VIII. Progress Over the Last Year: Actions and Impacts

During the 2015-2016 academic year SNRE instituted a number of DEI initiatives listed below.

1. Launch DEI initiative
   - Create Director of Diversity, Equity, and Inclusion position
   - Secure DEI office space
   - Hire part-time DEI staff.

2. Revived the Envoys diversity fellowship program
   - Made offers of ten fellowships of $15,000 each to students matriculating in fall 2016.

3. Established the Environmental Fellows Program. This is both a bridge internship program to provide students with funding during the summer and also a diversity leadership development program to help prepare the next generation of professionals who foster diversity in the environmental workforce.
   - Provide $10,000 for 13 week summer internship with environmental grant making foundations or their grantees
   - 17 fellowships are provided
   - Fellows are provided with diversity training
   - Fellows help to facilitate diversity activities in the organizations in which they are interning
   - Attend Environmental Grantmakers Association annual meeting; meet with other fellows in similar programs
   - Unmet need – funding for staffing, enrichment programming, and additional fellowships.

4. Establish the Doris Duke Conservation Scholars Program. This is a pipeline program to help with SNRE’s recruitment of diverse students but it is also a leadership training program for undergraduates to foster interest diversity issues in the environmental field. Undergraduates will spend two summers at SNRE working with faculty and interning at area environmental organizations.
   - 20 scholars participate in the program in Year 1
   - 40 scholars participating in Year 2 and each succeeding year
   - Provide $4,250 for each summer’s 8-week internship experience
   - Travel and living expenses covered by the program
   - 7 SNRE faculty, 1 postdoc, 2 doctoral students, and 4 research scientists will host students in their labs
     - Collaborate with the National Oceanographic and Atmospheric Administration – Great Lakes Program to enhance their diversity efforts
   - Scholars will receive DEI training
   - Unmet need – funding for staffing and enrichment programming.

5. TIES continues to host K-12 students in SNRE. These students get building tours and learn about sustainability.
6. SNRE faculty hosted students, some of whom were historically underrepresented students, in their lab for summer internships in 2015.

7. Among the new hires in SNRE, two happened to be faculty of color. They were:
   - A PFIP postdoctoral fellow who was hired as assistant professor
   - An assistant professor who will be a part of the food systems cluster.

8. Search committee members were asked to attend ADVANCE DEI workshops in 2015-2016.

9. SNRE conducted faculty wage equity study in 2015
   - Committed $150,000 to equity adjustments

10. Use Direct Employers database to advertise SNRE jobs more widely

11. Among the new staff hires, four happened to be staff of color
   - Two new staff of color hired in OAP
   - Two new staff of color hired to manage the DDCSP

12. Broadened recruiting activities
   - OAP staff made more site visits to university campuses and potential feeder programs
   - Attended more diversity recruiting events
   - Faculty and students attend the Historically Black Colleges and Universities’ climate conference and recruit students.

13. OAP and Global Outreach Director hosted a welcome dinner for international students
   - Rudimentary orientation activities were carried out.

14. OAP hosted a Chinese New Year celebration
   - Consider changing this to Lunar New Year celebration as some students have pointed out that many countries have a similar celebration

15. Student government hosted a Food Olympics
   - In the future ensure that this event has both domestic and international students doing the cooking

16. Bring in high-profile environmentalists and faculty -- who happened to be people of color -- in Dean’s Speaker Series and linked these visits to diversity. Both events were used to engage the campus and community.
   - Aaron Mair was the Martin Luther King, Jr. speaker
   - Robin Kiramner was a Dean’s Speaker Series visitor.

17. Day of Service in Detroit
   - Students organized a Day of Service in Detroit as a multicultural event. They volunteered at D-Town Farm and convened a gathering at the U. of M. Center in Detroit.
18. Created a protocol for transgender/transitioning student to announce their status to the SNRE community.

19. LGBTQ student group, SNREdOUT are going through the process of becoming an official student group.

20. Faculty representative appointed the university’s Inclusive Teaching Committee.

21. Create new five-year degree program with Tsinghua University in China.

22. Begin the creation of an SNRE Multicultural Resource Guide — members of the SNRE have been contributing to the online database.

23. Applied for National Science Foundation Food-Energy-Water Nexus grant that has student recruitment and diversity component.

24. Launch the Michigan Sustainability Cases. The case studies prepared in this program will have international components and will incorporate inclusive teaching techniques.

25. Since 2014, SNRE faculty have been participating in a campus wide conversation on inclusive teaching.