

# Diversity, Equity, Inclusion, and Sense of Belonging (DEIS) at Michigan Tech

Wayne Gersie, Vice President for Diversity and Inclusion



# Timeline—Tech Forward → VPDI

- **Fall/Spring 18/19**—Tech Forward Diversity & Inclusion emerges from campus focus group sessions
- **Fall/Spring 2019**—First year of project, led by Kellie Raffaelli
- **Fall 2019**—**VP search begins** (COVID delay in spring 2020)
- **November 2020**—**Dr. Wayne Gersie hired**
- **February 2021, March 2021**—Mike Blanco, Paige Short hired
- **Fall 2021**—Tech Forward maturation, OVPDI institutionalization

**Strong institutional support, beginning with Tech Forward.**

# Michigan Tech's Vision

Michigan Tech is a globally recognized technological university that educates students, advances knowledge, and innovates to improve the quality of life and to **promote mutual respect and equity for all people within the state, the nation, and the global community.**

# OVPDI Mission—Sense of Belonging

We leverage **diversity, equity, inclusion, and sense of Belonging (DEIS)** throughout Michigan Tech to fulfill the University's vision.

**Belonging** means being an integral part of a community where you can explore and grow with others who will support you.

Among the many facets of diversity, equity, and inclusion, none are quite as important as **a sense of belonging.**

# National Domestic Student Enrollment Projections 2016-2027\*

- American Indian/Alaska Native: -9% (142,000 to 129,000)
- Asian/Pacific Islander: +7% (1.3 million to 1.4 million)
- Black/African American: +6% (2.6 to 2.8 million)
- Latinx: +14% (3.4 to 3.9 million)
- Two+: ~ the same % (664,000 to 666,000)
- White: -8% (10.7 to 9.9 million)
  - Targeted recruitment going beyond first-year enrollment to increase share of transfer students and adult learners, leveraging partnerships with HBCUs, MSIs, and HSIs

*\*February 2019 report by the National Center for Education Statistics*

# Structure—OVPDI and CDI

## Office of the Vice President for Diversity and Inclusion

- **Focus:** Fosters DEIS efforts and values across the University
  - Vice President for Diversity and Inclusion
  - Director of Diversity and Inclusion Operations
  - Assistant to the Vice President for Diversity and Inclusion



## Center for Diversity and Inclusion

- **Focus:** Helps cultivate retention and graduation student success through programming and outreach
  - Director
  - Assistant Director
  - Multicultural Student Success Coordinators (x2)
  - Senior Administrative Aide
  - Office Assistant

# CDI Refocus—Retention and Graduation Success

- CDI now fully staffed with a mission now focused on **retention and graduation**
  - Goal of contacting 85% first-year, 65% transfer, and 50% of academically at-risk students ( $\leq 2.50$  GPA, following a semester withdrawal) (planning for Web-based utility to record student contacts)
  - **Reimagining and expanding [Husky Connect](#)** peer mentoring program
    - Emphasis on successful academic transition from dependent learning to independent learning
    - Emphasis on **cohort-building** to foster retention
  - Solidify articulations with **key support units** (Wahtera Center, Financial Aid, Student Mental Health and Well-Being, Academic Advising, Career Services)

# OVPDI Highlights and Initiatives

- **Listening tour**—DEIS challenges/domain areas identified
  - Accessibility, climate, communication/branding, curriculum, outreach, recruitment, and retention
- **Campus blog**—series and partnerships
  - Library, Institutional Equity, and more to come
- Pursuing **memoranda of understanding** with strategic colleges and universities
  - Increase recruitment/retention of URM students and faculty over time
- **DEIS Positive Action Team**—Identify and develop turnkey solutions that can immediately benefit the community







## OVPDI Highlights and Initiatives (cont'd)


- [Campus Barber Shop](#) initiative
- [Equity Advisors program](#)—Office of Institutional Equity and Provost
- [ADVANCE partnership](#)—data metrics projects and other initiatives
- [Clothing Closet](#) initiative
- [DEIS Resource List](#)—Van Pelt and Opie Library

# DEIS Advisory Groups



- **Diversity Council**—VPDI
  - Information exchange between VPDI and campus units to coordinate policies and address issues that impact goals related to DEIS
- **Student DEIS Commission**—VPDI + Dean of Students
  - An open space for student leaders to provide feedback and address ongoing issues pertaining to the needs of diverse communities
- **DEIS Alumni Advisory Board**—VPDI + VP of Advancement and Alumni Engagement
  - Engage diverse alumni and volunteers to provide advice on creating an inclusive campus environment



# DEIS Strategic Planning Framework



**Michigan Tech**

Students Faculty/Staff Alumni Parents  

Diversity at Michigan Tech Center for Diversity and Inclusion Strategic Plan About Us Resources Contact Us Report a Concern

Vice President for Diversity and Inclusion

[VPDI](#) > [Strategic Plan](#)

## Strategic Planning Framework for Diversity, Equity, Inclusion, and a Sense of Belonging

[Introduction](#) ↓ [Why Strategic Planning](#) ↓ [Process Overview](#) ↓ [Planning Domains](#) ↓ [Conclusion](#)

Below is Michigan Technological University's framework for strategic planning for diversity, equity, inclusion, and a sense of belonging (DEIS). This University-wide framework is intended for use by Michigan Tech colleges and major administrative units in constructing their own unit-based plans. It includes seven planning domains that will help the University achieve its goals of continuing to become more welcoming for all and promoting the highest standards of education, scholarship, and quality of life.



# DEIS Unit Strategic Planning—Overview

- **University-wide, compact framework** centered around the seven identified domain areas
- **Unit-based plans** to be developed from individual SWOT analysis using University framework
- **Focus on outcome metrics and simplicity**, move the needle with as little administrative burden as possible
- **Incremental rollout** allows model plans to be used by other units, generous timelines for completion
- **Off-the-shelf planning toolkit** (Canvas course with resources: examples, templates, workshops)

# Planning Toolkit—Available Resources

[Toolkit](#)

Canvas modules with Strategic Planning 101, SWOT Analysis guides, and plenty of templates and other workshop resources

[Strategic Plan](#)

The full text of Michigan Tech's University-wide strategic planning framework.

[OVPDI Website](#)

Check out our website for general DEIS updates and learning resources.

[Definitions and Terms](#)

General guidelines and recommendations for folks to consider, especially during the writing process (a living guide).

[Feedback](#)

If you have feedback on ways we might improve this toolkit, please let us know!

## ▼ Strategic Planning 101

[Process Overview](#)

[Planning Domains](#)

[Qualitative Assessment](#)

[Frequently Asked Questions](#)

[Definitions of Strategic Planning Terms](#)

## ▶ SWOT Analysis

## ▶ Templates and Workshop Resources

# Planning Toolkit—Process Overview

## Process Overview <sup>▲</sup>

### General Guidelines:

- The stages below largely represent actions that should be taken by your college/unit planning team (or teams in case more than one team is used for multiple goals).
- To gather comprehensive input, the team should continually be in consultation with:
  - unit leadership,
  - other members of the unit,
  - and the Office of the Vice President for Diversity and Inclusion (OVPI).

**Working meetings make the dream work, not homework!**

▶ Preparation

▼ SWOT Analysis

### Phase 1

Team reviews materials for SWOT analysis ([Top Five Tips for Your SWOT Analysis](#) and [SWOT Analysis Resource List](#)) and agrees upon a strategy and process for unit SWOT analysis; the team may wish to use the [template SWOT analysis](#) for planning and for the SWOT analysis with the unit

# DEIS Drivers of Success

- **Enduring practices to ensure** the achievement of lasting aspirational goals
- **Articulating a public commitment** to DEIS
- Weaving **DEIS into the fabric** of our institution and **leveraging our efforts across** many units
- Establishing Michigan Tech as an **inclusive destination** for students, faculty, staff, and corporate partners and recruiters



# Our Partnership

We value our partnership all Michigan Tech units as we seek to fulfill the University's vision.

Please reach out. We look forward to working with you.

[mtu.edu/diversity-inclusion](https://mtu.edu/diversity-inclusion)

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# Questions?