

Circulated 1 March 2019
Approved 6 March 2019

THE UNIVERSITY OF MICHIGAN
Committee for an Inclusive University
November 28, 2018 9:00 – 10:30 AM
Fleming 4025

Present: B. Alterman, J. Beatty (chair), L. Cunningham, F. Gao, L. Lyons, M. Pereira da Costa

Absent: S. Ahbel-Rappe, J. Bapuraj, K. Marti, J. Moyer, T. Munson, T. Pinder-Grover, A. Runyon, N. Sampson, M. Sitar, H. Tonomura

9:10 Call to order/Approval of agenda

9:15 Guests Ellen Meader and Katrina Wade-Golden, Office of Diversity, Equity & Inclusion, to discuss diversity plans

Katrina Wade-Golden explains the structure of the DEI strategic plan. The Ann Arbor campus has over 350 distinct programs, which are not centrally coordinated. The ODEI is working to make plans more strategic, and mapping the process. Their aim is to expand the efforts outside of diversity offices.

She outlines some of the historical context for DEI plans, noting that UM has been a leader in this domain. Some examples are the [Michigan Mandate](#), implemented in the 1980s under President James Duderstadt, which had diversity targets¹; and [Diversity Blueprints](#), which was established by President Mary Sue Coleman after the passage of the Michigan Civil Rights Initiative (Proposition 2) in 2006. She also mentioned student activism such as #BBUM (Being Black at UM). The point here is that there have been many significant historical pieces, but they have not been coordinated or linked. When President Schlissel arrived in 2015, he adopted an official charge for diversity, equity, and inclusion.

UM now has a centralized plan, plus unit plans; that we have taken planning to the unit level is an important element. The campus had 9 months to plan, and to clear the plan through the Office of General Counsel. Reviews were needed from Academic Affairs, Student Life, other VP and Executive Officer units, and the health system. The plans then rolled down to “implementation leads” to usher their units through the planning process.

The implementation leads convene monthly to share best practices, and for the central office (ODEI) to communicate new deadlines and information. Plans can be seen at diversity.umich.edu. This site includes the centralized plan, 51 unit plans, the names of planning leads, and unit reports.

The DEI plan goals state that plans should address:

1. Recruiting, retaining, and developing a diverse community
2. Promoting a more equitable and inclusive environment
3. How to infuse DEI into teaching, scholarship, and service

Katrina shared the a circumplex chart, which shows the relationship between the strategic plan, the 51 unit plans, and the elements of the individual plans (see the presentation, slide 7).

¹ See also: <https://diverseeducation.com/article/6264/>

The DEI plan was formally launched in October 2016, and Rob Sellars became the Chief Diversity Officer. DEI is now part of their budgeting process.

There is a 5 year planning process, and many units have multi-year plans. They are currently in the Year 2 action plan, which has 37 central action items. At the school/college/unit level, there are 2,177 action items across the 51 plans.

Faculty focused action items are shown in slides 10 through 13, and include: the James S. Jackson Distinguished Career Award for Diversity Scholarship, the Distinguished Diversity and Social Transformation Professorship, and the Diversity Scholars Network.

Inclusive teaching initiatives are shown on slide 14.

Faculty recruitment and retention practice initiative are shown on slide 15.

The Faculty Allies program, designed for faculty to offer graduate student support, is described on slide 16.

The LSA Collegiate Fellows program is shown on slide 17. This is a two year fellowship, in which individuals are selected by LSA departments based on excellence in their disciplines and demonstrated commitment to DEI. Fellows transition to tenure-track LSA faculty following their fellowship. There are currently 16 such fellows on campus.

The plans for the upcoming 2018-2019 year include incorporating a sexual misconduct prevention campaign into the DEI infrastructure; an external evaluation of the DEI strategic planning process; and internal assessment of progress for the unit level plan initiatives.

The October 2018 DEI Strategic Plan and Progress Report Executive Summary can be seen [here](#).

CIU Committee members offered comments and asked some questions at the end of Katrina's presentation. It was noted that faculty engagement in DEI efforts is lined to leadership (i.e., the Deans), and that there is a need to create alignment among priorities. How are faculty rewarded for DEI efforts, and does it "count" (for example, in promotion decisions)?

Graduate Student member Ben Alterman asks how to better link faculty and student efforts around DEI initiatives, and suggests that more communication and transparency is needed.

11:30 Adjourn

ATTACHMENTS: Presentation slides from Katrina Wade-Golden

Respectfully submitted,
Joy E. Beatty