

Table 15. Student Town Hall (SNRE) | January 25, 2016

Ideas/Thoughts on how to Enhance Diversity in SNRE	Suggested Action	Ratings	Rating Total
More scholarships for low income and minority graduate students at SNRE.	Create a scholarship fund for low income students.	5, 5, 5, 5, 5	25
More inclusion of alternate perspectives in curriculum / research / presentation.	Incorporate modules or courses that explore existing topics from a minority perspective.	3, 5, 5, 5, 5	23
There are not enough forums (outside of class) to discuss issues of diversity and inclusion etc.	Have a discussion series with speakers that facilitate student discussions to help keep students engage more with each other and the issues presented.	5, 4.5, 4, 4, 4	21.5
Lower cost of attendance to make UM/SNRE more affordable for a greater number of people.	Shave administrative/OPS costs and direct more funding to financial aid / scholarship.	3,4,5,5,4	21
Disconnect between people of different ethnicity background and disconnect between people of similar backgrounds.	Create a system for linking people in one - on- one conversation, perhaps over coffee or beer so that conversations can more easily take place and people can get to know each other.	4, 4, 5, 5, 3	21
International students are often separated from American Students because of language.	Create a buddy system or culture clubs where people international and national share parts of themselves and maybe even provide language exchange activities.	5,5,5,1,4	20
Increase the number of minority students	Recruiting events across the globe/ country.	3,4,3,5,5	20
Increase diversity in SNRE and the environmental movement.	More targeted recruitment at civil rights organizations and social justice organizations to help recruit individuals in SNRE who may be interested in environmental issues, but never felt "The environmental movement was for them"	4, 4, 4, 4, 4	20
Fostering better intermingling between international and domestic students both inside and outside of the classroom.	Coordinate social events and mentoring programs.	3,4,4,4,4	19
Lack of space to express ones beautiful culture	Partner with Munger Multicultural Community Council to come up with a multicultural fair.	4,2,5,4,4	19
Educate students on topics specific to inclusion	Provide workshops with experiential learning focused on community building and inclusion as well as at orientation.	3,2,4,4,5	18
Recognition of historic and current environmentalists of color	Artwork - posted in the gallery of the first floor commons.	4,3,4,4,3	18
Self-segregation between international and domestic students.	Assign "Diversity Teams" for students to unpack course content, explore Ann Arbor, etc. this can function as default study groups but essentially creating an avenue for students of different backgrounds to connect. Front load diversity - enhancing events at the beginning of the school year.	4,3,3,4,4	18
(Would like to see) greater awareness and acceptance for students who come from lower income families and may be the first generation to attend college/ and or graduate school. strategically talk about finding processes , emergency funds - knowing where to go professionally etc.	Find opportunities to engage and encourage these students	2,3,4,5,3	17
Create diversity among undergraduate student body.	Partner with another posse foundation city- posse retreats are great for posse scholarship members but it also provides a structure for students to have conversations about race in a safe environment where they can learn. SNRE should look at the Posse Foundation retreat.	3,2,4,3,5	17
Getting more students to come to/be aware of ES events such as this town hall.	Story sharing - people who want to share cab share (Host of the Month or story sessions).	5,3,3,4,2	17
Allow new and existing LGBT students to find Group (SNRED out).	Use advertisement/ marketing -Outlist members' profile, Utilize SNRE website and the Spectrum Center.	2,5,2,3,5	17
Increase the number of minority faculty.	Hire qualified minorities.	4,3,3,5,2	17
Environmental Justice.	Community event to educate and spark ideas for research etc. Create some kind of event that allows education and questions of students' backgrounds. Host an open house or something such as Food Olympics.	2,3,4,3,3,2	17
Raise awareness of diversity issues to student body.	Communicate current events of DEI in Ford Commons through television screen(e.g. newspaper articles, journals)	2,3,4,3,4	16
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SNRE is coded as a very white and wealthy place. Even the social activities cater to either white students or international students. This bleeds over into the classroom, common areas, climates & social activities.	Create a more inclusive environment, have activities that highlights U.S minorities. Encourage diverse communities and cultural dialogues.	5,2,3,4,2	16
International celebration/festival event "Talent Show." I would like to see more mingling between the domestic and international Students.	Share traditional songs, dances, food, stories from people's home places.	3,4,3,4,2	16
Greater international exchanges	Assign to each new international student to a second year international student from the same country so they can help in the adaption to campus process.	5,3,2,3,3	16
Show off the diverse student body, create opportunities for students to learn about their peers cultures	Incorporate more diverse cultural holidays or celebrations into SNRE events calendar (more than the Chinese new year).	4,4,3,3,1	15
We need better advertisement of student on- campus groups.	SNRE can provide a list of on-campus student groups especially those related to identity. These can be offered to incoming students to help increase awareness and opportunities for student engagement in the greater campus community to help us find our niche.	2,4,3,3,3	15
Intercultural leadership seminar or workshop on cultural sensitivity. Some people still color code people and still use statements like "Third world Country". Greater focus on low income students	Connect with the International Center, find some potential speakers and include students to speak about these issues too.	3,2,3,5,2	15
	Facilitate more discussion around low- income challenges of first year student users	2,3,3,3,3	14
Boost domestic minority recruitment	Offer automatic acceptance into SNRE's Master's program to the top 1% of PITE undergrads.	4,2,3,3,2	14
Develop Cultural Competency amongst SNRE students.	Required diversity training sessions at orientation. Incorporate diversity into a required course or current course. This will help with the integration of value of diversity ad environment for all fields of study.	1,3,3,3,3	13
Accessibility for students to necessary places (food, doctor, entertainment, volunteering)	Create a car sharing system through students to formalize carpooling for groceries to common events, etc.	2,3,2,1,5,3	11.5
We need more Muslim students and more students of color within SNRE.	Targeted recruitment to build a pipeline.	1,1,1,2,1	6

Unrated Ideas and Issues

Create a discussion group within SNRE to discuss diversity of non- Western perspectives in academic research.

Create global tea house talks where students take turns presenting on their country of origin/ culture and how that has influenced where they are today and what they do.

Record EJ or Diversity related presentations so that students who had schedule conflicts can view the material later.

Have pictures of everyone on the walls with few words about who they are? What they are here studying? and what are they interested in.

Integrate environmental justice curriculum into a required core classes as people who really need these conversations often do not show up.

510, A discussion section is now becoming an unsafe space.

The use of the statement "Third World" by both American students and faculty.

There is an issue when the school often makes it the job of minority students to educate others. It's not our job to teach students not to be assholes

The push for useless "heteronormative lumberjack" role which is exclusionary to the LGBTQ students

Please stop micro-aggression.