

Table 14. Faculty: Suggested DEI Programming that SNRE should Institute in the Next Five Years

Suggestions	Number
Class Diversity -- Improved recruitment of low-income students	2
Racial and Ethnic Diversity	5
Improved recruitment of domestic minority students	2
Retention activities directed specifically at URMS	1
Hire more women of color (faculty)	1
Outreach to HBCUs	1
LGBTQ and Gender -- Greater awareness	1
Recruitment	7
Establishing stronger admissions pipelines for domestic minority students	2
Active recruitment of minority students and faculty in conservation ecology and ecosystem management	1
More recruitment activities	1
Improved recruitment of international students	1
Faculty Specific	10
Continue to recruit post-docs and faculty of color; use of PFIP and Target of Opportunity Programs; plan for more diverse faculty hiring	5
Greater faculty support for faculty minority recruitment needed	1
Hire more women of color (faculty)	1
Create Associate Dean position for DEI position	1
More CRLT plays for faculty	1
Connect faculty performance review and raises to diversity activities	1
Cross-Cultural Exchanges -- Informal meetings regarding race and gender	2
SNRE Diversity	7
We should keep, track, and report to the entire SNRE community statistics pertaining to enrollments by race, ethnicity, and gender on an annual basis in order to analyze trends and discuss them; set diversity targets	2
Obtain feedback from students, possibly through focus groups or anonymous surveys, about their experiences and perceptions of the state of diversity and inclusion in SNRE and U of M	1
Plan for diverse staff hiring	1
Improved recruitment of low-income students	1
Greater diversity programming	1
CRLT plays for students	1
Conferences, Forums, Talks, Discussions, Dialogues, Speakers	2
M. L. King, Jr talks	1
Invite current or recently graduated students of color to speak about diversity issues in SNRE/U of M	1
Funding and Scholarships	3
We should provide more scholarships and other financial aid to students with financial need	1
Fellowships for under-represented minorities	1
More funding for diversity activities	1
International	2
Greater inclusion of international students	1
Improved recruitment of international students	1
Trainings & Workshops	4
Advance workshops around issues of gender, race, and ethnicity	2
Cultural training for working with international students	1
Sensitivity training	1
Outreach	6
Outreach to UM Flint, UM Dearborn, Eastern MI,	2
Outreach to historically black colleges and universities	1
Improved outreach materials via online delivery	1
Collaborate with the Center for Educational Outreach to target middle school students in the region	1
Engagement with regional tribal agencies for long-term student recruitment	1
Retention	2
Retention activities directed specifically at under-represented minorities	1
Building support networks for individual students	1
Envoys -- Continuation of programs such as Envoys, MELDI	1