DEI 1.0 Evaluation Report Session

Public Information Session January 10, 2023





Process of Institutional Change

A Contested Perspective

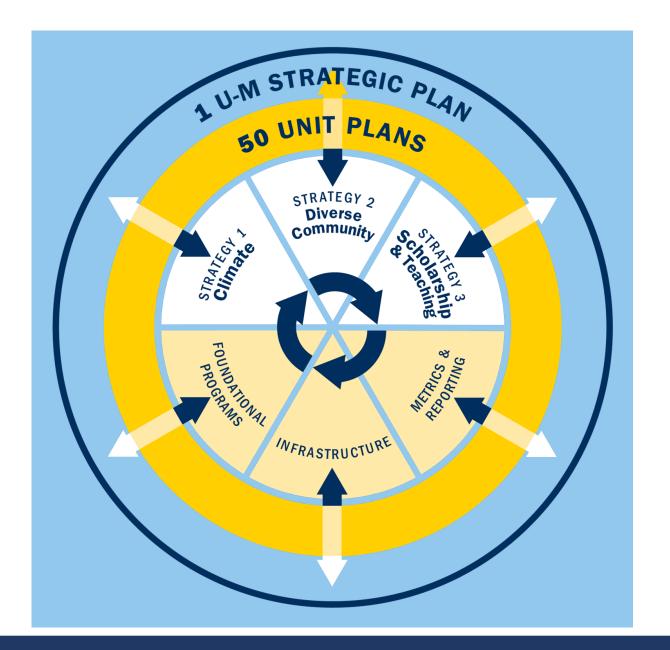
Core Institutional Value

Standard Operating Procedure





University of Michigan DEI Strategic Plan 1.0







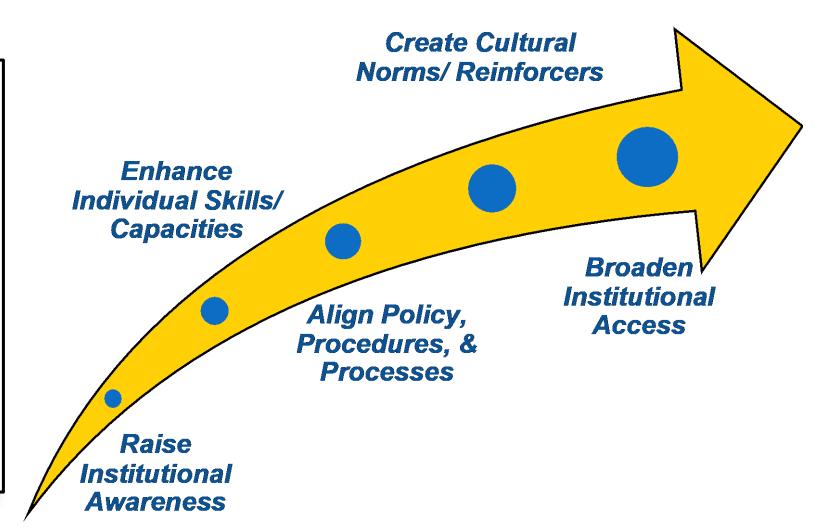
U-M DEI
Strategic Plan
Distal Objectives







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



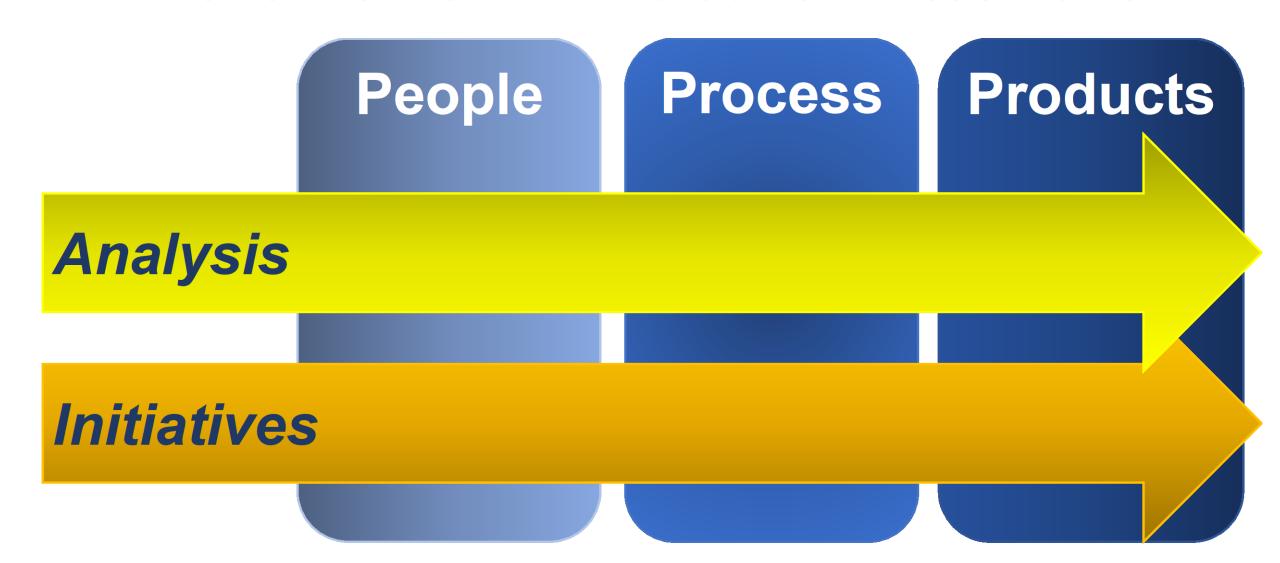
At the end of the DEI 1.0 period:

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



Overview of DEI Evaluation Presentation









PEOPLE







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

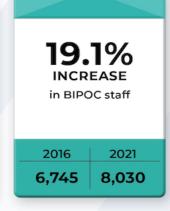
2016 to 2021

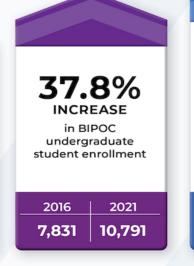
We continue to track and monitor demographic data for each of our campus constituencies: students, staff and faculty. As we examine the impact of the DEI 1.0 Strategic Plan, we provide race/ethnicity demographic information comparing 2016 to 2021. BIPOC numbers include individuals who identify as American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









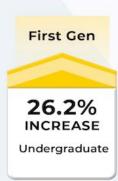
41.5% INCREASE in BIPOC graduate and professional student enrollment				
2016 2021				
3,224	4,561			



Student Minoritized Representation

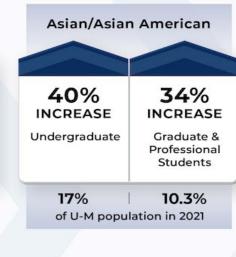
Changes since 2016

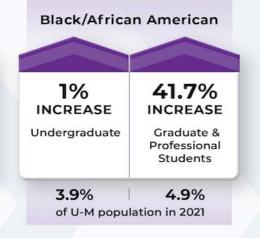


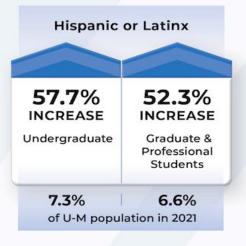


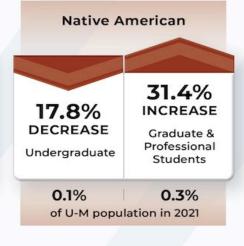
















Staff Minoritized Representation

Changes since 2016



Women

9.2%

Staff

71.1% of U-M population in 2021

Asian/ Asian American

> 24.8% INCREASE

> > Staff

5.9% of U-M population in 2021

Black/ African American

> 11.6% INCREASE

> > Staff

10.7% of U-M population in 2021

Hispanic or Latinx

29.2% INCREASE

Staff

3.6% of U-M population in 2021

Native American

7.9%
DECREASE

Staff

0.2% of U-M population in 2021

Two or more races*

32.8% INCREASE

Staff

2.3% of U-M population in 2021

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



Faculty Minoritized Representation

Changes since 2016



Women 7.5% 15.9% **INCREASE**

Tenured/ Tenure Track **INCREASE** Non-Tenure

Track

36% 51.4% of U-M population in 2021

Asian/Asian American

12.4% **INCREASE**

Tenured/ Tenure Track Non-Tenure Track

50%

INCREASE

Non-Tenure

Track

12.7%

INCREASE

17% 15.3% of U-M population in 2021

Black/African American

8% **INCREASE**

Tenured/ Tenure Track **INCREASE** Non-Tenure Track

3.6%

23.1%

4.7%

of U-M population in 2021

Hispanic or Latinx

10.3% **INCREASE**

Tenured/ Tenure Track Non-Tenure Track

24.1%

INCREASE

4.1% 3.7% of U-M population in 2021

Native American

23.1% **DECREASE**

Tenured/ Tenure Track

> 0.3% 0.3% of U-M population in 2021

Two or more races*

54.5% **INCREASE**

Tenured/ Tenure Track

14.3% **INCREASE**

Non-Tenure Track

1.6% 1.4% of U-M population in 2021

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





Initiative: Wolverine Pathways







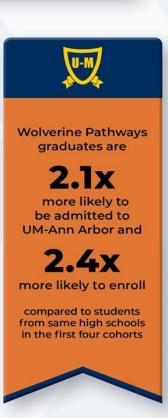
U-M's Wolverine Pathways program is a free, year-round program that partners with the families, schools and communities of Detroit, Southfield and Ypsilanti.

- 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.













Initiative: LSA Collegiate Fellows





LSA Collegiate Fellows

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



3,974 applications over five years



collegiate fellows hired in five cohorts



98%
who have completed their fellowships are now in tenure-track positions



74%
of LSA departments have at least one fellow spanning natural sciences, social sciences and humanities

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







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%







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



DIGITAL ACCESSIBILITY SPG

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



ADAPTIVE SPORTS AND FITNESS PROGRAM

created in 2020-21

Builds awareness of and access to adaptive sports and fitness

IDEA = Inclusion, Diversity, Equity and Accessibility ECRT = Equity, Civil Rights and Title IX Office





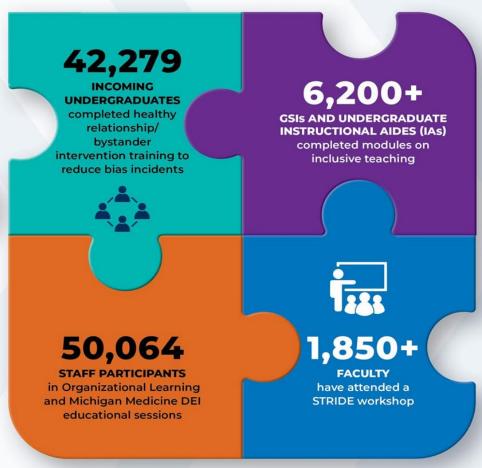
Initiatives: **DEI Skill Building**





Since DEI 1.0:





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





Initiatives: **DEI Fundraising**

MICHIGAN FUNDRAISING HIGHLIGHTS

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.



Support Community-centered Fundraising

HIGHLIGHT:

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



Fundraise for Critical DEI Priorities

HIGHLIGHT:

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

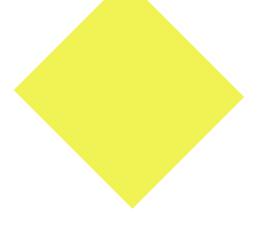


HIGHLIGHT:

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.







PRODUCTS







Analysis: Curricular Engagement

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

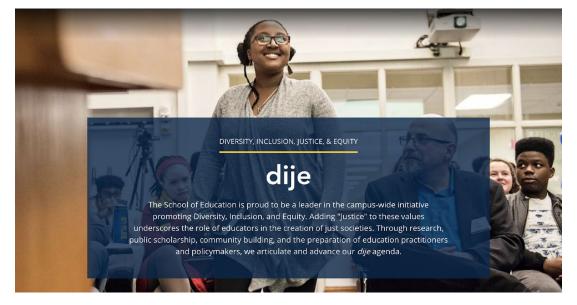




Initiatives: **Curricular Transformation Activities**

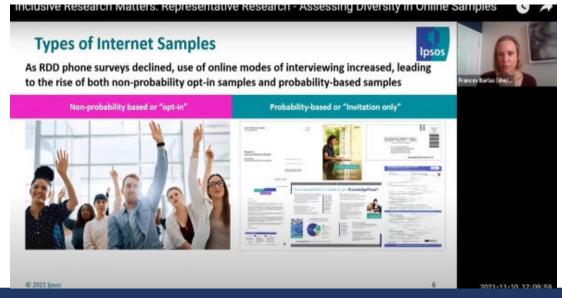














OFFICE OF DIVERSITY, EQUITY & INCLUSION

Inclusive Research Matters Seminar Series

Institute for Social Research

Increase Access & Visibility of Library Holdings

Clements Library

LEO Lecturers Equityfocused Teaching Program (EfT)

CRLT and LEO

Decolonizing SEAS Curriculum Initiative

School for Environment & Sustainability

Inclusive Teaching
Website: Practicing Antiracist Pedagogy

College of LSA

Healthcare Equity and Quality Scholars

Program

Michigan Medicine

Centering Diversity, Inclusion, Justice & Equity (DIJE)

School of Education





Initiatives: **DEI Infrastructure**



Infrastructure



DEI Leads

100+ U-M Campus 120+
Michigan Medicine

Faculty & Staff
Annual Review Process

100%

of schools/colleges consider DEI in the faculty annual review process 100%

of units consider DEI in the staff performance review process

Trotter Multicultural Center

100+

Programs and Workshops

(Sept. 2020 - April 2022)

13,761

Participants and Guests at Events

(Sept. 2020 - April 2022)

University Diversity & Social Transformation Professorship

27

Senior Faculty Recognized for Diversity, Equity & Inclusion through Scholarship, Teaching, Service or Engagement





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 offcampus 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
- Be Engaged Stay up-to-date on Engagement Opportunities
 diversity.umich.edu/strategic-plan/dei-2
- DEI 2.0 Plan Development Underway Plans Due May 15
- DEI 2.0 Launch Fall 2023



DEI 2.0 Planning Year Timeline: Community Engagement, Plan Development, and Implementation Launch



SYNTHESIZE DATA & ANALYZE FOR DEI 2.0 PLANNING YEAR FOR COMMUNITY ENGAGEMENT

- Complete DEI 1.0 evaluation process
- Unit leadership teams attend DEI 2.0 Strategic Planning Retreat
- Plan for socializing climate survey results with students, faculty, and staff
- Name unit DEI Leads for Planning Year (FY 23)
- Plan Fall engagement activities for unit constituencies
- DEI 2.0 Strategic Plan template and other resources delivered to units in September 2022

DEI 2.0 PLAN DEVELOPMENT

- Analyze community input and assessment data; summarize key findings
- Draft DEI 2.0 plan; develop strategic objectives and action items informed by community input
- Promote opportunities for unit community to get involved
- Be sure to engage students and faculty before school year ends
- Submit DEI 2.0 plan for ODEI content review and OGC legal review (May 2023)

Attend the following central level events:

- U-M's DEI Summit
 Oct. 12, 10 11:30 am
- University Climate Survey results session
 - Sept. 27, 8:30 10 am (or)
 - Oct. 6, 11:00 12:30 pm
- Five Year Evaluation Report Presentation
 - Jan. 10, 2::30 4 pm

JUN JULY AUG SEP OCT NOV DEC JAN **FEB** MAR APR MAY JUN JULY AUG SEP

DEI. 2.0 COMMUNITY ENGAGEMENT & INFORMATION GATHERING

- Share highlights of unit student, faculty & staff climate survey data with community
- Conduct unit engagement activities (e.g. forums, town halls, focus groups, other events)
- Drawing from the DEI unit 5-year evaluation report, develop and post DEI 1.0 highlight summary to unit website
- Consider hosting a unit event to acknowledge DEI 1.0 accomplishments
- Promote and encourage participation in central level engagement activities (e.g. forums, town halls, focus groups, other events)
- Reach out to key special interest groups or other constituencies (e.g. affinity groups, patients, volunteers)
- Meet with unit leadership & budget administrator to flag needs for budget process (begins December 2022) & build case for Year One DEI-related budget items.
- Encourage attendance at the central level five year evaluation report presentation (October 2022)

STAGE & BEGIN YEAR ONE PLAN IMPLEMENTATION

- Stage engagement and assessment activities, as well as unit specific DEI initiatives
- Plan for socializing the DEI 2.0 Year One plan with students, faculty, and staff
- Submit finalized DEI 2.0 plan, inclusive of ODEI & OGC reviews (September 2023)
- Prepare to post the Year One plan to the unit website;
 Provide link to ODEI (September 2023)
- Launch DEI 2.0 Year One plan implementation







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