

# DEI 1.0 Evaluation Report Session

Public Information Session  
January 10, 2023

# Process of Institutional Change

**A Contested Perspective**

**Core Institutional Value**

**Standard Operating Procedure**

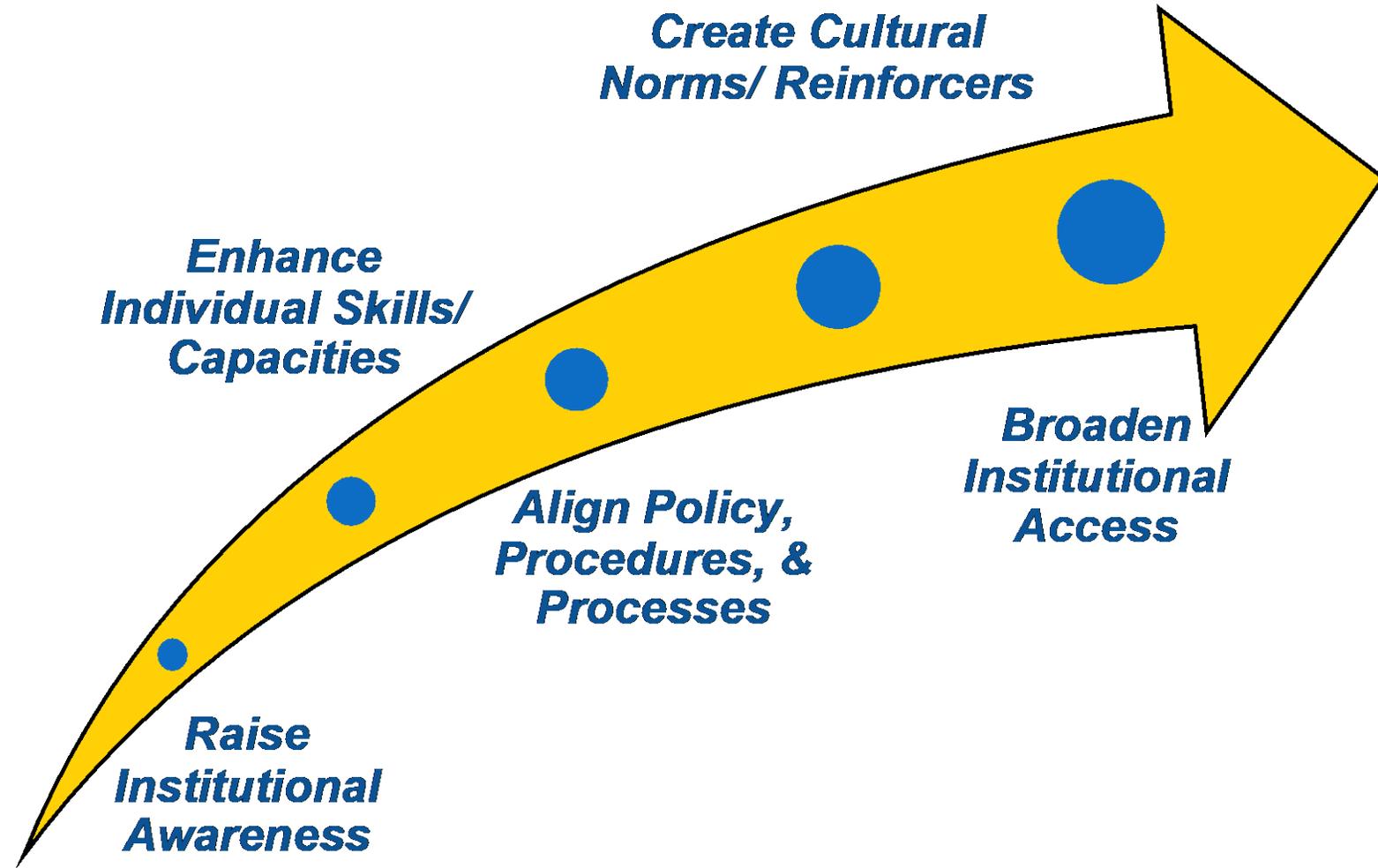
# University of Michigan DEI Strategic Plan 1.0



# U-M DEI Strategic Plan Distal Objectives



# The University of Michigan DEI Institutional Change Model



# DEI 1.0 Evaluation Process

- **Year-long self-study evaluation process at both unit-level (n=50) and university-level**
- **Focused on process and outcomes as part of a culture of continuous improvement in DEI**
- **ODEI provided a Toolkit to support units' evaluation processes; provided consultation and support to DEI Leads and unit teams**

# DEI 1.0 Evaluation Process

**At the end of the DEI 1.0 period:**

- **37 central (university-level) action items**
- **2800+ unit level action items**

# Overview of DEI Evaluation Presentation

People

Process

Products

*Analysis*

*Initiatives*

# PEOPLE

# Analysis: Demographic Snapshot

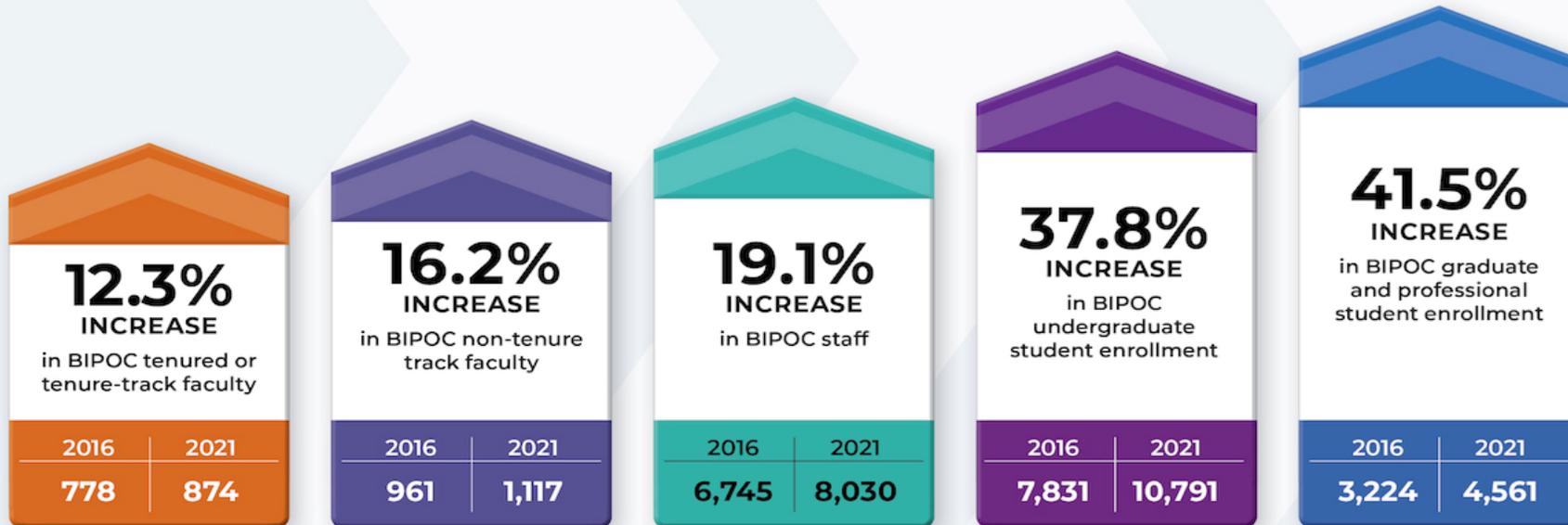
**Although there is still work to be done,  
U-M made significant strides in  
increasing the diversity of its students,  
staff, and faculty from 2016 to 2021**

## Black, Indigenous and People of Color (BIPOC) at U-M

2016 to 2021

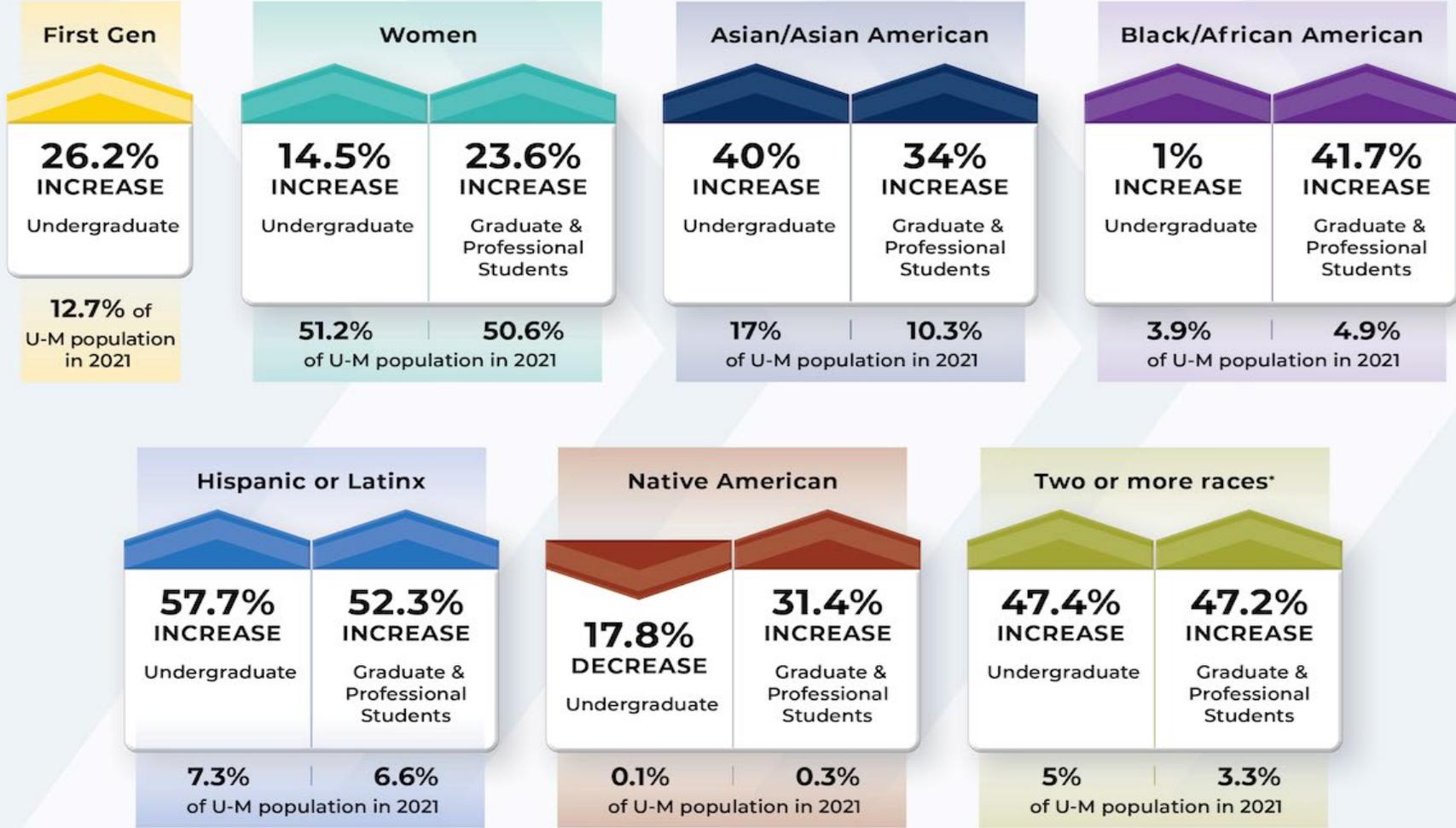
We continue to track and monitor demographic data for each of our campus constituencies: students, staff and faculty. As we examine the impact of the DEI 1.0 Strategic Plan, we provide race/ethnicity demographic information comparing 2016 to 2021. BIPOC numbers include individuals who identify as American Indian or Alaska Native, Asian, Black or African American, Hispanic

or Latinx, or Native Hawaiian or Other Pacific Islander, as well as individuals who self-identify with two or more races. Many other facets of diversity that we track and are important are not reflected in these charts. Additional diversity-, equity- and inclusion-related data is available in our DEI 1.0 Evaluation Downloadable Report and on the Office of Budget and Planning website.



## Student Minoritized Representation

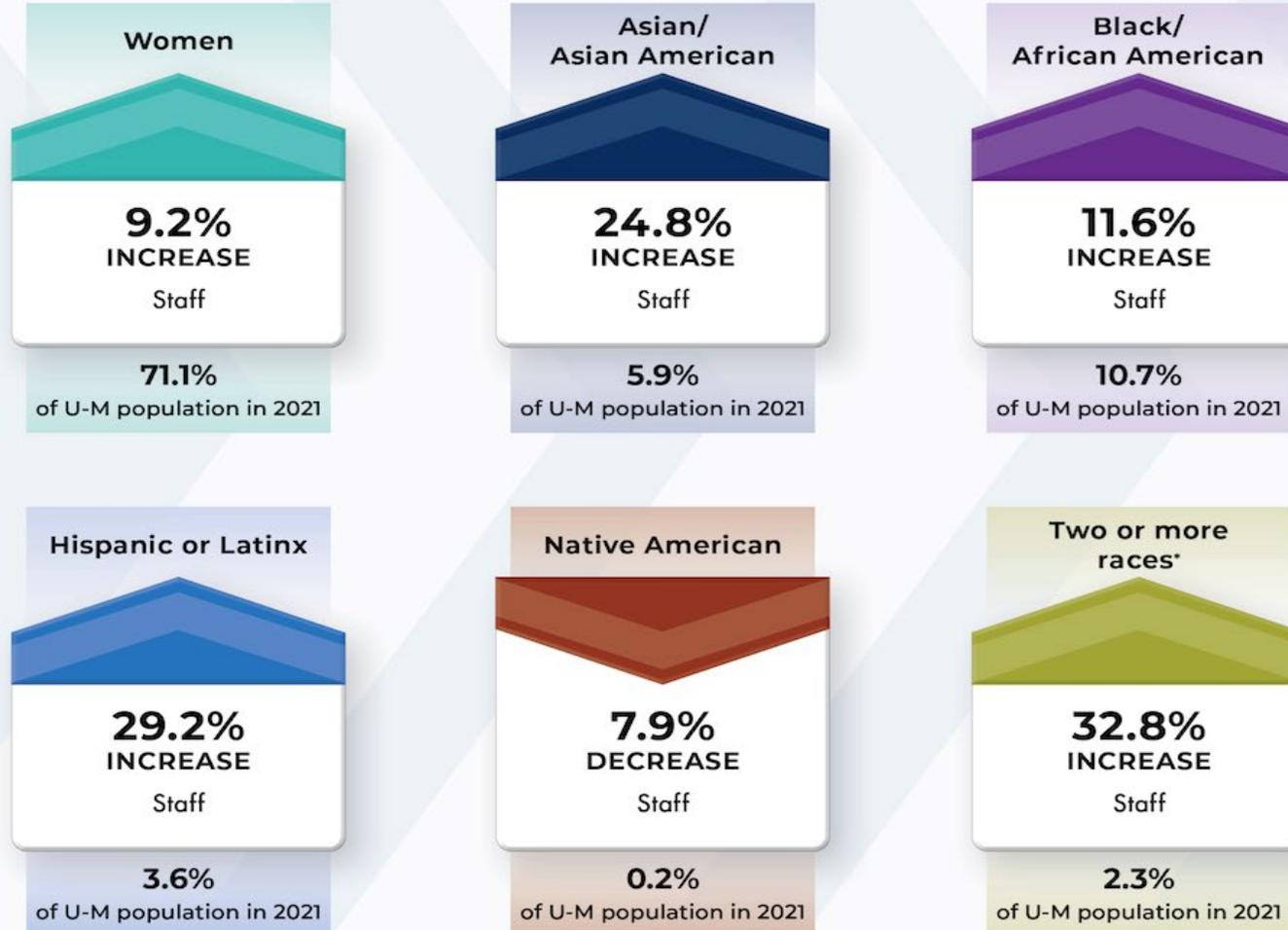
Changes since 2016



\*Representative of both underrepresented minority (URM) and non-URM students

## Staff Minoritized Representation

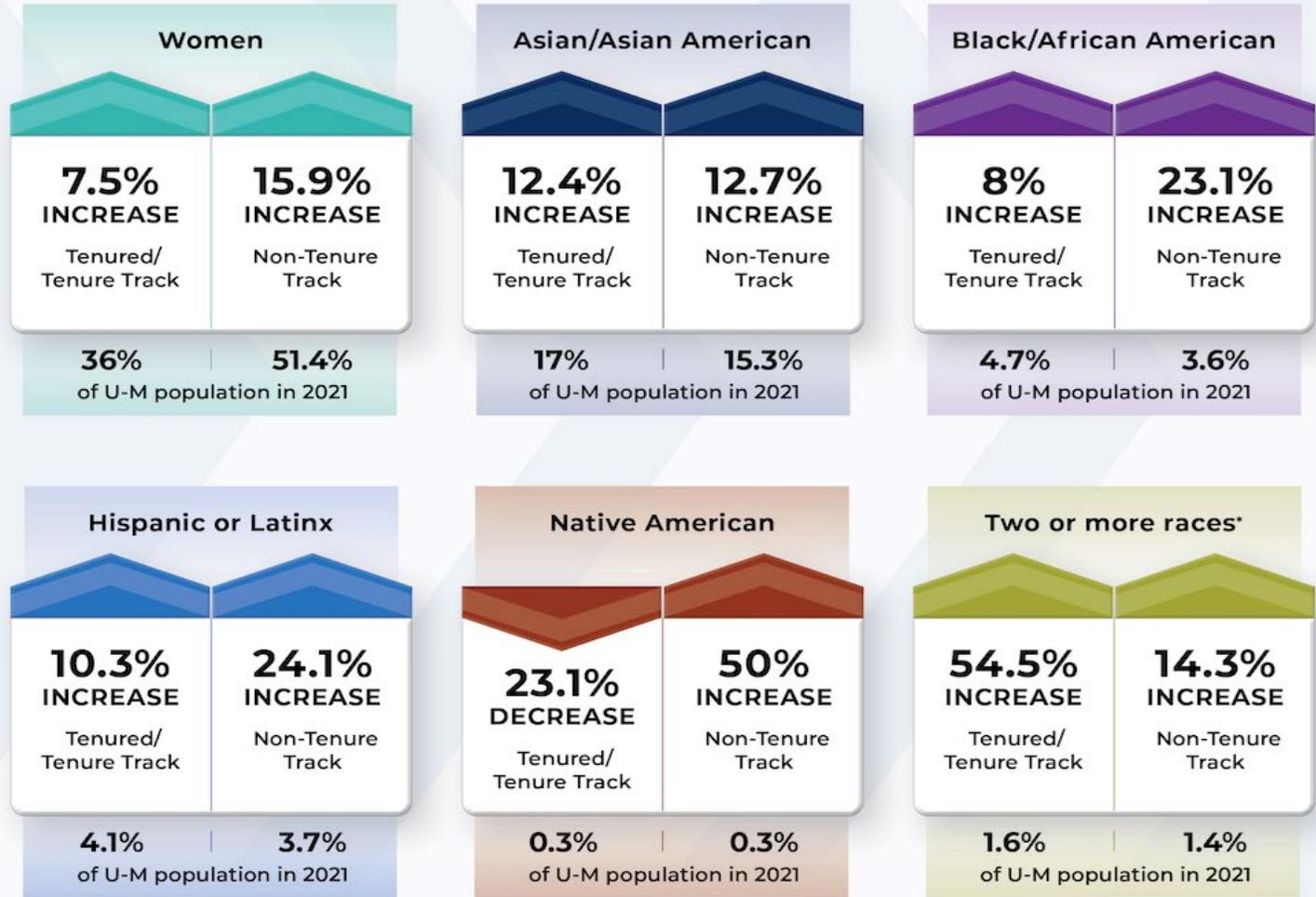
Changes since 2016



\*Representative of both underrepresented minority (URM) and non-URM staff

## Faculty Minoritized Representation

Changes since 2016



\*Representative of both underrepresented minority (URM) and non-URM students

# Initiative: Wolverine Pathways



**WOLVERINE  
PATHWAYS**  
UNIVERSITY OF MICHIGAN

U-M's Wolverine Pathways program is a free, year-round program that partners with the families, schools and communities of Detroit, Southfield and Ypsilanti.

- It provides learning experiences to help students succeed in school, college and future careers.
- Students who successfully complete Wolverine Pathways and are admitted to UM-Ann Arbor or UM-Dearborn receive a four-year tuition scholarship.



Wolverine Pathways  
active scholars

**569**

2021-2022



From the  
first five cohorts,

**470**

scholars graduated  
from the program



**81%**

Wolverine Pathways  
graduates enrolled  
in or graduated from  
college

**212**

at UM-Ann Arbor

**60**

at UM-Dearborn



Wolverine Pathways  
graduates are

**2.1x**

more likely to  
be admitted to  
UM-Ann Arbor and

**2.4x**

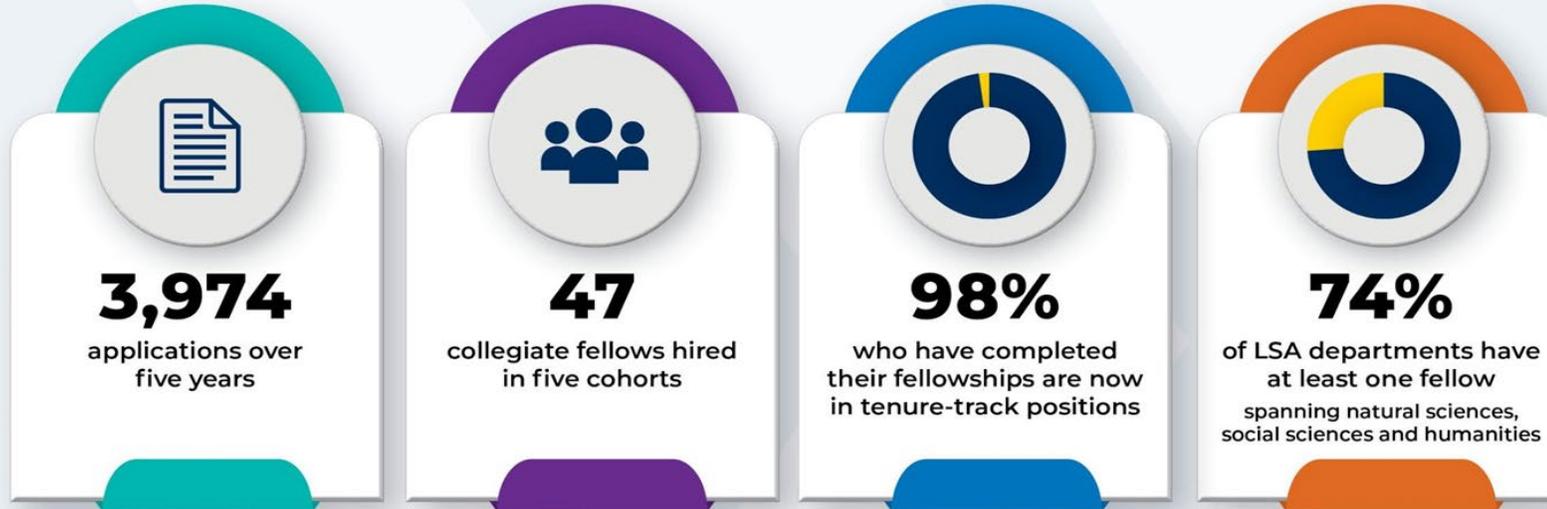
more likely to enroll

compared to students  
from same high schools  
in the first four cohorts

# Initiative: **LSA Collegiate Fellows**

## LSA Collegiate Fellows

Data include 5 cohorts (2016-17 to 2021-22; hiring was paused in 2020-21)



The LSA Collegiate Fellows program recruits exceptional early-career scholars in all liberal arts fields who are committed to diversity, equity and inclusion in the academy.

The fellowship program prepares those scholars for possible tenure-track appointments in LSA, offering professional development opportunities through both LSA

and the National Center for Institutional Diversity (NCID), as well as:

- **Dedicated research time**
- **Teaching/other pedagogical development experience**
- **Faculty mentorship**



# PROCESS

# Analysis: Climate Survey

**Substantial proportions of U-M students, staff, and faculty report significant progress has been made as a result of DEI 1.0**

# Perception of DEI Progress Since 2016

Compared to the DEI climate at the start of the DEI strategic plan (2016), how would you rate the current DEI climate at U-M?

	Students	Staff	Faculty
Much/Somewhat Better	57%	59%	61%
About the Same	37%	33%	28%
Much/Somewhat Worse	6%	8%	11%

# Perception of DEI Progress Compared to Other Institutions

How well do you think U-M is doing in relation to DEI compared to other institutions?

	Students	Staff	Faculty
Best/Better than Most	50%	48%	40%
About Equal	44%	47%	53%
Worst/ Worse than Most	6%	5%	8%

# Initiatives: Accessibility Efforts

## Accessibility



**\$1M+**

**SPENT OVER THE  
LAST FIVE YEARS**  
on removing physical  
barriers for individuals  
with disabilities



**2,000+**

**PEOPLE**  
given Disability  
Awareness training  
over the last five years

**90%**

confirm skills gained  
apply to their work



Action Taken on

**48**

**STUDENT IDEA BOARD  
RECOMMENDATIONS**  
since 2020–21

**14**

**IMPLEMENTED OR  
SUBSTANTIALLY  
ACHIEVED**

IDEA = Inclusion, Diversity,  
Equity and Accessibility



**DIGITAL  
ACCESSIBILITY  
SPG**

**ITS and ECRT**  
leading multi-unit  
collaboration to  
develop IT accessibility  
SPG, making our  
campus commitment  
clear and accountable

ECRT = Equity, Civil Rights  
and Title IX Office



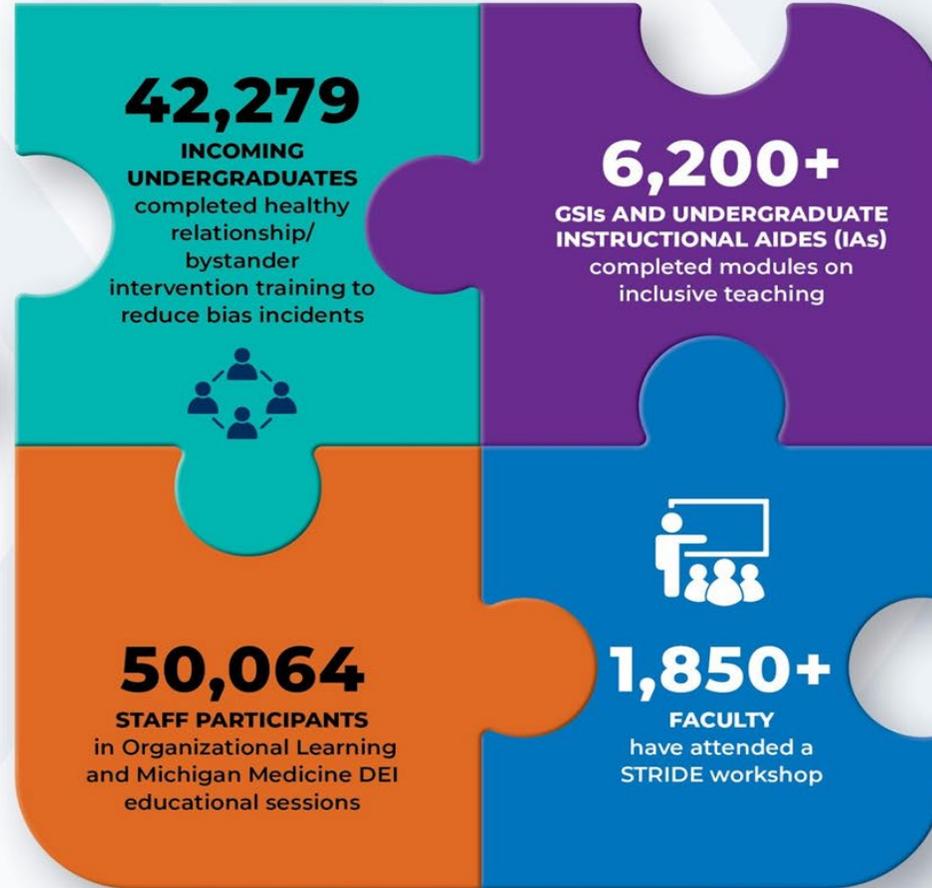
**ADAPTIVE  
SPORTS AND  
FITNESS  
PROGRAM**

created in 2020–21

Builds awareness of  
and access to adaptive  
sports and fitness

# Initiatives: DEI Skill Building

Since DEI 1.0:



STRIDE = Strategies and Tactics for Recruiting to Improve Diversity and Excellence

# Initiatives: DEI Fundraising

# MICHIGAN FUNDRAISING HIGHLIGHTS



## Fundraise for Critical DEI Priorities

**HIGHLIGHT:**

Raised over \$1B for central and unit-level DEI initiatives, student scholarships being one example.

## Diversify Michigan's Volunteer Base

**HIGHLIGHT:**

Michigan established the DEI Leadership Council to advise Michigan's Chief Diversity Officer. Representatives are donors to DEI initiatives across Michigan.



## Diversify Michigan's Volunteer Base

**HIGHLIGHT:**

Michigan Alumna Brandi Hudson '01 launched The Raise: Generations of Black Excellence to drive Black Philanthropy to U-M and support increased representation on campus.

## Support Community-centered Fundraising

**HIGHLIGHT:**

Marchell Willian gave inaugural gift to establish the George Floyd Memorial Scholarship. Her gift inspired 100+ donations.

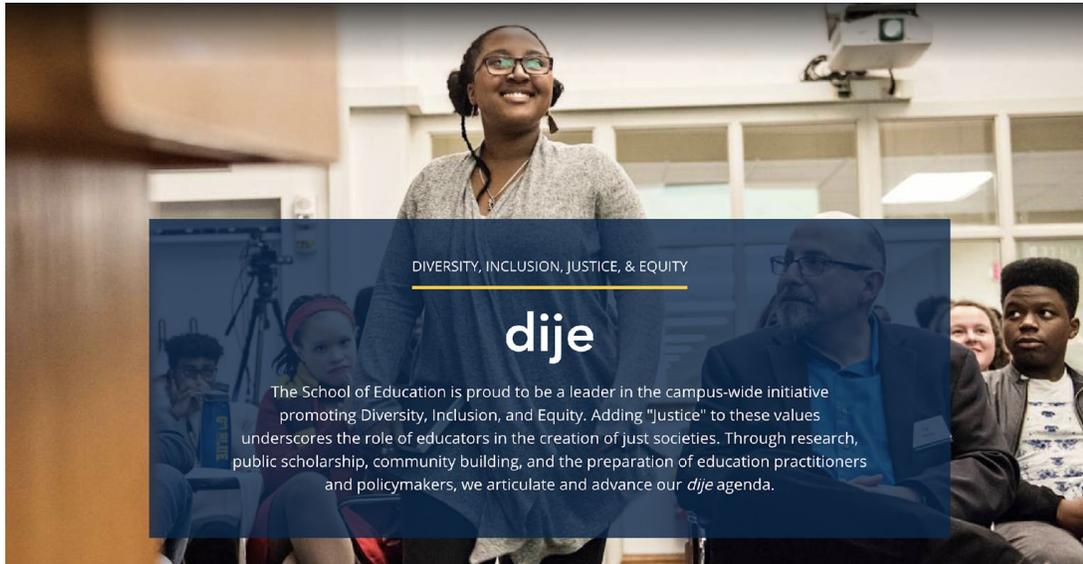


# PRODUCTS

# Analysis: Curricular Engagement

- **Course Descriptions**
- **Unit-Reported Curricular Efforts**
- **Participation in Inclusive Teaching Programs**

# Initiatives: Curricular Transformation Activities



Inclusive Research Matters. Representative Research - Assessing Diversity in Online Samples

**Types of Internet Samples**

As RDD phone surveys declined, use of online modes of interviewing increased, leading to the rise of both non-probability opt-in samples and probability-based samples

Ipsos

Francy Barlas (she/...

Non-probability based or "opt-in"	Probability-based or "invitation only"

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**Inclusive Research  
Matters Seminar Series**

*Institute for Social  
Research*

**LEO Lecturers Equity-  
focused Teaching  
Program (Eft)**

*CRLT and LEO*

**Healthcare Equity and  
Quality Scholars  
Program**

*Michigan Medicine*

**Decolonizing SEAS  
Curriculum Initiative**

*School for  
Environment &  
Sustainability*

**Increase Access &  
Visibility of Library  
Holdings**

*Clements Library*

**Inclusive Teaching  
Website: Practicing Anti-  
racist Pedagogy**

*College of LSA*

**Centering Diversity,  
Inclusion, Justice &  
Equity (DIJE)**

*School of Education*

# Initiatives: DEI Infrastructure

## Infrastructure

### DEI Leads



### Faculty & Staff Annual Review Process



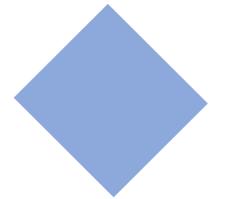
### Trotter Multicultural Center



### University Diversity & Social Transformation Professorship



Initiative:  
**University Diversity & Social  
Transformation Professorship**



# Initiative: DEI Leads



# Summative Thoughts & Wrap-up

**Multiple forms of data and community input help us understand progress and continued challenges and needs**

- **Demographic diversity for students, staff, & faculty—progress, challenges (People)**
- **Recognition, support for DEI in scholarship, teaching & engagement (Process)**
- **Perceived progress in DEI climate, variation in climate experiences (Process)**
- **Infusing DEI-related objectives into procedures, processes, infrastructure (Process)**
- **Inclusion of DEI-related principles in professional development/training (Products)**
- **Active curricular engagement related to DEI across campus (Products)**

# Summative Thoughts & Wrap-up

**Our process also highlights insights, lessons learned for moving forward:**

- **More strategic unit plans– fewer action items, focusing on those that are bold, most impactful and can be measurably tied to success**
- **More collaboration across plans– take advantage of synergies, collective resources**
- **Enhance infrastructure such as data and evaluation support resources for units to support and inform ongoing decision-making**
- **Strive for deep engagement with the full campus community, including off-campus constituents, with regular communications and feedback opportunities**

# Summative Thoughts & Wrap-up

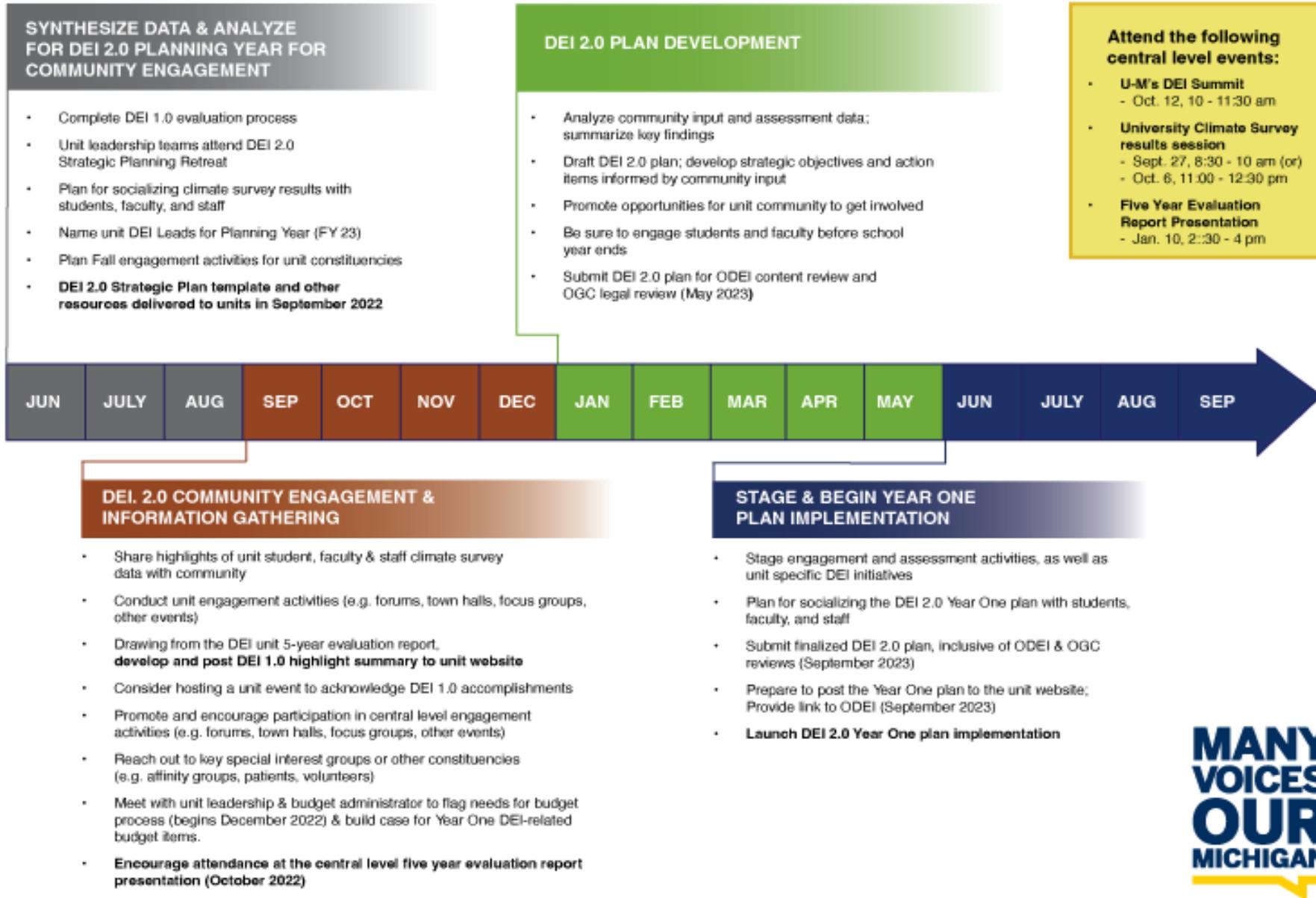
THANK YOU

# Brief Presentation Q&A

# Conversation between President Ono and Vice Provost & CDO Chavous

# Next Steps

- ***Campuswide Email & Website Launch - Friday, January 13***
- ***Stay Connected - Find Unit Level Information, Unit DEI Leads & Sign up for the DEI Newsletter***
  - ***[diversity.umich.edu/strategic-plan](https://diversity.umich.edu/strategic-plan)***
- ***Be Engaged - Stay up-to-date on Engagement Opportunities***
  - ***[diversity.umich.edu/strategic-plan/dei-2](https://diversity.umich.edu/strategic-plan/dei-2)***
- ***DEI 2.0 Plan Development Underway - Plans Due May 15***
- ***DEI 2.0 Launch - Fall 2023***



**THANK YOU!!!**

**Success in our DEI Efforts takes the  
Will & Work of ALL of us!**

# Diversity, Equity, and Inclusion (DEI) 2.0

**MOVING  
FORWARD**  
TOGETHER  
DEI 2.0 TRANSITION

