Penny W. Stamps School of Art & Design
Year 1 Report for Diversity, Equity & Inclusion (DE&I) Strategic Plan (2016-2021)

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This report is structured based on Year 1 Plan Goals (see more at http://stamps.umich.edu/pdf/STAMPS-DEI-PLAN.pdf)

Strategic Goal 1: Improve Recruitment and Retention of Faculty from Diverse Backgrounds and Faculty with Research Interests and Creative Practice Focused on DE&I

Year 1 Implementation:

1. Job Postings for new faculty searches included a request for DE&I-related teaching, research, and service statement from applicants
2. Search committees were briefed (in the beginning of the hiring process) by the Implementation Lead on the best hiring practices based on the “UofM Handbook for Faculty Searches and Hiring”
3. Dean worked with search committees throughout the hiring process
4. On-campus candidates were prompted to familiarize themselves with Stamps DE&I Strategic Plan
5. Monthly informal faculty lunches with the dean

Strategic Goal 2: Maintain and Improve Recruitment and Retention of Undergraduate Students from Diverse Backgrounds

Year 1 Implementation:

1. 9 High-School Students Travel Grants (for out-of-state high need students);
2. Funding for students’ led initiatives and programming related to DE&I, provided to Stamps in Color, to visit the Toledo Museum to view the artist, Kehinde Wiley retrospective and attend the reception; over 50 students and 4 faculty involved; Redefining Identity exhibition in Duderstadt Gallery.
3. Monthly “Meet with the Dean” sessions in Work Commons Area for undergraduate students;
4. Implementation Lead met with the deans to request “establishing better accountability and transparency for course fees and additional upfront costs, such as class materials required to be purchased as out-of-pocket (course packs, printed materials, paper, specific assignment needs, etc.), outside of collectively available supplies in workshops.”
Deans agreed to work on this over the summer.

5. Hiring of DE&I-focused Undergraduate Advisor and Student Initiatives Leader (Mr. Brian Banks) in April 2017;

6. Undergraduate students are represented on DE&I Advisory Committee.

**Strategic Goal 3: Improve Recruitment and Retention of Staff from Diverse Backgrounds**

**Year 1 Implementation:**

1. Training for staff members in cross-cultural competencies and implicit bias (two sessions over Spring-Summer 2017);
2. Implementation Lead meeting with the deans and the chief of staff to discuss implementation of recommendations and measures of success as related to staff;
3. All staff university-wide climate survey, Winter 2017; 66% response rate by Stamps staff.

**Strategic Goal 4: Identify and Implement Best Practices to Recruit and Retain Top Graduate Students from Diverse Backgrounds**

**Year 1 Implementation:**

1. Graduate students are now part of DE&I advisory committee.

2. A feedback session with graduate students related to our DE&I strategic plan, Fall 2017. Two specific changes have been implemented: More transparent course fees and other upfront costs materials are part the Graduate Student Welcome Package now; a DE&I-themed postcard also part of the Welcome Package to new students.

**Strategic Goal 5: Launch “Stamps Curriculum Initiative: DE&I in Art & Design Studio”**

**Year 1 Implementation:**

1. Inclusive Teaching grants for faculty established. Call for proposals announced in Winter 2017 and funded in Spring 2017. 6 proposals received for revisions of existing courses, and 2 for new courses; 5 proposals for courses to be taught in 2017-2018 academic year have been funded in Spring-Summer 2017.
2. Funding provided to Chicana Fotos: A Collaborative Project of Stamps and LS&A students and faculty, which involved ten students, two courses, Michigan libraries, and three faculty members.
3. “Inclusive Teaching in Art & Design Studio,” a faculty panel, in collaboration with CRLT, on best practices in and challenges to inclusive teaching at Stamps took place on April 13, 2017. Presenters: two faculty members and the CRLT associate director.
Strategic Goal 6: Implement Professional Development in Inclusive Teaching

Year 1 Implementation:

1. A faculty meeting and workshop on inclusive teaching specific to Art & Design studio setting. November 2016. Leader of the workshop: Dr. Theresa Braunschneider.

2. A faculty syllabus workshop lunch targeting inclusive teaching. December 2016, with Dr. Theresa Braunschneider.

3. "CRLT Office Hours at Stamps”: a CRLT consultant was available to meet with faculty to discuss their proposals for inclusive teaching grants and other curriculum matters related to DE&I, February 2017.

4. Part of Inclusive Teaching grant and Curriculum Initiative, ongoing consultations by Stamps faculty with CRLT experts on their inclusive teaching skills planned for Spring-Summer 2017.

Strategic Goal 7: Make Accessibility a Priority

Year 1 Implementation:

1. ADA office conducts assessment of all our online and printed materials over the course of the year.

2. CRLT Players presentation on Student Mental Health to all faculty. January 2017.

Strategic Goal 8: Promote an Equitable and Inclusive School Community

Year 1 Implementation:

1. Implementation Lead’s feedback sessions with faculty, staff and students to discuss DE&I strategic plan and its goals – Fall 2016;
2. Four Stamps Town Halls in Winter 2017 semester;
3. DE&I Communication Plan is being developed in Winter-Spring 2017 (DE&I Advisory committee, the Implementation Lead, the Deans, and the Stamps Communications Director and Communications Office);
4. A special DE&I focused section developed on Stamps School’s website.
5. Stamps website reflects / hyperlinks DE&I-related materials across various sections and not just in the designated DE&I section, reflecting various aspects of diversity, equity, and inclusion as values and practices of the school in general;
5. Bias reporting mechanism reflected on Stamps DE&I web page;
6. University-wide staff climate survey Winter-Spring 2017, with students, faculty and others in Fall 2017.
7. DE&I-themed Wonderful Wednesday sessions created 2016-2017 by the Assistant Dean’s office.
8. A DE&I-themed postcard has been created by Admissions and Communications to be part of the Welcome Package to all new students.

**Strategic Goal 9: Create Accountability and Implementation Structures for This Plan**

**Year 1 Implementation:**

1. A school wide report on what has been done sent by the end of this academic year. Spring 2017.
2. Second year DE&I budget discussed by the Advisory Committee and submitted to the university’s finance office with Stamps DE&I goals in mind. Fall 2016 / Winter 2017.
3. DE&I Advisory Committee discussed accountability framework for faculty, staff, and students; Winter 2017.
4. Implementation Lead met with the deans to share other schools’ and colleges’ accountability measures for faculty for possible implementation at Stamps; Winter 2017.
5. Deans are working with the Executive Committee on a potential structure to be implemented at Stamps for faculty accountability (annual reviews, P&T process, hiring practices, training requirements and availability, etc.); Spring 2017.