CRLT’s Diversity, Equity & Inclusion Strategic Plan: Widening Our Reach, Deepening Our Connections

What the DATA said

Extensive existing programs and resources
- Both explicit and embedded
- Both discipline specific and campuswide

Increasing demand across campus
- From individuals, departments, schools, and colleges
- Core aspect of our mission but other demands on our resources
- For resources, services, and programs

Finite CRLT capacity
- Limited staff but excellent existing partnerships

Overarching OBJECTIVE:

Partnering with departments, schools, and colleges to design and sustain professional development support for all instructors, to enhance their skill with and commitment to inclusive teaching:
- attending to student differences, including social identities, background experience, physical and cognitive ability, and native languages
- deliberately fostering classroom dynamics and pedagogical practices that effectively support the learning of all students
- understanding and alleviating patterns of inequity in teaching and learning environments
- leveraging student diversities to maximize learning, including skill in working effectively with diverse peers
- assessing student learning outcomes and experiences to discern effectiveness across different student populations

INITIATIVES at the individual, department, college, and university levels

**Inclusive Teaching @ Michigan seminar series**
- 18 workshops over 3 weeks in May
- 356 participants from 19 schools and colleges

**Faculty Communities for Inclusive Teaching (FCIT)**
Up to $1000 for projects bringing faculty together to learn about inclusive teaching practices
- 20 projects over the first 2 years
- Over 20 departments and 100s of faculty

**Faculty Liaisons for Inclusive Teaching**
Expanding campus capacity by providing resources and support to representatives from all schools and colleges

Framework for Instructor Professional Development

Flexible
- To be intentional
  - "To think about whether or not a goal is in the students' best interest..."
- To practice thoughtfully
  - "This is a good opportunity to..."
- To respond thoughtfully
  - "This is a good opportunity for..."
- To reflect often
  - "Think about courses in your profession..."

Sustainable
- Leveraging Existing Resources

Leveraging Existing Resources
- Framework for Instructor Professional Development

"...the most important thing I learned in this workshop was..."

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