



2018-2019 DEI PROGRESS REPORT

Our Mission

The School of Music, Theatre & Dance fully embraces the notion that academic and artistic excellence is inseparable from an abiding and pervasive institutional commitment to diversity, equity, and inclusion. The School is committed to furthering the university's mission of ensuring that each member of our community has an equal opportunity to thrive and to take full advantage of the resources afforded by the University of Michigan.

Implementation Summary

The third year of DEI strategic plan implementation was heavily guided by the concerns and needs of students to ensure their experience in and out of the classroom was safe, equitable and inclusive. There were multiple efforts made by students, faculty, and staff to bring attention to issues of sexual misconduct and develop ways to discuss and prevent bias incidents of all types. The following are some of the highlights of the initiatives and groups brought together with the shared aim of confronting sexual misconduct and gender-based harassment:

- Sexual Misconduct Prevention Forum (Students) – Offered an explanation of the reporting and investigative processes, as well as resources for counseling and more. The panelists included representatives from the Division of Public Safety and Security, Associate Dean of Students, Counseling and Psychological Services, Sexual Assault Prevention and Awareness Center and the Office for Institutional Equity
- Sexual Violence Prevention Training (Faculty & Staff) – Presentation by U-M Division of Public Safety & Security and Office of Institutional Equity
- Children on Campus training (Faculty and Staff) – Presentation by U-M Risk Management Services
- Sexual & Gender-Based Misconduct Awareness and Prevention in Performing Arts Event – Panel & Performance (General Public)

In addition to these activities, dialogue was encouraged among students, faculty, and staff to bring awareness and appreciation of the diversity of religion, race/ethnicity, ability, politics, sexuality, and gender. Overall, the SMTD community experienced a robust year of facilitation, consultation and implementation of action items.

2018-2019 Implementation Highlights

Recruitment, Retention, and Development

- **800+** people attended the Office of Admissions first Michigan Performing Arts College Fair, in partnership with Michigan State University.
- **22** Diversity and Inclusion Grants (DIGs) were awarded throughout the year to SMTD students pursuing projects or professional development that had the potential of fostering diverse perspectives and experiences.
- **60** students attended a Career Expo coordinated by the EXCEL department & Office of DEI to focus on how to be a socially engaged artist.

Education and Scholarship

- **14** departments reported examples of DEI-related teaching, service, and performance.
- **15** events were coordinated by the Office of DEI to encourage performers, scholars, and creative artists to bring attention to issues of diversity, equity, and inclusion through dialogue, repertory, and artistic tradition.

Promoting Equitable and Inclusive Community

- **30** staff regularly participated in the Staff Representatives Meeting that focused this year on the implementation of a Peer-to-Peer recognition system.
- **130** SMTD students participated in the SMTD DEI Ambassador Program designed to foster the ambitions of student leaders to individually and collectively bring awareness to the diversity of race/ethnicity, disability, gender, religion/philosophy, and politics.
- **24** faculty and staff participated in the Faculty & Staff Allies Network (FASAN) that was formed by a collection of volunteer leaders dedicated to fostering a nurturing, respectful, and safe SMTD community, free from sexual misconduct, harassment, and gender bias.
- **100+** students registered to vote during the North Campus collaborative event, ImpactXchange, hosted to uplift the non-partisan values we hold as a community.
- **20** new Michigan Marching Band specific DEI actions were incorporated into the SMTD strategic plan to guide the band towards becoming a more diverse, equitable, and inclusive community.

Service

- **5** students from Detroit School of Arts will attend MPulse Vocal Arts Institute as a result of on-site visits and personal auditions from staff. The reorganization of the Office of Engagement & Outreach made it possible to consistently pursue student community engagement.
- **39** elementary wind and string students engaged with 6 SMTD mentor/instructors through the Music @ Mitchell program. This fall, the program expands to Scarlett Middle School to provide continued support and continuity of instruction.
- **17** student-initiated projects (75 SMTD students and 12 faculty & staff) were funded through the PEERs (Performance Engagement Educational Residencies) program that

provides students with financial and mentorship support to engage with underserved communities in Michigan through performance and education.