

Dear Colleagues:

Last December, I announced the formation of a new committee structure to lead broad-based institutional efforts to further promote an environment of diversity, equity, and inclusion for all members of our campus community. Led by co-chairs Drs. Jan Furman and David Luke, the 24-member DEI Committee is representative of all schools and colleges, university divisions, undergraduate and graduate students, and various campus stakeholder groups. The immediate charge for the committee is to develop a DEI strategic action plan for UM-Flint.

Today, I am pleased to share an update on the progress and activities of the DEI Committee since their launch in January. The Committee adopted an approach grounded in Dr. Damon Williams' Strategic Diversity Leadership and other scholarly resources on inclusive excellence in higher education, and guided by the nationally-recognized work being done by our colleagues in the Office of Diversity, Equity & Inclusion (ODEI) at UM-Ann Arbor. The work was further informed by a review of UM-Flint historical and archival documents, which included the 2017 Rankin Climate Study, and data from Human Resources and Institutional Analysis.

The Committee conducted a campus-wide DEI audit that identified over 120 existing DEI-related activities, providing an opportunity to better support and coordinate these efforts in a way that will maximize impact in the future. During this time, co-chairs and committee members met with approximately 100 faculty, staff, and students, both individually and in group settings, as part of their "listening tour" to hear directly from members of our campus community. Most recently, the Committee hosted four online sessions (DEI Virtual Open Office Hours) to meet with additional faculty and staff as part of the idea generation and goal-setting process.

The DEI planning and development process is and will continue to be, a dialogic process in which campus partners' collective knowledge and insights are key to developing a successful DEI Strategic Action Plan for our university. Based on the Committee's timeline, I anticipate receiving a first draft of the plan by the end of this month. After a preliminary review by the Office of General Counsel, the draft plan will be posted to the [DEI website](#) for an extended public comment period. Additional information about process and timeline for completion will be communicated during the summer months.

I would like to extend my gratitude to the DEI Committee for their continued forward progress and for all those contributing to this important process during a very challenging time.

Best wishes and be well,

Deba Dutta, Ph.D.  
Chancellor