



GRAHAM
SUSTAINABILITY INSTITUTE
UNIVERSITY OF MICHIGAN

DIVERSITY, EQUITY, INCLUSION

Summary of 2017 Accomplishments and 2018 Actions



2017 Accomplishments

The Graham Institute announced the new DEI strategic plan to a broad audience including faculty, students, alumni and external partners in October 2016. Additional announcements and updates:

- Engage the U-M community and partners at meetings, seminars, and other efforts
- Update the Graham diversity website, see: <http://www.graham.umich.edu/diversity>

Actions to Integrate DEI into Programs & Administrative Efforts:

- Fellowship, scholarship and grant application materials now include an essay question and DEI statement
- All employment applications and communications materials and requests for project funding include the DEI statement
- Science outreach highlights faculty and student efforts to engage a variety of communities and diverse groups involved in sustainability research and scholarship

COMMUNICATION

The Institute amplified campus-wide DEI efforts through email, social media, articles, summaries, and the Institute's website. Updates about the Graham Institute's progress toward implementing our DEI strategic plan have increased awareness about these resources among multiple audiences. Examples include:

- Enhanced communication about career development and opportunities to engage in U-M-sponsored DEI training; Graham staff attended 14 diversity workshops or training sessions
- Implement best practices to review the content of all materials ensuring they address DEI requirements in all applications for funding is now part of the program material review process
- Efforts to diversify the Graham community by considering DEI when selecting speakers, advisors, and others

AMPLIFYING EFFORTS IN DETROIT, RURAL MISSISSIPPI AND TRIBAL PARTNERSHIPS

Institute efforts highlight research and scholarship relevant to DEI issues, conducted by faculty and students in other schools, colleges, and units addressing engagement with many different local-global communities. Examples include:

- Dow Sustainability Fellows fieldwork projects, see the Dow Global Impact Series: <http://sustainability.umich.edu/dow/media/global-impact-series>

- The partnership with Anishinaabe communities, the Matthaei Botanical Gardens and Arboretum and the School of Literature, Science and Arts, see: <http://graham.umich.edu/news/anishinaabe-partners>
- The Michigan Daily Eco Equity event, see article: <https://www.michigandaily.com/section/campus-life/over-30-attend-interactive-discussion-eco-equity>
- The Institute highlights relevant sustainability/ DEI accomplishments through communication channels, see: <https://sustainability.umich.edu/news/eco-equity-roundtable>

EVENTS

Eco Equity Town Hall: This and other efforts ensure that students have opportunities to discuss DEI issues and engage in activities to advance sustainability knowledge, learning, and leadership. Supporting discussion forums about DEI issues that intersect with sustainability topics (e.g., environmental justice), and specifically facilitating ongoing efforts to encourage interaction within the broader campus community is necessary.

Students frequently cited the collaboration across different departments and academic levels as the most exciting component of this initiative. Students propose developing one long-term "Eco Equity" goal: require cross-campus input and buy-in. Student feedback has and will continue to inform improvements to existing programs and the overall culture at the Graham Institute.

GRAHAM SUSTAINABILITY INSTITUTE DIVERSITY, EQUITY AND INCLUSION (DEI) 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, equity, and inclusion are key to empowerment, and the advancement of sustainability knowledge, learning and leadership.

**MANY
VOICES
OUR
MICHIGAN**



Recommendations:

- Align an Eco Equity goal (see above) with one or more of the existing campus sustainability goals, see: <http://sustainability.umich.edu/about/goals>
- Support additional student-led planning efforts for the 2018 Town Hall through the Student Sustainability Initiative (SSI), and an additional SSI student to focus on planning the 2018 Town Hall

The U-M Provost Office supported the 2017 Eco Equity Town Hall event and will support future efforts, in collaboration with the Graham Institute.

SCHOLARS & FELLOWS

Demonstrating DEI Benefits: Summarizing data from students, the Institute can demonstrate to potential scholars and fellows applying for funding the connection between sustainability and diversity, equity, and inclusion and the Institute's commitment to promoting discussion, activities and meaningful engagement in this area. Based on the responses, students understand it is important to consider and describe what DEI means to them, both personally and professionally. Furthermore, many students recognized that interdisciplinary and diverse teams lead to better results.

- Public Affairs feature article, see: <https://diversity.umich.edu/?features=graham-sustainability-institute-uses-fellowship-application-to-stress-dei-focus>

DEI & Scholars Program Integration:

Undergraduate and graduate scholars interact with one another throughout the academic year in programs that address DEI, including: "Entering, Engaging and Exiting Communities," hosted by the Ginsberg Center and "Diversity, Equity, and Inclusion in Sustainability," presented by the Environmental Defense Fund. Undergraduate scholars also discussed Native American/First Nation heritage of sites they visited and reflected on how personal identities influence worldviews and relationships. The benefit of this interaction was captured in the Graham Undergraduate Sustainability Scholars Program Summer 2017 Program Analysis report, including the quote below:

"I have learned so much about how to lead with confidence in a group of diverse and impressive individuals."

— U-M undergraduate student scholar

GRAHAM DEI TEAM

The Graham DEI Planning team included two students and five staff members in 2017. In 2018, three students and one additional staff member will join the planning team. Progress with the Graham Institute's DEI plan implementation to date is due to the collaboration among staff, students, and administrators involved in the team who established specific activities and metrics, and the DEI group members engaged in implementing the plan.

PLANNING PROCESS

Summary of Team Charge: The Graham DEI Team is responsible for developing diversity, equity, and inclusion plans on behalf of the Graham Institute; seeking feedback from key constituencies; summarizing key findings; communicating these findings with others; and, assisting the Graham Administration with measuring progress toward specific goals and activities.

Summary of engagement activities: Graham DEI Team meets regularly; support for the Scholars Student Town Hall; and communication efforts via email, the Graham DEI website, social media, and news articles.

Contribution to Campus-wide DEI Efforts: Promoting U-M DEI events and updates; and Graham DEI Planning Team member contributed to establishing U-M campus-wide DEI Lifelong Learning Model.

New DEI Actions 2018

The following actions are in addition to 2017 actions summarized in the full report.

- Request that staff and student candidates share their views on diversity, equity, and inclusion in their cover letters.
- Ensure new employees receive information about Diversity, Equity, and Inclusion resources and opportunities for training.
- Create and maintain a diversity, equity, and inclusion resources section on the Graham Intranet for staff, which includes information about training, inclusive teaching principles, creating inclusive communities, etc.
- Create and distribute resource materials on how to facilitate diverse and inclusive meetings and events.
- Encourage supervisors/managers to practice engaged leadership and provide regular feedback to staff throughout the year (e.g., acknowledging accomplishments, noting possible improvement, evaluating priorities, etc.).
- Encourage staff to engage in self-assessment (e.g., identify areas of strengths and potential improvement) to strengthen professional relationships and excel at collaborative efforts.
- Create additional resources that highlight the intersection of diversity, equity, and inclusion and sustainability through the Institute's initiatives.
- Continue to support efforts of Scholars and Fellows to host an annual Eco Equity event addressing the intersection of sustainability and diversity, equity and inclusion.
- Ensure students receive ongoing diversity training through skill building sessions (e.g., Common Ground, reflections, etc.) and encourage ongoing discussion via meetings, social events, and informal interactions.
- Create a new position on the Student Sustainability Initiative board with responsibility for leading ongoing campus-wide Eco Equity efforts and serving on Graham's planning team.
- Annually share plan updates and progress with, and request feedback from, key advisory bodies composed of U-M faculty and external partners.
- Convey the Institute's sustainability vision for the future by incorporating diversity, equity, and inclusion into the Institute's mission.
- Raise awareness about the intersection of diversity, equity, and inclusion and sustainability.
- Convey the Institute's sustainability vision for the future by incorporating diversity, equity, and inclusion into the Institute's mission.



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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 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