

O’Neill School of Public and Environmental Affairs Inclusion Plan 2019-2020

Executive Summary

The O’Neill School Inclusion Plan is the culmination of ongoing work in several areas of the O’Neill School. In 2016, the school, then known as SPEA, released its 2020 Strategic Plan. Objective six of six from that plan was “Creating a more diverse community in which members from all backgrounds are welcomed and valued.” Since the 2020 plan’s release, the O’Neill School has taken steps toward this goal including creating an Office of Diversity, Equity, and Inclusion (ODEI). The 2019 Inclusion Plan is meant to serve as a strategic guide for the next year toward fulfilling the mission and vision of the ODEI and the O’Neill school succinctly.

The O’Neill School Inclusion Plan builds upon the input of students, faculty, and staff who have shown a deep commitment in time invested and emotional labor to make the O’Neill School a more diverse, equitable, and inclusive space. This plan identifies and outlines three broad strategic areas of focus for the ODEI over the next two years. These strategic areas are:

1. Creating a “Sense of Belonging” for the O’Neill School’s students, staff, and faculty
2. Retaining students, staff, and faculty from underrepresented backgrounds once they have become part of the O’Neill School as a means of fueling future recruitment
3. Defining and supporting “Cultural Intelligence” amongst O’Neill School students, staff and faculty

Strategy 1: Create a “Sense of Belonging” for the O’Neill School’s students, staff, and faculty

What are the goals of the strategy?

- Create an O’Neill School-specific definition of “belonging”; have all O’Neill departments adopt “belonging” as core value and function as defined by the ODEI by Spring 2020.
- Create the framework for a holistic support system to implement belonging as a core value, including but not limited to, biannual (at minimum) staff and faculty trainings, committee work, and affinity groups where appropriate by Spring 2021.

Connection to O’Neill 2020 Strategic Plan- Creating a Diverse and Enriching Workplace Touchpoints

- Strategic Goal #2 Increase the racial, gender, and cultural diversity of faculty and staff.
- Strategic Goal #4 Increase Cultural Competency of staff.

Strategy 2: Retain students, staff, and faculty from underrepresented backgrounds once they have become part of the O’Neill School as a means of fueling future recruitment

What are the goals of the strategy?

- Provide a framework to measure retention/recruiting success that creates an understanding that for URM students, staff, and faculty, retention will fuel future recruitment, by Spring 2020.
 - Create an understanding amongst O’Neill stakeholders that creating a “sense of belonging” which will result in the retention of underrepresented students, staff, and faculty is a long term, multifaceted effort.
 - Create an understanding that traditional metrics of success may be less applicable in these efforts.
 - Create a holistic support model for URM students, staff, faculty, and alumni similar to the Georgetown Scholars Program; and/or University of Michigan DEI Resources
 - Investigate resources for First Generation students that currently exist at the University including the Phase, Balfour, and 21st Century Scholars programs
- Funnel financial support toward retention efforts outlined by the Retention working group that will elevate the benefits of retraining students, staff, and faculty once they are a part of the O’Neill school, as opposed to focusing primarily/solely on recruiting them to the school by FY2020.

Connection to the O’Neill 2020 Strategic Plan- Creating a Diverse and Enriching Workplace Touchpoints

- Strategic Goal #2 Increase the racial, gender, and cultural diversity of faculty and staff.
- Strategic Goal #3 Provide all search committees with training on how to conduct searches in a way that increases the opportunity to recruit and hire diverse candidates.
- Strategic Goal #4 Increase Cultural Competency of staff.

Strategy 3: Define and support “Cultural Intelligence” amongst O’Neill School students, staff and faculty

What are the goals of the strategy?

- Define Cultural Intelligence as it relates to the O’Neill School by Fall 2019
- Create a Cultural Intelligence (CI) working group to create a sustainable model to support a holistic understanding of and metrics to evaluate Cultural Intelligence in all facets of the O’Neill School for all key stakeholder groups by Fall 2020
- Secure appropriate funding and staffing to implement this initiative for FY2020

Connection to O'Neill 2020 Strategic Plan- Creating a Diverse and Enriching Workplace
Touchpoints

- Strategic Goal #1 Create an administrative leadership diversity plan to encourage promotion of diverse leadership from within the school.
- Strategic Goal #2 Increase the racial, gender, and cultural diversity of faculty and staff.
- Strategic Goal #4 Increase cultural competency of faculty and staff through biannual training experiences.
- Strategic Goal #5 Increase faculty strengths in subject areas and concentrations that are attractive to underrepresented minority students.
- Strategic Goal #6 Seek out and support undergraduate and graduate students from diverse socio-economic backgrounds, including first-generation college students, veterans, students from underrepresented minorities, returning international students, and part-time students.
- Strategic Goal #8 Encourage and provide resources (where needed) for all faculty to incorporate lessons, examples, data sets, and case studies from countries outside of the U.S. into their courses.