Goals of the Audit

Assess policies, procedures, and practices

Analyze the specific ways in which the policies, management, leadership criteria, and culture are supporting or acting as barriers to diversity and inclusion

Gather data on the implementation and execution of such policies to determine how effective they are, and whether or not they are having the desired impact

Gather data on the perceptions of the effectiveness of the services/programs provided by the system and campuses relative to diversity and inclusion("end-user experience")

Gather data on staff, faculty and student's perception on how inclusive the overall climate is on our campuses and in the system

Evaluate attitudes and beliefs on diversity, equity, and inclusion, as well as existing support and willingness to embrace change

Propose recommendations and metrics that UM can incorporate to address the opportunities for improvement identified through the diversity audit

Provide a roadmap that includes "Metrics that Matter" and suggested actions to move towards a best-in-class diversity model.
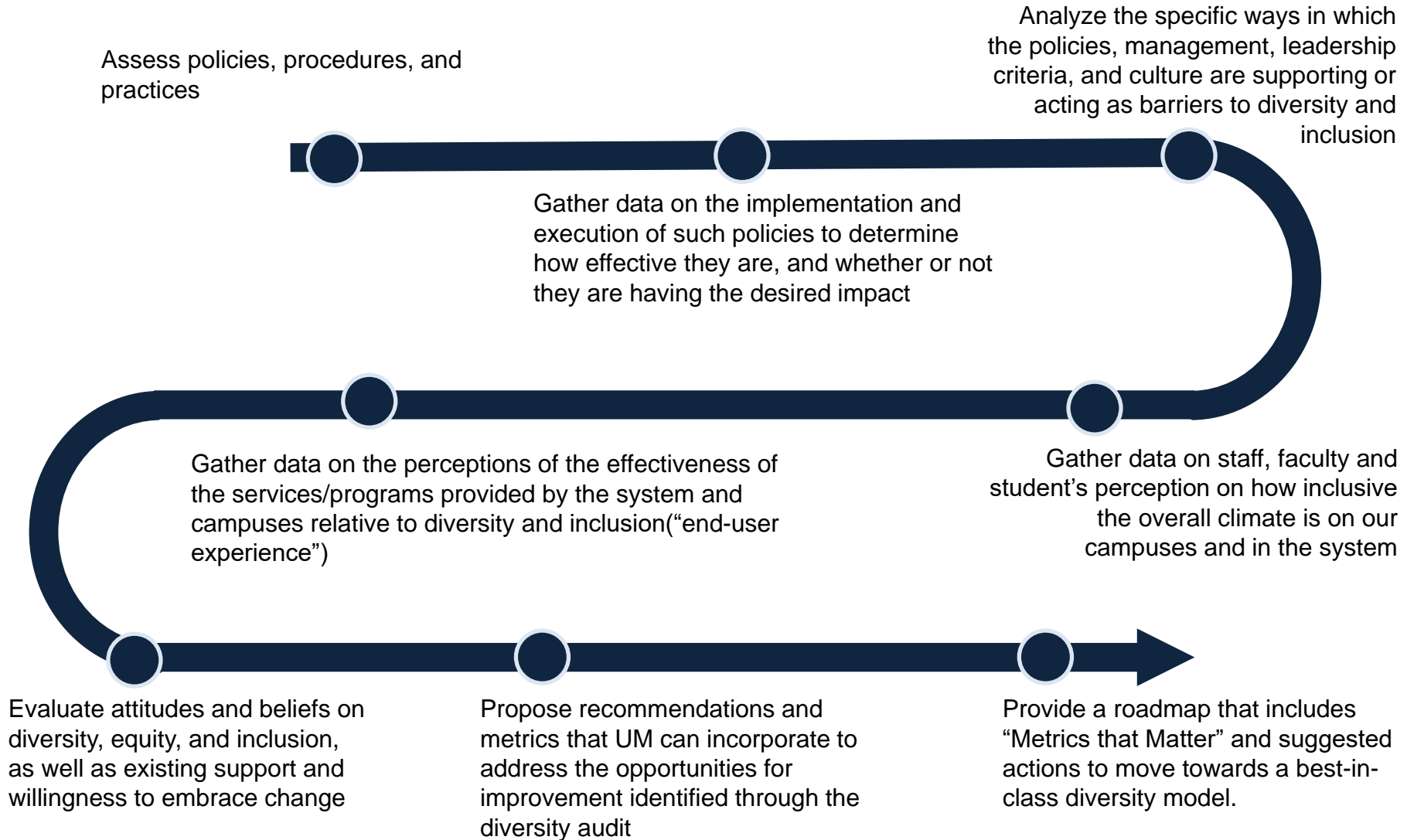
Key Methodologies for Assessment

100 Interviews: 20/campus & 20 system

Board, Senior Administration, Department Heads, Alumni, Community members

100 Focus Groups: 24/campus & 4 system

Faculty, Staff & Students Demographics – race/ethnicity, gender, functional level etc.

Online Unit-level Survey

Custom version unit-level survey (Department Chairs and/or Deans). Hosted by IBIS

Policies, Procedures & Practices

Review of policies, procedures and practices from a legal and compliance perspective, as well as a comparison with other college and university diversity, equity and inclusion best practices

Review of policies & procedures

- University's Strategic Plan
- Institutional strategies and resources currently dedicated to diversity and inclusion
- Board engagement with diversity and compositional diversity of Board
- Programs offered by the CDOs (formal & informal)
- Faculty/Staff Development related to diversity topics
- Diversity-related training for faculty, students and staff
- Conscious and unconscious biases in recruiting and hiring faculty and staff from underrepresented groups; exit interview data, if available
- List of diversity-related programs and events offered by the University
- Diversity-related programs and RA training offered in Residence Halls
- Sample orientation program for students, faculty, and staff. Peer and mentoring programs for students, faculty, and staff
- Faculty reports on changes in curriculum and pedagogy
- Efforts to increase curricular diversity, descriptions of Credit or Non-Credit courses related to diversity
- Code of Conduct documents

Review of policies & procedures

- EEO and AA regulations and statement of nondiscrimination policy
- Title IX
- Sexual Harassment/Discrimination policies
- Institutional history of diversity issues, incidents and complaints
- Reports of hate crimes and grievances
- Diversity recruiting and retention statistics: faculty & staff
- Prospective student marketing materials
- Student admissions and retention data
- College/University Web presence
- Course catalog and sample syllabi
- Campus Life: groups, activities, resources
- Salary/Compensation analysis by role, gender & race
- Promotional patterns of staff & faculty
- Underrepresented Minorities (URM) Faculty and Staff Turnover
- Diversity recruiting and retention statistics: students
- Social Media

Additional Categories added at the meeting: Supplier Diversity, Campus Safety, Campus/System Awards