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

- Create Cultural Norms/Reinforcers
- Enhance Individual Skills/Capacities
- Align Policy, Procedures, & Processes
- Broaden Institutional Access
- Raise Institutional Awareness
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.

12.3% INCREASE in BIPOC tenured or tenure-track faculty

<table>
<thead>
<tr>
<th>Year</th>
<th>2016</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>778</td>
<td>874</td>
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</table>

16.2% INCREASE in BIPOC non-tenure track faculty

<table>
<thead>
<tr>
<th>Year</th>
<th>2016</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>961</td>
<td>1,117</td>
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19.1% INCREASE in BIPOC staff

<table>
<thead>
<tr>
<th>Year</th>
<th>2016</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>6,745</td>
<td>8,030</td>
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</table>

37.8% INCREASE in BIPOC undergraduate student enrollment

<table>
<thead>
<tr>
<th>Year</th>
<th>2016</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>7,831</td>
<td>10,791</td>
</tr>
</tbody>
</table>

41.5% INCREASE in BIPOC graduate and professional student enrollment

<table>
<thead>
<tr>
<th>Year</th>
<th>2016</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>3,224</td>
<td>4,561</td>
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</table>
Student Minoritized Representation

Changes since 2016

First Gen

26.2% INCREASE
Undergraduate

12.7% of U-M population in 2021

Women

14.5% INCREASE
Undergraduate

51.2% of U-M population in 2021

Women

1.0% INCREASE
Graduate & Professional Students

Asian/Asian American

23.6% INCREASE
Undergraduate

40% INCREASE
Graduate & Professional Students

Asian/Asian American

34% INCREASE
Graduate & Professional Students

Black/African American

1% INCREASE
Undergraduate

41.7% INCREASE
Graduate & Professional Students

Black/African American

3.9% INCREASE
Graduate & Professional Students

Hispanic or Latinx

57.7% INCREASE
Undergraduate

52.3% INCREASE
Graduate & Professional Students

Hispanic or Latinx

7.3% of U-M population in 2021

Native American

17.8% DECREASE
Undergraduate

31.4% INCREASE
Graduate & Professional Students

Native American

0.1% of U-M population in 2021

Two or more races*

47.4% INCREASE
Undergraduate

47.2% INCREASE
Graduate & Professional Students

Two or more races*

5% of U-M population in 2021

3.3% of U-M population in 2021

*Representative of both underrepresented minority (URM) and non-URM students.
Staff Minoritized Representation
Changes since 2016

Women
- 9.2% INCREASE 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**
- Tenured/ Tenure Track: 7.5% INCREASE
- Non-Tenure Track: 15.9% INCREASE
- 36% of U-M population in 2021

**Asian/Asian American**
- Tenured/ Tenure Track: 12.4% INCREASE
- Non-Tenure Track: 12.7% INCREASE
- 17% of U-M population in 2021

**Black/African American**
- Tenured/ Tenure Track: 8% INCREASE
- Non-Tenure Track: 23.1% INCREASE
- 4.7% of U-M population in 2021

**Hispanic or Latinx**
- Tenured/ Tenure Track: 10.3% INCREASE
- Non-Tenure Track: 24.1% INCREASE
- 4.1% of U-M population in 2021

**Native American**
- Tenured/ Tenure Track: 23.1% DECREASE
- Non-Tenure Track: 50% INCREASE
- 0.3% of U-M population in 2021

**Two or more races**
- Tenured/ Tenure Track: 54.5% INCREASE
- Non-Tenure Track: 14.3% INCREASE
- 1.6% 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.

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)

- **3,974** applications over five years
- **47** 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
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?

<table>
<thead>
<tr>
<th>Perception</th>
<th>Students</th>
<th>Staff</th>
<th>Faculty</th>
</tr>
</thead>
<tbody>
<tr>
<td>Much/Somewhat Better</td>
<td>57%</td>
<td>59%</td>
<td>61%</td>
</tr>
<tr>
<td>About the Same</td>
<td>37%</td>
<td>33%</td>
<td>28%</td>
</tr>
<tr>
<td>Much/Somewhat Worse</td>
<td>6%</td>
<td>8%</td>
<td>11%</td>
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### 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?

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<thead>
<tr>
<th></th>
<th>Students</th>
<th>Staff</th>
<th>Faculty</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Best/Better than Most</strong></td>
<td>50%</td>
<td>48%</td>
<td>40%</td>
</tr>
<tr>
<td><strong>About Equal</strong></td>
<td>44%</td>
<td>47%</td>
<td>53%</td>
</tr>
<tr>
<td><strong>Worst/ Worse than Most</strong></td>
<td>6%</td>
<td>5%</td>
<td>8%</td>
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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

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

14 implemented or substantially achieved

IDEA = Inclusion, Diversity, Equity and Accessibility

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:

42,279 incoming undergraduates completed healthy relationship/bystander intervention training to reduce bias incidents.

6,200+ CSIs and undergraduate instructional aides (IAs) completed modules on inclusive teaching.

50,064 staff participants in Organizational Learning and Michigan Medicine DEI educational sessions.

1,850+ faculty have attended a STRIDE workshop.

STRIDE = Strategies and Tactics for Recruiting to Improve Diversity and Excellence
Initiatives: DEI Fundraising
Michigan established the DEI Leadership Council to advise Michigan’s Chief Diversity Officer. Representatives are donors to DEI initiatives across Michigan.

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

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.

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

- Course Descriptions
- Unit-Reported Curricular Efforts
- Participation in Inclusive Teaching Programs
Initiatives:
Curricular Transformation Activities
The School of Education is proud to be a leader in the campus-wide initiative promoting Diversity, Inclusion, Justice, and Equity. Adding "Justice" to these values underscores the role of educators in the creation of just societies. Through research, public scholarship, community building, and the preparation of education practitioners and policymakers, we articulate and advance our agenda.

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.

Non-probability based or "opt-in"  Probability-based or "invitation only"
Inclusive Research Matters Seminar Series

Institute for Social Research

Increase Access & Visibility of Library Holdings

Clements Library

LEO Lecturers Equity-focused Teaching Program (EfT)

CRLT and LEO

Decolonizing SEAS Curriculum Initiative

School for Environment & Sustainability

Healthcare Equity and Quality Scholars Program

Michigan Medicine

Inclusive Teaching Website: Practicing Anti-racist Pedagogy

College of LSA

Centering Diversity, Inclusion, Justice & Equity (DIJE)

School of Education
Initiatives:
DEI Infrastructure
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](http://diversity.umich.edu/strategic-plan)
- **Be Engaged - Stay up-to-date on Engagement Opportunities**
  - [diversity.umich.edu/strategic-plan/dei-2](http://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 (FY23)
- Plan Fall engagement activities for unit constituencies
- DEI 1.0 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)

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 1.0 5-year evaluation report, develop and post DEI 1.0 highlights 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 need 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

Attend the following central level events:

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

Success in our DEI Efforts takes the Will & Work of ALL of us!
Diversity, Equity, and Inclusion (DEI) 2.0