



GRAHAM
SUSTAINABILITY INSTITUTE
UNIVERSITY OF MICHIGAN

Diversity, Equity and Inclusion Strategic Plan Summary

2017-2021



**MANY
VOICES
OUR
MICHIGAN**

Graham Sustainability Institute Diversity, Equity and Inclusion Strategic Plan

Along with all other schools, colleges, centers and institutes, the Graham Institute contributed to the campus-wide U-M Strategic Plan on Diversity, Equity and Inclusion. This document is a summary of the plan.

GRAHAM INSTITUTE DIVERSITY, EQUITY AND INCLUSION STATEMENT

At the Graham Sustainability Institute, our dedication to academic excellence for the public good is inseparable from our commitment to diversity, equity, and inclusion. Our mission of engaging, empowering, and supporting faculty, staff and students to foster sustainability solutions includes ensuring that each member of our community thrives. We believe that diversity is key to individual empowerment, and the advancement of sustainability knowledge, learning and leadership.

GRAHAM DIVERSITY PLANNING TEAM

The Graham Diversity Planning Team led the development of diversity, equity and inclusion plans on behalf of the Graham Institute; sought feedback from key constituencies; summarized and communicated information to faculty, staff, students, alumni and others; and, continues to assist the Graham Administration in measuring progress towards efforts outlined in the plan. Members of the Planning Team include a representative cross-section of students, administrators and staff members employed by or engaged with the Graham Institute. As part of their work, the Graham Planning Team identified the following trends on campus:

- Increased awareness among the U-M administration about the need to make significant change across the campus in meaningful and measurable ways; and greater access to resources (e.g., guiding documents and templates) available to schools/colleges/units.
- Increased demand among students locally and nationally to raise diversity, equity and inclusion issues, and expectations that these issues will be addressed in efforts to improve both campus culture and scholarly activities.
- Growing interest in discussing significant events (e.g., Ferguson, and Marriage Equality), and the need to increase understanding about how events, and reactions to events, have an impact on the wellbeing of the U-M community.
- Need for better understanding of the many forms of privilege.

In reflecting on these trends, the planning team concluded that there is room for improvement to increase awareness and foster behavior change about diversity, equity and inclusion within the Graham Institute. The Graham Institute can more effectively integrate diversity, equity, and inclusion into the following:

- Scholarly programs (e.g., Dow Fellows and Graham Sustainability Scholars programs)
- Administrative activities (e.g., job postings, funding opportunities)
- Human resources (e.g., staff training)
- Communication efforts to promote engagement in programs, and highlight accomplishments and impacts (e.g., website and publications)
- Outreach efforts (e.g., distribution lists)

Objectives for each of these are summarized in the following section.



U-M DIVERSITY EQUITY AND INCLUSION OVERVIEW

"Diversity is key to individuals flourishing, educational excellence and the advancement of knowledge... As one of the first universities to admit women in 1870 – to our historic defense of race conscious admission policies at the U.S. Supreme Court in 2003 – the University of Michigan has had a fierce and longstanding commitment to diversity, equity and inclusion."

— Selected text from President Schlissel's Diversity Charge

Campus-wide Diversity, Equity and Inclusion Goals:

- **Diversity:** We commit to increasing diversity, which is expressed in myriad forms, including race and ethnicity, gender and gender identity, sexual orientation, socioeconomic status, language, culture, national origin, religious commitments, age, (dis)ability status, and political perspective.
- **Equity:** We commit to working actively to challenge and respond to bias, harassment, and discrimination. We are committed to a policy of equal opportunity for all persons and do not discriminate on the basis of race, color, national origin, age, marital status, sex, sexual orientation, gender identity, gender expression, disability, religion, height, weight, or veteran status.
- **Inclusion:** We commit to pursuing deliberate efforts to ensure that our campus is a place where differences are welcomed, different perspectives are respectfully heard and where every individual feels a sense of belonging and inclusion. We know that by building a critical mass of diverse groups on campus and creating a vibrant climate of inclusiveness, we can more effectively leverage the resources of diversity to advance our collective capabilities.

Strategic Objectives

The Graham Diversity Planning Team identified the following objectives in each of the four domain areas identified by U-M:

1) Recruitment, Retention and Development; 2) Education and Scholarship; 3) Promoting an Equitable and Inclusive Community; and 4) Service. All strategic objectives and related actions will be pursued in accordance with the law and University policy.

RECRUITMENT, RETENTION AND DEVELOPMENT OBJECTIVES:

- Increase awareness of employment opportunities among diverse groups, and work toward a more diverse staff in the Graham Institute.
- Ensure all students and staff members have equal opportunity for career advancement and equal access to professional development support.
- Ensure all staff members have a clear understanding of Graham's formal pathway for effective conflict resolution.
- Increase deliberate efforts to ensure Graham is a place where differences are welcomed, different perspectives are respectfully heard, and where every individual feels a sense of belonging and inclusion.
- Increase awareness of scholarship and fellowship opportunities among diverse groups, and work toward a more diverse student body in Graham programs.
- Increase awareness of student employment opportunities among diverse groups and work toward a more diverse staff in the Graham Institute.
- Increase awareness of leadership opportunities among diverse groups of Faculty, Alumni and External Partners, and work toward more diverse advisory bodies engaging with and advising the Graham Institute.



EDUCATION AND SCHOLARSHIP OBJECTIVE:

- Integrate diversity, equity, and inclusion into scholarly programs and curricula.

PROMOTING AN EQUITABLE AND INCLUSIVE COMMUNITY OBJECTIVES:

- Identify and implement communication methods to increase diversity, equity and inclusion in key publications, program promotional efforts, and daily activities.
- Actively communicate messages about diversity, equity and inclusion; promote opportunities to engage in sustainability and diversity; and increase the diversity of the Graham community and affiliates.

SERVICE OBJECTIVE:

- Identify and implement communication methods to increase diversity, equity and inclusion in key publications, program promotional efforts, and daily activities.

Raising Awareness

The Graham Institute can have a positive impact in raising awareness about, and promoting engagement in, the intersection of sustainability and diversity among both internal and external audiences. Thus, the Graham Diversity Planning Team identified efforts to promote the Institute's commitment to diversity, equity and inclusion across programs and key audiences internal and external to the Institute.

Tracking and Updating the Strategic Plan

Graham Institute leaders and staff will track the following measures over time:

- **Diversity:** Make-up of staff, student body, leadership, program/project advisors, and external partners.
- **Equity:** Demographics of staff promoted and within salary bands; number of reported incidents; reports on adverse impacts; and number of participants in professional development opportunities.
- **Inclusion:** Fostering a welcoming and friendly environment; measure the number of participants in diversity training; track the number of participants in strategic plan iterations; and review climate survey results.

The Graham Institute Deputy Director will oversee the implementation of the Graham Institute Diversity, Equity and Inclusion Strategic Plan with assistance from the Graham Diversity Planning Team, key program leads (e.g., Business Manager, Outreach Manager, and Education Program Specialist), Graham Center Directors, and others, as necessary. The Institute will review and provide additional information about this plan among key constituencies.

See the complete Diversity, Equity and Inclusion Strategic Plan at:

<http://graham.umich.edu/diversity>





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The Graham Sustainability Institute engages, empowers, and supports faculty and students from all U-M units and integrates this talent with external stakeholders, fostering sustainability solutions at all scales. We believe that diversity is key to individual empowerment, and the advancement of sustainability knowledge, learning and leadership. Individuals, corporations, foundations, government agencies, and the University of Michigan support the Institute.

See: www.graham.umich.edu