

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

EXECUTIVE OFFICERS



100%

engaged in DEI skill-building activities

DEANS



100%

attended a retreat on DEI skill building

UNDERGRAD STUDENTS



90%

of incoming freshmen received unconscious-bias training

GRADUATE STUDENTS

314

graduate students completed the Rackham DEI Certificate Program in past two years

17 of 19
schools and colleges represented

FACULTY

Over three years,

663

faculty & GSIs attended the **Inclusive Teaching @ Michigan** series

CRLT's Teaching Academy program serves new faculty in



10 of 19

schools and colleges

STAFF

Starting May 2019:
0%



Dec. 2019 Goal:
100%

23,652

staff members have participated in DEI educational sessions since the Strategic Plan launch

49%

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

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.



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



**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

DEI LEADS

U-M CAMPUS

100+ Leads **50** Units

MICHIGAN MEDICINE

175 Leads **21** Service Areas



NEW AWARD
STARTED



9

Senior Faculty

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

New &
Expanded
DEI Community
Support

DDLA

Distinguished Diversity
Leaders Award



30
Individual
Awardees

TROTTER MULTICULTURAL CENTER

NEW CENTER
OPENED



IN THE FIRST THREE MONTHS,

71
Student-Focused
Events Hosted

5,450
Students Served

15
Unit
Awardees



THROUGH

45+
Units
Recognized





LSA Collegiate Fellows Program

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).



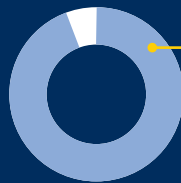
2,400+
APPLICATIONS

in the first
three years of
the program



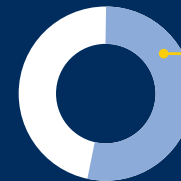
24
COLLEGIATE
FELLOWS

hired in the first
three cohorts



94%
OF ELIGIBLE
FELLOWS

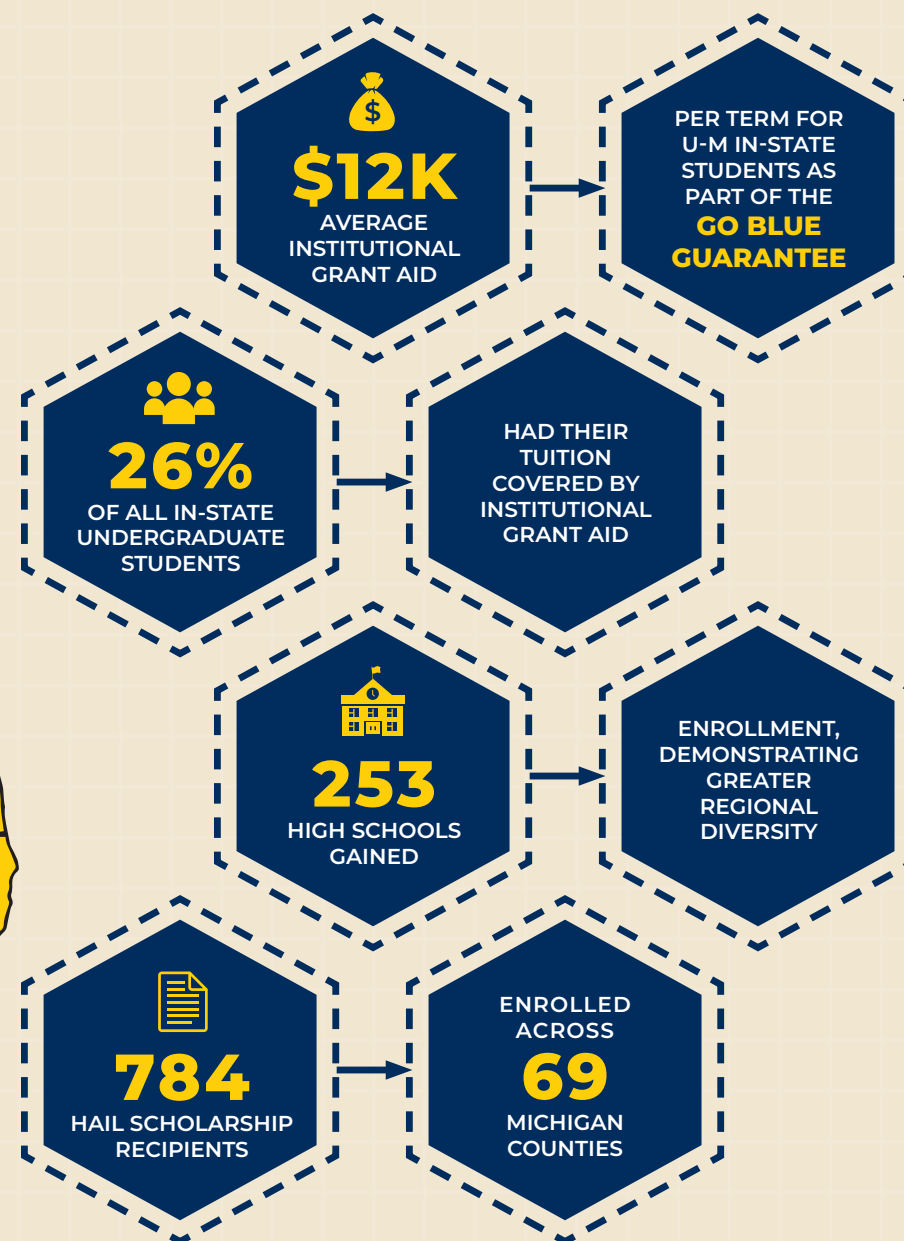
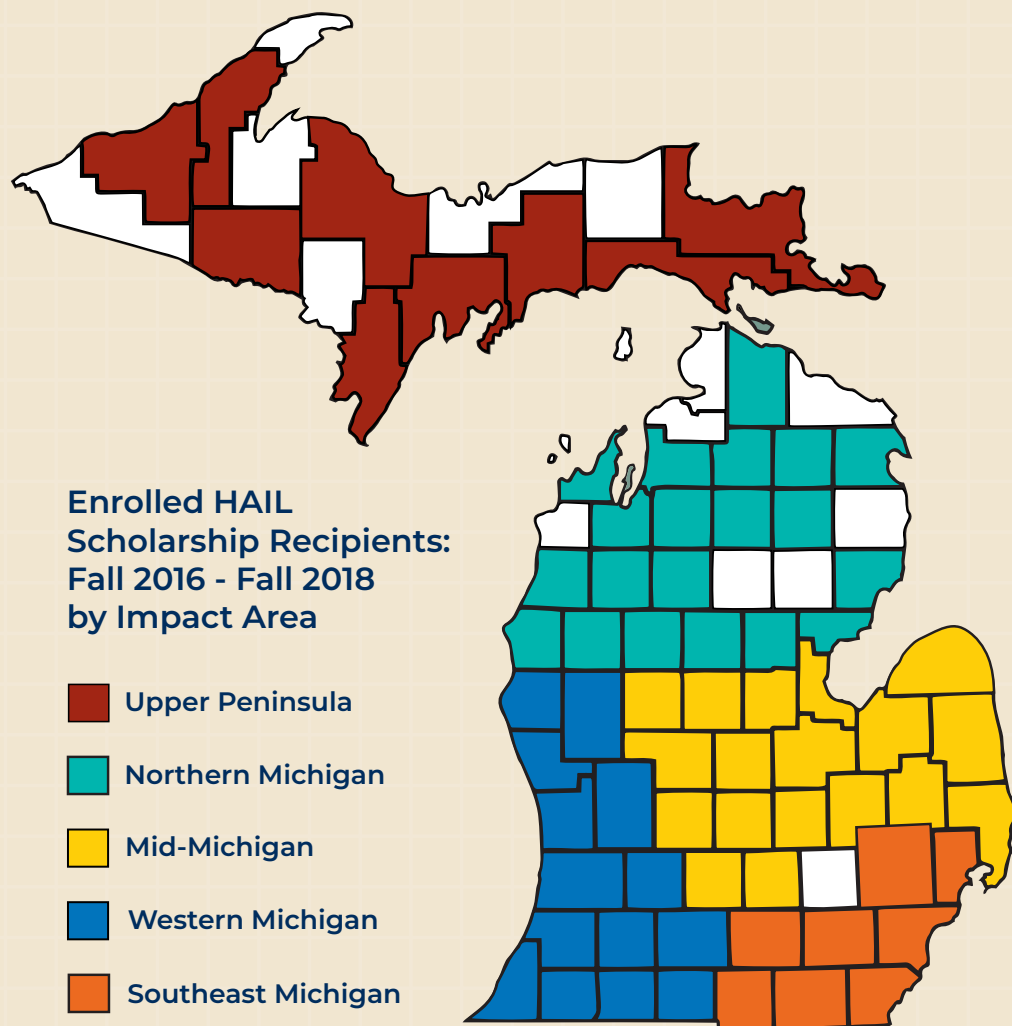
have been or will be
appointed to tenure-track
positions



54%
OF LSA
DEPARTMENTS

have at least one
collegiate fellow
spanning natural sciences,
social sciences and humanities

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

**STUDENT
INCLUSION,
DIVERSITY, EQUITY &
ACCESSIBILITY (IDEA) BOARD
COMPRISING**

50

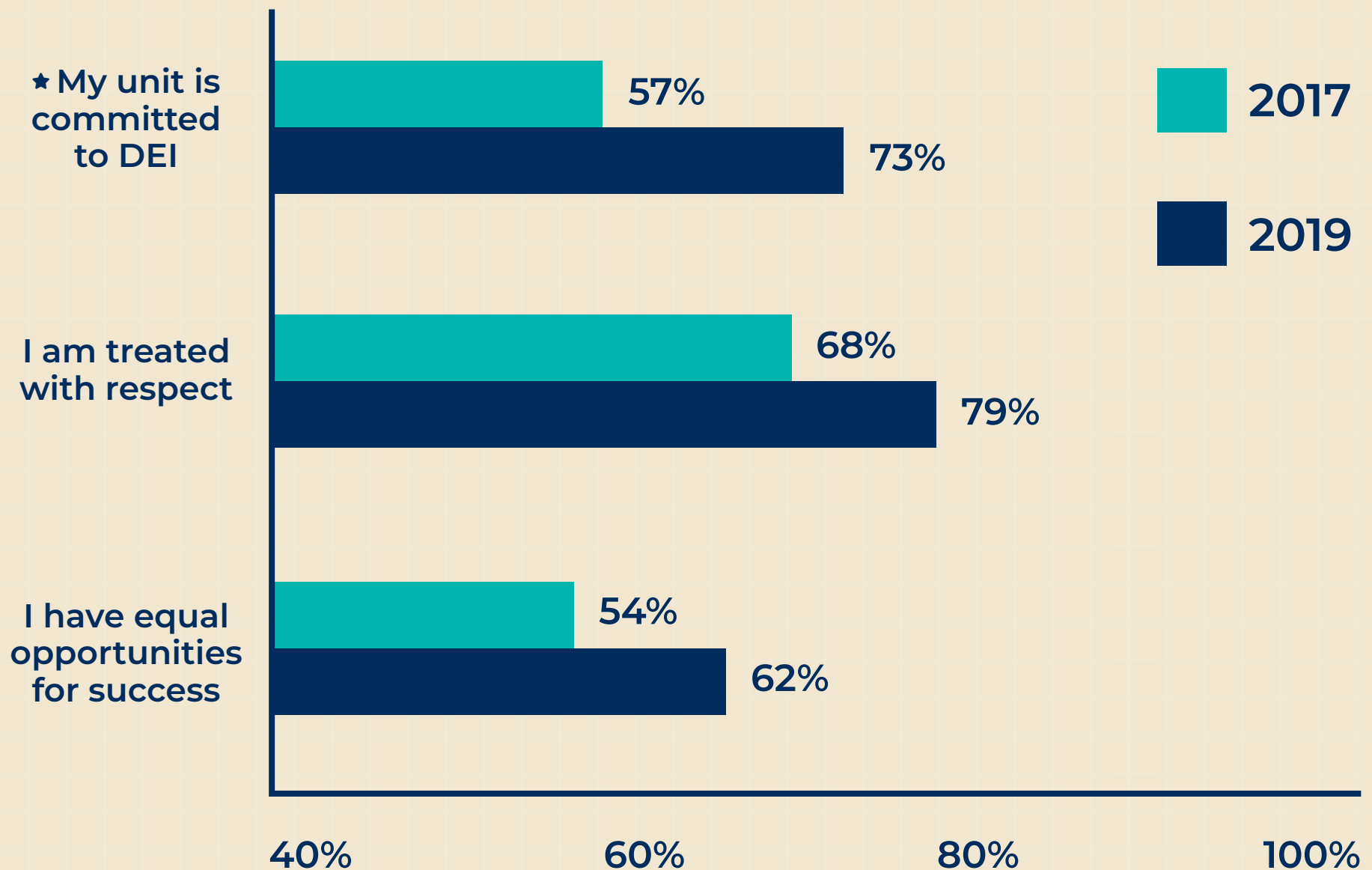
STUDENTS, STAFF,
FACULTY, ADMINISTRATORS
AND ALUMNI WILL RECOMMEND
ACTIONS TO ADDRESS
CONCERNS OF PEOPLE
WITH DISABILITIES



**DIGITAL
ACCESSIBILITY SPG
ITS AND OIE**

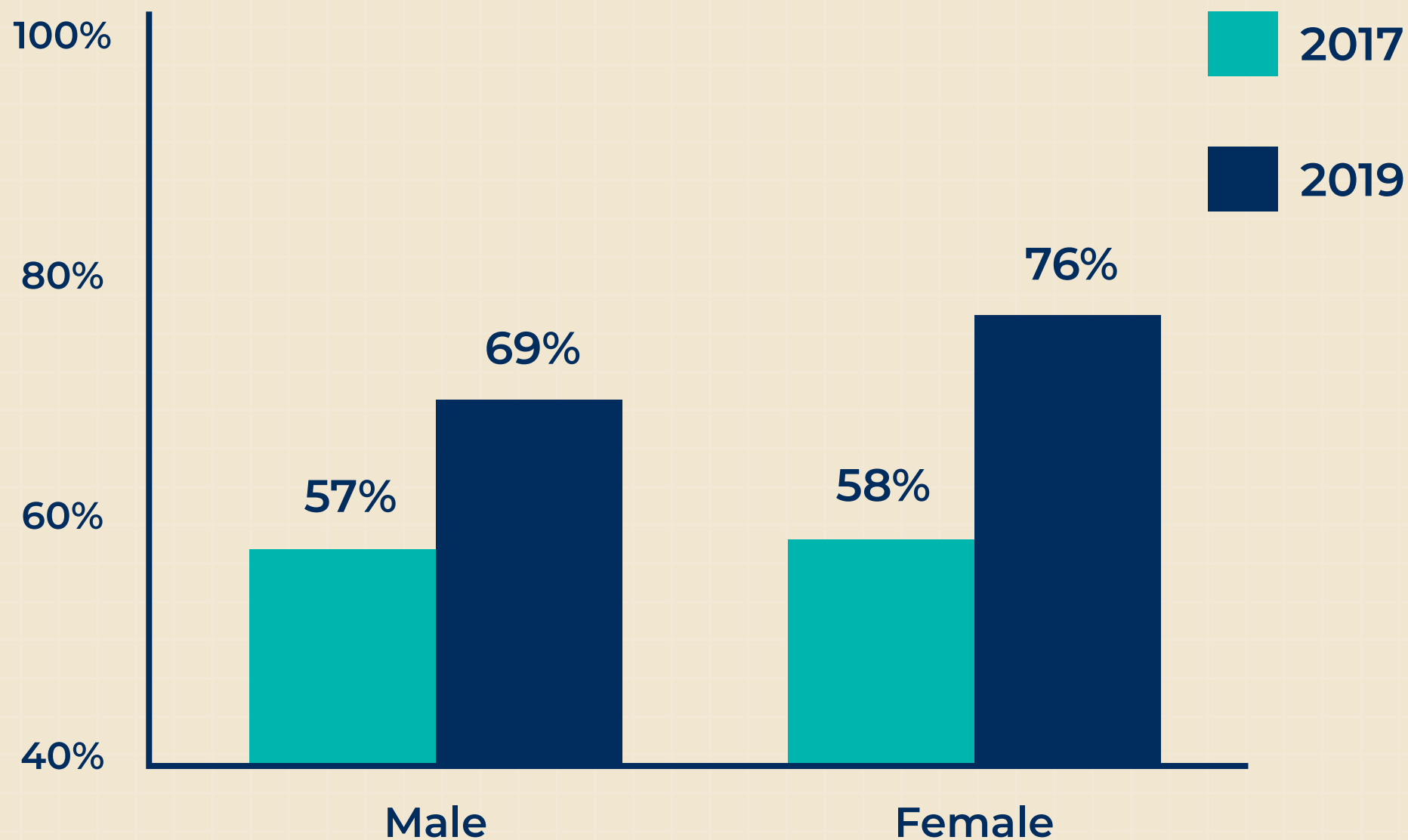
LEADING MULTI-UNIT
COLLABORATION TO DEVELOP
INFORMATION TECHNOLOGY
ACCESSIBILITY SPG, MAKING
OUR CAMPUS COMMITMENT
CLEAR AND
ACCOUNTABLE

Business & Finance Climate Survey Results (2017-2019)



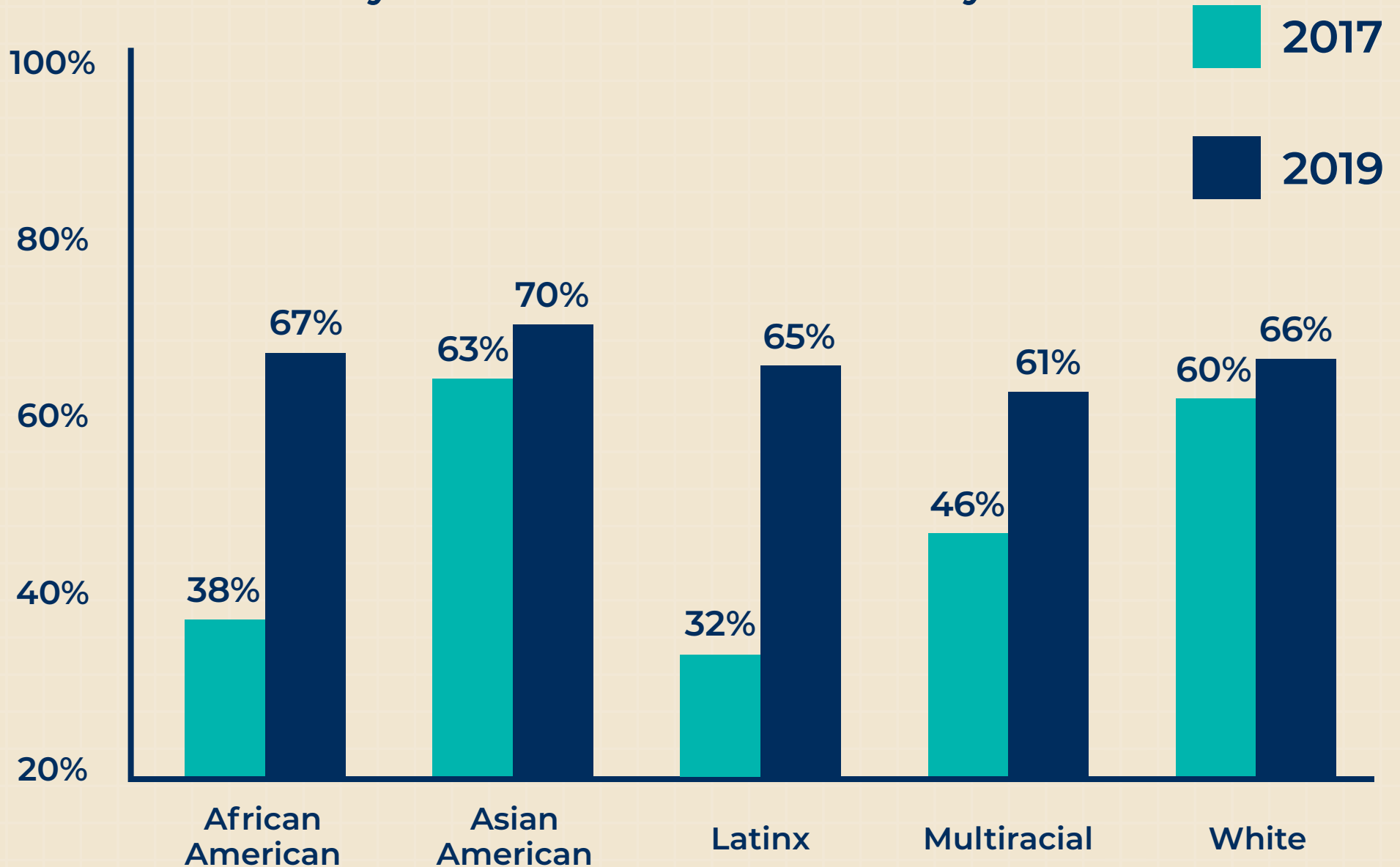
Business & Finance Climate Survey Results (2017-2019)

★ My Unit is Committed to DEI by Gender



Business & Finance Climate Survey Results (2017-2019)

★ My Unit is Committed to DEI by Race



Wolverine Pathways (WP) Program

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.



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



**WOLVERINE
PATHWAYS**

UNIVERSITY OF MICHIGAN

GRADUATES

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

2016

2017

2018

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.

