

Tech Forward Diversity and Inclusion  
Year 1 Summary  
4/23/2020

Committee members: Kellie Raffaelli (chair), Susan Liebau, Rachel Jones, Dany Jacob, Apurva Baruah, Gilbert Ramirez, Harley Merkaj, Valoree Gagnon, Jarrod Karau, Angie Carter, Faith Morrison, Crystal Verran, Krause

Due to COVID-19 and the unexpected financial situation at the University, some of these initiatives will not be able to continue. We will continue working on these plans until we are told not to. Employee diversity training can and will continue as that is not costing us any money. My hope is that as the University prioritizes recruitment, retention, and instruction we will be able to use some of these funds to continue the good work we are doing.

**Goal 1:** Implement a cross campus education initiative for all members of the community and include campus recognition and incentives.

- Actions:
  - Create a Campus Training Committee
  - Pilot an online diversity training for employees and students
  - Roll out Diversity Champion incentive program (6 completed trainings/workshops) certificate (roll out summer 2020)
  - All first year students take online diversity training modules. (postponed)
- Metric:
  - Number of faculty and staff trained
  - Number of graduate students trained
  - Number of undergraduate students trained

**Status: In Progress**

- Fall 2019 training group pilot completed. 18/25 participants completed an on-line training called Inclusion:Diversity in the Workplace and attended 3 in-person workshops.
  - 80% of participants agreed/strongly agreed this was a good way to learn content
  - 90% of participants agreed/strongly agreed the pace was appropriate
  - 83.6% of participants agreed/strongly agreed that the difficulty level was appropriate
  - 89% of participants agreed/strongly agreed that the objectives of the training were clear
  - Comments included suggestions on length of workshops, timing between workshops, and communication about requirements.
- Spring 2020 sub-committee is reviewing Linked In Learning training on Diversity, Inclusion, and Belonging with the goal of piloting a training group over the summer.

**Goal 2:** Execute recruitment strategies

- Actions:
  - Contract 2 Alumni Recruitment Specialists
  - Replicate the Detroit African American alumni/new student picnic in MSP and Chicago with key alumni and underrepresented groups (URG) from the area. Use social media/email lists/alumni lists to generate guest lists.
- Metric:
  - Increased number of URG's applied, accepted, and yielded
  - Number of engaged alumni

**Status: Continuing**

- Fall 2019 contracted with Donzell Dixson in Minneapolis MN, and Arick Davis in Grand Rapids MI
  - Minneapolis, MN
    - URM deposits:
      - Fall 2019= 1
      - Fall 2020= 7 (through April 15)
  - Grand Rapids, MI
    - URM deposits through April 15:
      - Fall 2019= 18
      - Fall 2020= 33
- Spring 2020 identified several alumni in the Chicago and Milwaukee regions as potential alumni recruitment specialists. Several alumni in the Detroit area are also interested in being involved with this initiative.
- Picnic was being planned but needs to be reimagined due to the COVID-19 situation.

**Goal 3: On-line Professional Development Platform and VP job description**

- Actions:
  - Develop job description for VP of Diversity including metrics and timeline
  - Collaborate with HR to reimagine the Training and Employment Specialist position to pilot an on-line platform where diversity and inclusion resources, training and workshops for employees are catalogued, tracked and managed.
- Metric:
  - Well-developed job description of VP position by end of the year
  - On-line platform for trainings is created by year end

**Status: On Hold**

- VP position was posted, phone interviews were complete and 4 candidates were chosen to come to campus, due to COVID-19 this process has been put on hold and will continue when possible.
- Conversations are on-going about creating a professional development platform for employees in conjunction with the Diversity Council and HR.

**Goal 4: Diversity in Action Micro-grant**

- Actions:
  - Establish committee
  - Create a rubric
  - Build website and advertise
- Metric:
  - Award at least ten internal grants of \$5000 to advance diversity and inclusion on campus or in the community

**Status: On-going**

- All action items are complete
- To date we have awarded 4 microgrants in the amount of \$5000 each
  - The Lower Michigan Preview Day Weekend (Rescheduled due to COVID-19)
  - World Water Day at Michigan Tech 2020: “Water and Climate Change” from Diverse Perspectives and Experiences (Partially fulfilled, postponed due to COVID-19)
  - SHPE Student Chapters Alternative Spring Break Outreach to Hispanic High Schools in Chicago (report due June 1, 2020)
  - “On The Line” Mitigating Bias in the Promotion and Tenure Process (Fall 2020)

**Other accomplishments**

- Financially contributed to the Start-Up package for a domestic, African American faculty member in the College of Engineering
- Website completed
- Intern hired

I want to give a special thank you to Susan Liebau, Rachel Jones, Dany Jacob, and Apurva Baruah for sitting on the Diversity-In-Action Micogrant committee, to Gilbert Ramirez for his continued guidance and wisdom in forming the Alumni Recruitment Specialist program, to Krause, the task force intern for helping manage all of these initiatives, and to all of you for your continued support and advocacy for diversity and inclusion.

Kellie Raffaelli