Overview of UMSI Diversity, Equity, and Inclusion (DEI) Strategic Plan: 2016 - 2021

SCHOOL OF INFORMATION
UNIVERSITY OF MICHIGAN

Our DEI Strategic Plan:

- Was developed in 2015-16 by a committee of faculty, staff and student members

- Will evolve over time with priorities shaped by community input

- Builds on key concepts from the UMSI 2013 Diversity Statement:

  - Together, we produce better, more creative work than we would have been able to accomplish without so many different, strong contributions.

  - We actively work to increase the diversity of our school, and to make it a welcoming environment for everyone who chooses to share their unique strengths here at UMSI.

DEFINING OUR TERMS

UMSI aligns with U-M in our commitments to Diversity, Equity, and Inclusion (DEI): (These statements are directly from the UM DEI Strategic Plan and have been shortened)

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, disability 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 and non-discrimination.

Inclusion: We commit to pursuing deliberate efforts to ensure that our school and 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 BELIEVE IN

- Demonstrating humility and caring as we seek to respect and leverage diversity, ensure equity, and promote inclusion.

- Acting on our commitment, in accordance with the law, to contribute to a just society and to affirm the humanity of all persons.

- Examining and learning from the outcomes of our efforts and work to improve them.

WHAT WE'LL DO

Effectiveness: Develop robust yet realistic, achievable goals.

Accountability: Assign responsibility for achieving goals to key faculty or staff leaders with ultimate responsibility owned by the Dean and UMSI leadership team.

Transparency: Publicize the plan and discuss implementation regularly with faculty, staff and students. Offer multiple ways to engage and contribute.

Assessment: Monitor the plan and adjust objectives, tactics, and implementation to achieve the full goals at the end of 5 years.

Five-Year DEI Strategic Objectives and Measures of Success

RECRUITMENT & RETENTION

■ Increase diversity of students in all degree programs
Measure of Success
Increase in the number of racial and ethnic minority applicants in all degree programs including more women applicants for technically oriented fields

■ Employ practices to ensure equitable assessment of each applicant in the admissions review process.
Measures of Success
Evaluation of review processes demonstrate fairness and equity in terms of number of reviewers, content and quality of reviews, and prompts for others to review applications.

■ Develop clear lines of responsibility and accountability for promoting diversity in student applicant pools. Establish policies, reporting, and training.
Measures of Success
More effective division of responsibility for recruitment and admission among program directors, faculty, reviewers, and staff; reports on recruitment, admission, and yield.

■ Continue to increase diversity of UMSI staff
Measures of Success
Increase diversity of staff (in particular in managerial positions) with emphasis on underrepresented minorities and women in technical positions

■ Continue to increase diversity of faculty
Measures of Success
Increase diversity of faculty, including more racial and ethnic minorities in all areas and more women in technically oriented fields

PROMOTING AN EQUITABLE AND INCLUSIVE COMMUNITY

■ Raise awareness and build knowledge and skills among students, faculty, and staff of how behaviors, forms of expression, and other individual actions can support a climate of inclusion in particular for women, underrepresented minorities, LGBTQ individuals, non U.S. citizens and people with disabilities.
Measures of Success
Reports of educational activities and assessment of effectiveness; future climate survey responses, and other survey and focus group data, that report improvements in inclusion and a supportive environment against previous survey and/or focus group data..

■ Provide PhD students with comprehensive career planning that allows for work/life balance considerations, familial commitments, and non-academic careers
Measures of Success
Future climate survey responses that report higher (compared to previous climate survey data) advisor support related to balancing a career with starting a family or managing familial commitments, as well as support for exploring and pursuing non-academic careers (e.g., internships, industry careers, etc.).

■ Work to build integration of BSI (undergraduate) students into the larger UMSI community, given our educational programs in recent decades have been graduate level only.
Measures of Success
Survey and focus group results that indicate BSI students feel integrated in the larger UMSI community and evidence of positive educational and social connections across undergraduate and graduate students.

EDUCATION AND SCHOLARSHIP

■ Create a teaching and learning environment that prepares student for careers in a diverse and global environment.
Measures of Success
Course evaluation data; student outcomes data; climate survey results indicating fewer experiences of bias and exclusion.

■ Amplify the impact of existing educational programs that address diversity, equity and inclusion
Measures of Success
Opportunities for every student, staff member, and faculty member to participate in DEI programs or training; outcomes from faculty and staff DEI goal setting; increase in UMSI media coverage for DEI efforts and outcomes.

■ Produce & disseminate faculty led scholarship related to DEI; promote participation in research by students from underrepresented groups to foster diversity in the next generation of scholars.
Measures of Success
Faculty use of strategies to increase URM access to research teams; increase in URM student participation in UMSI pipeline programs.

DIVERSITY, EQUITY & INCLUSION