In 2016, the University of Michigan took a bold and determined step toward creating a more diverse, equitable and inclusive campus by launching its Five-Year DEI Strategic Plan.

In Year Four, ISR implemented policies, procedures, and processes necessary to sustain momentum and ensure that the institute continues on its current path of creating long-term and meaningful change.
1. Prioritize training for members of faculty search committees.

2. Develop or adopt training program(s) for ISR.

3. Increase the diversity of invitees to faculty seminars.

4. Provide the University of Michigan's Handbook for Faculty Searches and Hiring to all members of faculty search committees.

5. Promote ISR outreach to and partnerships with other U-M departments in faculty hiring.

6. Assess procedures & identify barriers that might inadvertently impede diversity, equity & inclusion efforts.
1. PRIORITIZE TRAINING FOR MEMBERS OF FACULTY SEARCH COMMITTEES

50% of ISR faculty have completed the STRIDE training

- Monitor and strongly encourage attendance for faculty at the ADVANCE Strategies and Tactics for Recruiting to Improve Diversity and Excellence (STRIDE) training opportunities.

- Encourage all centers to take advantage of Organizational Learning's Strategies for Mitigating Bias in the Workplace training and ISR HR's Unconscious Bias in Hiring presentations.
2. DEVELOP/ADOPT TRAINING PROGRAM(S) FOR ISR

**Inclusion**
ISR HR offers New Employee Orientation for staff which includes a DEI component.

**Supervisory Skills**
ISR HR offers supervisor training on a quarterly basis.

**Mental Health**
ISR HR partnered with Faculty and Staff Counseling and Consultation Office (FASCCCO) to provide training on mental health in the workplace.

**Accessibility**
Director’s Advisory Committee on Community and Diversity (DACCD)’s Accessibility Subcommittee offered training on accessible presentations.
Cultivating a Culture of Respect

- The ISR DEI Committee held a discussion facilitated by Organizational Learning on creating our desired culture.

- The U-M Office of Institutional Equity (OIE) provided training on U-M's Interim Sexual and Gender-Based Misconduct Umbrella Policy and employee's reporting obligations.

- ISR achieved 100% completion of the U-M sexual harassment and misconduct training module with a goal of 100% completion in 2021.

- Added new button/links on the ISR intranet to highlight sexual misconduct University resources.

- OIE has engaged ISR leadership in sexual harassment training on prevention and reporting

- ISR leaders met with Sara Armstrong, CRLT Players director, to discuss climate and inclusivity.

- Survey Research Center hosted the first virtual CRLT Players presentation of *Moving the Needle: Shifting the Conversation Around Sexual Harassment* for faculty and staff. The training focused on creating climates that resist gender-based and sexual misconduct.
Engage faculty with expertise in diversity, equity & inclusion to assist in reviewing applications to existing postdoctoral programs.

The Population Studies Center training faculty is very informed regarding the importance of supporting diversity, equity, and inclusion in our training program. Their expertise, across the scope of demographic and social science research, informs our recruitment, applicant review, and selections.
3. INCREASE THE DIVERSITY OF INVITEES TO FACULTY SEMINARS

A partnership between the Michigan Program in Survey and Data Science (MPSDS), Population Studies Center, Educational Programs Working Group on the virtual Inclusive Research Matters seminar series featuring scholars who will present on DEI-topics.

The virtual Visiting Scholar Program invites scholars who enhance our DEI goals to ISR for visits, potentially involving seminar talks, grant submissions, and journal article submissions.

Faculty Working Group continues to provide guidance on faculty seminars with a focus on DEI topics.
Provide diversity-related training for all members of staff search committees.

ISR HR's **Recruitment 2.0** series provides resources to supervisors regarding diversity in the hiring process & promotes the use of the HR **Recruiting and Hiring Toolkit** to help supervisors attract diverse applicants.

U-M's **Unconscious Bias in Recruiting and Hiring** provides a deeper look into how unconscious bias impacts decision making during the hiring process & highlights interventions to minimize the impact of bias in our hiring and selection processes.

U-M's **Unconscious Bias Learning Suite** examines the types of bias common in the workplace and provides strategies to interrupt and mitigate bias.
4. Provide the U-M Handbook for Faculty Searches and Hiring to all members of faculty search committees.

All search committees from the ISR director's Office were provided with the handbook. We are formulating strategies to better identify searches arising in centers or those that are approved by the faculty but proceed without a committee.
5. PROMOTE ISR OUTREACH AND PARTNERSHIPS WITH OTHER U-M DEPARTMENTS IN FACULTY HIRING

All current center directors and the ISR director continue to leverage their long-standing relationships with multiple schools and colleges to promote diverse faculty recruitment at ISR.

The **ISR Faculty Working Group** and DEI Committee have collaborated on strategies to recruit faculty as part of the University-wide cluster hire initiative focused on structural racism and environmental justice. Similar efforts are underway to recruit junior faculty through the NIH First Request for Proposals.
6. ASSESS PROCEDURES USED FOR FACULTY SEARCHES & IDENTIFY BARRIERS THAT MIGHT INADVERTENTLY IMPEDE DIVERSITY, EQUITY & INCLUSION EFFORTS.

In 2020, the Faculty Working Group gathered information from each of the five centers in ISR to evaluate processes and barriers, and will draft a set of recommendations to be shared with ISR leadership and faculty.
The DEI director collaborated with center administrators and the **Staff Working Group** to create a new institute-wide policy on the ways that staff may bill time to attend non-mandatory events including those related to diversity, equity, and inclusion.
8. CONTINUE EFFORTS TO PUBLICIZE PROGRAMS THAT REACH UNDER-REPRESENTED POPULATIONS, AND INCREASE DIRECT OUTREACH BY MPSDS FACULTY AND THE MPSDS RACKHAM DIVERSITY ALLY TO STUDENTS FROM UNDER-REPRESENTED GROUPS AT U-M AND OTHER UNIVERSITIES.

- Michigan Program in Survey and Data Science (MPSDS) will continue to administer a diversity scholarship program, using funds from ISR ($100K) and Rackham ($50K) totaling $150,000.
  - In 2020, the program received more than 500 applications for a variety of scholarships, ultimately awarding 40 scholarships.

- The ISR director’s office worked with two undergraduate interns from the Sociology Opportunities for Undergraduate Leaders (SOUL) — a first-generation student program — to create an outreach list consisting of U-M multicultural undergraduate and graduate student organizations and their advisors.

- The ICPSR Summer Program and the Summer Institute subsequently were able to share their program offerings directly with these new audiences.
ICPSR Summer Program

Founded in 1963, the ICPSR Summer Program offers rigorous, hands-on training in statistics, quantitative methods, and data analysis for students, faculty, and researchers of all skill levels and backgrounds.
ICPSR Summer Program Over the Years

2018
$100,000 in funds supported
15 students from
7 different institutions &
8 different disciplines

2019
$100,000 in funds + $148,500 from Bill and Melinda Gates Foundation supported
34 students from
26 different institutions &
14 disciplines

2020
$100,000 in funds supported
18 Participants from
16 different institutions &
9 different disciplines
Frania Mendoza Lua is a first-year PhD student in Social Work at the University of Chicago. Lua’s research interests include adolescent health disparities and the use of digital technologies in prevention science and the delivery of social services.

“There is a lot of fear that comes with stats, with math, especially for me. It’s always been a weakness. It’s been something that I feel I’m never going to be good at. Here [at the ICPSR Summer Program], I was validated for my abilities. There was that space for me to develop. It was, for the first time, a place where I could be honest with my level of knowledge, honest with what I can and what I can’t do. It was really helpful because it helped me learn a lot more.”
“ICPSR has shown me the importance of addressing social problems from an interdisciplinary perspective, and the skills that I’ve acquired to methodologically approach these phenomena are priceless.”

Melissa Jenkins, University of North Carolina at Chapel Hill, School of Social Work

“Being in the presence of such academic excellence and being surrounded by many who are diligently working to overcome their experiences of marginalization, has been a professional and personal honor for me. I am grateful for the opportunity to have come to ICPSR and engage with new colleagues from an array of academic disciplines.”

Shannell Thomas, Howard University, Department of Sociology
9. CONTINUE OUTREACH TO MAINTAIN AND EXPAND THE DIVERSITY OF APPLICANTS FOR INSTRUCTIONAL AND SUPPORT STAFF.

The ICPSR Summer Program continues to promote equal access and to expand the diversity of the instructional and support staff by formally posting all positions.
The ISR director's office supported a partnership between the Educational Programs Working Group and the ICPSR Summer Program Blalock Lecture Series to focus exclusively on DEI research.
The Summer Institute in Survey Research Techniques (SISRT) is committed to advancing the University’s diversity, equity & inclusion goals. SISRT consists of a two-week program geared toward upper-level undergraduates from the University of Michigan and other colleges and institutions from around the country.

SISRT provides a broad overview of the field of survey methodology. We hope the program will encourage interest in graduate studies in MPSDS.
SISRT OVER THE YEARS

2018
$100,000 in funding supported
14 participants from
10 different institutions &
6 different institutions

2019
$100,000 in funding supported
15 participants from
11 different institutions &
6 different institutions
11. ENCOURAGE PARTICIPATION OF STAFF IN U-M SPONSORED CAREER DEVELOPMENT PROGRAMS; PROVIDE INFORMATION ABOUT THESE OPPORTUNITIES THROUGH ISR COMMUNICATION OUTLETS.

A dedicated section of the ISR Weekly now provides DEI-related content to inform the ISR community of ways that they can promote the principles of DEI within ISR, the U-M campus, and in the community (e.g. events, webinars, resources, and professional development programs).

Check out the DEI Calendar for upcoming events!
HOST EVENTS ON DEI-RELATED TOPICS TO ENGAGE ISR COMMUNITY

Sheri Notaro, PhD, MPH
ISR director of DEI

Host regular "Conversations with the DEI director" virtual meetings to accommodate the COVID-19 work from home environment and increase inclusion among staff.

Created “Bridges” newsletter to share the stories of ISR's DEI Working Groups.
CONTINUE A COMMUNITY INTEGRATION PROGRAM FOR RECENT EMPLOYEES

The Community Guides program recruited participants in 2018 and early 2020 and matched two or three participants with one volunteer guide. (Participants have been defined as ISR employees who have worked at ISR for 3 years or less and guides are ISR employees who have worked at ISR for at least 5 years.) The Community Guides program will continue into Winter 2021.

The broad mission of the new ISR Community Guides Program is to help build a sense of connectedness within the ISR by providing sustained support to new hires; assisting staff in their transition into the ISR as new employees; increasing access to resources; establishing and expanding networks; and sharing information and knowledge.

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<tr>
<td>Total</td>
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<td>14</td>
</tr>
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Breakdown of participants by ISR centers: IGPS=10, CPS=4, CIS=2, SRC=13 (6 from SRO)
EVENTS SUPPORTING INCLUSION IN 2019

The Ability Exhibit
This exhibit was designed to promote the inclusion of people with disabilities through respect for others, comfort during interactions, and awareness of disability issues.

Bring your child to work day
Visitors were given a tour of the Biosocial Methods Collaborative HomeLab and participated in a small survey that was tabulated and presented to them during lunch. The ISR director shared a family-friendly introduction of ISR.

Transcend the Binary
Transcend the Binary, an organization that provides trans/gender non-conforming health navigation and education, approached U-M researchers in 2015 for support in gathering data about the resiliency and daily challenges of its community. Findings have been translated into an interactive art exhibit and sessions at ISR Thompson to share lessons learned from the survey process and its findings.
DISTRIBUTE STATEMENT OF ISR'S GUIDING PRINCIPLES AND APPLY BROADLY TO ISR PROCESSES.

View the video featuring the Guiding Principles on the ISR website.
ICPSR planned the ISR MLK Symposium in 2019, including an event on gentrification.


International Women's Day 2019: A Celebration of ICPSR Curators
Top Left: Ashley Doonan - Senior Data Curator at ICPSR
Top Right: Leanna Gonino - Data Curator at ICPSR
Bottom Left: Laura Gerhardinger - Research Technician Senior at ICPSR
Bottom Right: Rujuta Umarji - the Director of Data Curation at ICPSR
Research Center for Group Dynamics hosted the 2020 MLK event
MLK’s Legacy for Social and Behavioral Science Research: Perspectives from New Scholars
Speakers:
• Lloyd M. Talley, Ph.D. - U of M School of Social Work
• Taylor W. Hargrove, Ph.D. - University of North Carolina at Chapel Hill
• DeAnnah R. Byrd, Ph.D. - Wayne State University
Moderated by: David C. Wilson, Ph.D. - University of Delaware

ISR’s 2021 MLK Day: Where Do We Go From Here?
ISR MLK Day 2021 - Youth Activism: Lessons from Flint and Beyond
Recording of event

ISR MLK Day 2021: Community-Engaged Research: Reflections on MLK’s Legacy
Recording of event
Thank you

Akbarifard, Annahtia (ICPSR)
Akmon, Dharma (ICPSR)
Allen-West, Catherine (CIS)
Amen-Ra, Ambyr (ICPSR)
Barnes, Susan (SRC)
Batas, RJ (SRC)
Batra, Peter (SRC)
Blankenship, Lindsay (ICPSR)
Bleckley, David (ICPSR)
Bryant, Amber (ICPSR)
Buageila, Aneesa (SRC)
Burgard, Sarah (PSC)
Campbell, Carla (SRC)
Carbajal, Miriam
Cam, Lisa (SRC)
Cheatham, Mary (SRC)
Conrad, Fred (SRC)
Eastman, Alexandra (ICPSR)
Engholm, Tara (CIS)
Esau, Jill (SRC)
Faul, Jessica (SRC)
Fomby, Paula (PSC)
Fornoff, Wendi (ICPSR)
Gonzalez, Rich (RCGD)
Gurtekin, Tuba Suzer (SRC)
Hawthorne, Skylar (ICPSR)
Held, Martha (SRC)
Hicken, Maggie (SRC)
Hinchey, Jaqui (SRC)
Huntley, Ed (SRC)
Israel, Abayomi (ICPSR)
Jendry James, Allison (ICPSR)
Keller, Janet (SRC)
Kinstner, Calibretto
Knight-Ingram, Dory (ICPSR)
Kollman, Ken (CPS)
Koski, Jennifer (ICPSR)
Kowalczyk, Kasyera (SRC)
Krzukstek, Pietr (ICPSR)
Lam, David (CIS)
Lee, Sunghee (SRC)
Lemmer, John (SRC)
Leonard, Natalie (RCGD)
Leonard, Susan (ICPSR)
Levenstein, Maggie (ICPSR)
Li, Angel
Lippman, Julia (CPS)
Loomis, Rebecca (SRC)
Margolis, Suzanne (SRC)
Massey, Anna (CIS)
Maxwell, Lekisha (PSC)
McIntyre, Michael (CIS)
Mezuk, Briana (RCGD)
Mihic, Suzan "suzie" (SRC)
Mitchell, Colter (SRC)
Muthyala, Yelena (CIS)
Notaro, Shery (CIS)
Oeffner, Nancy (SRC)
Ogden, Ian (SRC)
Ong, Ai Rene (SRC PSM)
Oya, Akari (SRC)
Panapasa, Sela (RCGD)
Patterson, Sarah (PSC)
Pearson, Katherine (CPS)
Qawasmeh, Tamara (ICPSR)
Rahl, Miriam (PSC)
Renkes, Nick (CIS)
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Roach, Julia (SRC)
Robinson, Deborah (RCGD)
Rodriguez, Ricardo (SRC)
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Seay-Ostrowsky, Cathy (ADMIN CORE)
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Tewksbury, Greg (CIS)
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Traugott, Mike (CPS)
Vaduguru, Manvitha (SRC)
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West, Brady (SRC)