Office of Academic Innovation
Diversity, Equity, & Inclusion Strategic Plan
Year Two Strategic Objectives, Measures and FY18 Actions

I. Diversity, Equity & Inclusion Strategic Plan: Overview

Selected text from President's Diversity Charge:

Goals: Diversity, Equity & Inclusion:

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.*

Core Values of Academic Innovation (AI) –

*To shape the future of **learning** and redefine **public residential education** at a 21st century research university by unlocking new opportunities and enabling **personalized, engaged, and lifelong learning** for the U-M community and learners around the world.*

We intend to help create a climate of diversity, equity, and inclusion in order to improve organizational culture, recruitment/retention, and to advance our mission.

We strive to be an organization that not only celebrates diversity, but one that fosters success for students of all ages, academic, ethnic, and social backgrounds.

We know that with our outreach across campus, the community, and the world, we have the opportunity to change lives in significant ways by:

- *Attracting diverse global learners to U-M through platform-based courses and offerings and, in so doing, advance diversity of U-M residential community. Increasing active participation of those who have been traditionally underserved and underrepresented in higher education. Increasing engagement with global learners representing the widest possible range of global perspectives.*
- *Leveraging experimentation with digital pedagogy and learning analytics to create more inclusive and universally accessible learning environments for the U-M community and global learners around the world.*
- *Increasing access to high quality educational opportunities and resources to the broadest possible range of learners.*
- *Attracting diverse faculty innovators to partner in the design and creation of new academic innovation initiatives.*
- *Partnering with external agencies and organizations to advance research and personalized learning experimentation that leads to improved learner preparation and increased participation, with particular attention to individuals from groups that have been traditionally underrepresented and underserved in higher education, including women, members of racial and ethnic groups, persons with disabilities, and persons with low socio-economic status.*

II. Implementation Highlights and Planning Process Used

Planning Lead(s) - Kathleen Bauer, Amy Homkes-Hayes, Erin McCann, Reggie Plahta, and Camille Ulrich
Planning Team – All AI staff
Planning Process Summary

- We held an all-staff meeting to brainstorm ideas.
- Amy, Erin, Reggie, and Camille volunteered to lead four sub-groups related to key areas of focus around DE&I (Recruitment, Retention, and Development; Education and Scholarship; Promoting an Equitable and Inclusive Community; and Service).
- Staff members volunteered to work with one or more of the sub-groups.
- Each sub-group chose the items they want to accomplish in FY18 and set measures for success.
- The planning leads will work with each sub-group to ensure ongoing progress.

III. Data and Analysis: Key Findings

We again reviewed the most recent Human Capital Report (Employee Profile by Career Family) for our unit (attached) to compare to the last two reports. In addition, other measures such as were taken as below:

- We have learners from 185+ US recognized countries that have enrolled in our MOOCs.
- 15,000 of our survey respondents identified as being under the median level of society.
- 13,500 Survey respondents taking our courses are unemployed and looking for work.
- 8,500 respondents expect to find employment as a result of taking the course they completed.
- 20,000 respondents expect to perform better at work.
- We have over 6,050,000 all time enrollments across our courses.
- 1% of survey respondents identify as alumni of U-M.
- Average age of our learners (from survey responses) is 34.3, with responses from 8-98 years old.

IV. Strategic Objectives, Measures of Success and Action Plans*

All strategic objectives and related actions will be pursued in accordance with the law and University policy.

OVERVIEW

As mentioned before, we believe AI has the opportunity to become an international leader in the areas of diversity, equity, & inclusion (DE&I) as it relates to educational opportunity and openness. With our worldwide reach, we can create materials that will put U-M solidly in the forefront of change. (We are already leading the way with accessibility to our materials.) We imagine that other higher educational institutions will reach out to us asking to use our materials and we welcome the chance to share our knowledge.

Year one was spent hiring a number of new staff. New staff members are brought up-to-speed on DE&I as quickly as possible. We believe that we will have a proper footing after 2-3 years of operation to do a climate survey and will include that in our plan.

We will follow U-M's guidelines as stated in Standard Practice Guide 201.08 "Grievance Procedure and Dispute Resolution," if there are issues that need resolution.

V. Goal-Related Metrics

We will continue to collect data (metrics) on the composition of our staff, as well as the analytics associated with our MOOC learners.

VI. Action Planning Tables with Details and Accountabilities

- See attached file: DE&I Table VI.xlsx.

VII. Plans for Supporting, Tracking and Updating the Strategic Plan

We will:
- Hold regular check-in meetings with volunteers for the various tasks.
- Provide DE&I updates at all AI staff meetings.
- Gather data measures annually.
- Continue to update/adjust this report as needed, but no less than annually.
- Report on our successes and continue to work to improve our challenges.