



Graham Diversity Fact Sheet

Diversity is key to individuals flourishing, educational excellence and the advancement of knowledge. It is central to our mission as an educational institution to ensure each member of the community has full opportunity to thrive in our environment. This commitment rests upon our recognition of the history in the United States of racial, ethnic, gender and other discrimination, as well as our understanding that our progress as an institution of higher learning will be enhanced with a vibrant community of people from many backgrounds. — *Selected text from President Schlissel's Diversity Charge*

GRAHAM SUSTAINABILITY 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 INSTITUTE MISSION, VISION AND VALUES

Diverse perspectives are embedded in our engagement processes, across disciplinary, sectoral and cultural boundaries. In response to the University's renewed commitment to diversity, equity and inclusion, the Graham Institute developed a five-year plan to address how we will ensure that each member of our community has full opportunity to thrive.

In partnership with faculty, staff and students, we will act with deliberateness and humility as we seek to respect and leverage diversity, ensure equity and promote inclusion. As we implement this plan, we will examine and learn from the outcomes of our efforts and work to improve them. We will act on our commitment, in accordance with the law, to contribute to a just society and to affirm the humanity of all persons.

LEARN MORE

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

CONTACT

For questions, comments, or to get involved send an email to the Graham Diversity Planning Team: GrahamDPG@umich.edu

ABOUT THE INSTITUTE

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



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, socio-economic 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.

The following table is a summary of SMART (specific, measurable, attainable, relevant and timely) goals outlined in detail in the *Graham Institute Diversity, Equity and Inclusion Strategic Plan*. The Institute will assess how these actions and others will result in the integration of diversity, equity and inclusion across projects, programs and initiatives of the Graham Institute.

Strategic Objectives	Action Plans
Increase awareness of employment opportunities, scholarships and fellowships among diverse groups; work toward a more diverse staff and student body in the Graham Institute and programs.	<ul style="list-style-type: none"> • Include the Graham Institute Diversity, Equity and Inclusion Statement on employment, scholarship and fellowship applications; and distribute information about opportunities widely. • Support a town hall for students, conducted by students.
Ensure all staff members have equal opportunity for career advancement and professional development support.	<ul style="list-style-type: none"> • Support and encourage professional development each year, and assess awareness about professional development support.
Ensure all staff members have a clear understanding of Graham’s formal pathway for effective conflict resolution.	<ul style="list-style-type: none"> • Enhance the Graham Institute Diversity, Non-discrimination and Conflict Resolution Policy and Procedure to incorporate formal pathways for conflict resolution and remind staff about policy annually.
Increase 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.	<ul style="list-style-type: none"> • Check-in with new staff at six months; continue encouraging staff participation in meetings and social events; facilitate diversity training and skill building and ongoing discussions about diversity, equity and inclusion.
Identify and implement communication methods to increase diversity, equity and inclusion in key publications, program promotional efforts, and daily activities.	<ul style="list-style-type: none"> • Develop a broader, more comprehensive distribution list; communicate how the Institute and partners are integrating diversity, equity and inclusion into projects. • Enhance the Planet Blue Ambassador Community module demonstrating diversity and inclusion in sustainability activities. • Leverage public awareness efforts conducted by the Committee of Diversity Equity and Inclusion.
Integrate diversity, equity, and inclusion into scholarly programs and curricula.	<ul style="list-style-type: none"> • Include a brief essay question focused on diversity and inclusion on each application for educational programs, grants, scholarships, and internships, and distribute information about these opportunities widely. • Review education program recruitment language annually to ensure it is inclusive of wide-ranging and diverse perspectives, related to sustainability. • Instruct faculty and staff to foster discussions about how diversity, equity and inclusion may enhance fieldwork, engagement with practitioners and stakeholders, and student experiences.
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.	<ul style="list-style-type: none"> • Continue to solicit faculty, staff, student, alumni and external partner responses about the diversity strategic plan; Graham Diversity Planning Team will review comments and incorporate changes as appropriate into future iterations of strategic plan.
Increase awareness of leadership opportunities among diverse groups and work toward more diverse advisory bodies engaging with and advising the Graham Institute.	<ul style="list-style-type: none"> • Include the Graham Institute Diversity, Equity and Inclusion Statement on each invitation to serve on Institute and Center advisory boards; utilize current board member networks to assist with increasing diverse board representation; and, distribute information about board positions widely.