnects
As part of the Office of Academic Multicultural Initiatives (OAMI), SuccessConnects offers opportunities for students to get involved in mentorship and personal development from the first day they arrive on campus. Through coaching and resources, SuccessConnects provides a supportive, inclusive community that encourages success.

1,025 STUDENTS SERVED in the first three years of programming

Students engaged in the program earned higher GPAs than students who did not participate.

Underrepresented minority (URM) students in the program were more satisfied with the campus climate compared to non-URM students invited to the program.
Demographics

We continue to track and monitor demographic data for each of our campus constituencies: student, staff and faculty. This five-year comparative data includes gender, race/ethnicity and international status, providing a broad overview of trends related to diversity on campus. Many other facets of diversity that we track are not reflected in these charts. Additional diversity-, equity- and inclusion-related data is available on the Office of Budget and Planning website.