



Diversity, Equity, and Inclusion

The College of Literature, Science, and the Arts at the University of Michigan has an historic commitment to an inclusive community that embraces students and faculty with different backgrounds and experiences. As early as the 1870s, LSA admitted the first woman, the first Asian student and the first African American woman. Today, our students and faculty come from a variety of experiences, countries, and communities. Being inclusive of these differences ensures that divergent voices and perspectives can come together, engage in vibrant dialogue, and exchange ideas to address the most pressing problems in today's society.

At LSA, we are a model of how bringing different people together can help everyone thrive. LSA continues to develop programs to recruit and retain students and faculty with different backgrounds and experiences. Gifts to these initiatives focus on three themes: providing access to resources needed for students to thrive; creating an inclusive climate for dialogue and exchange; and developing deep engagement of DEI in research, teaching, and service. Additional details about priorities are available.

DEI Strategic Fund

\$10,000 to \$50,000 annually

Support for the Strategic Fund would enable the Associate Dean for Diversity, Equity, Inclusion, and Professional Development and her division to build capacity and have the flexibility to respond to new opportunities and challenges as they emerge. This funding helps shape future priorities, as well as create programs that further the reach and impact of our initiatives. It could support student organizations or faculty for innovative projects and outreach ideas. This expendable, discretionary fund is a critical source of support for emerging and urgent needs and advances our ability to be agile and responsive. Gifts of all sizes are needed.

ACCESS TO RESOURCES SO ALL STUDENTS THRIVE

Laptop Program

\$1,400 per student

Laptops are an essential tool for students to thrive in college and beyond. Laptops are needed for almost every single academic activity, such as writing papers, creating presentations, taking notes, conducting research, accessing online materials, and working collaboratively with others. For low-income LSA students, not having a reliable and up-to-date laptop is a major obstacle to academic success. To address the digital divide among undergraduates, low-income students are offered a free, new MacBook Air, with essential software, to use throughout their undergraduate years. Support is needed to continue to offer this important resource to help level the academic playing field for low-income students.

Passport Scholarship Program

\$1M endowed / \$50,000 annually – or \$205 per student passport

On campus, LSA students learn from world-class instructors. When they take that classroom education and translate it to experiences in other countries and cultures, students develop a more mature worldview, a deeper respect for global issues, and expertise in working effectively across cultural and national divides. Gifts to the Passport Program will provide need-based support to cover the cost of obtaining a passport and open doors for students who otherwise may not be able to study or travel internationally.

Global Intercultural Experiences for Undergraduates

\$2.5M endowed / \$125,000 annually

Global Intercultural Experiences for Undergraduates is a unique opportunity for students to engage in short-term summer service projects around the world. Cohorts of 12 to 15 students attend a class during the winter term and conduct fieldwork with their instructor during the summer for three or four weeks. The program combines study abroad with a service-learning programs, and is geared towards students who are less likely to study abroad, such as first generation students, those with financial need, students of color, and students in STEM fields. Gifts would enable the program to continue to offer eight sites for community work each summer.

INCLUSIVE CLIMATE FOR DIALOGUE AND VOICE

Program on Intergroup Relations

\$10,000 to \$20,000 annually

The mission of the Program on Intergroup Relations is increasing dialogue between students who come from different backgrounds, hold different values, or identify with different social groups. Students learn about the complexities of living in a multicultural society, engage in productive dialogue that bridge differences across groups, and gain research and leadership experience in building inclusive contexts to reap the benefits of diversity. Funding is needed to support student research, student peer facilitator training, as well as for strategic opportunities.

Global Scholars Program

\$10,000 to \$50,000 annually

The Global Scholars Program is an interdisciplinary living-learning community that brings together students who are focused on global engagement. Students build skills to work effectively in global teams, address cross-cultural barriers, and develop intercultural competence. International and U.S. students partner in research, academic projects, and other immersive learning experiences that prepare them for success in a global world. Gifts for the Global Scholars Program will support student research projects, student travel support, and other on-going student needs.

New Instructional/New Initiative Funds for Inclusive Classrooms

\$100,000 to \$500,000 annually

This program fosters student success through supporting classroom and curricular innovations that enhance inclusive teaching and learning through the creative use of digital resources, active/experiential learning methods, or instructional technologies. Gifts support faculty proposals that increase inclusion of under-represented perspectives, transform traditional courses into exploratory/team-based learning experiences, leverage new technology to increase collaboration inside the classroom and in research labs, or use digital resources to develop student-created content.

Increasing Under-Represented Students in Science, Technology, Engineering, and Mathematics (STEM)

LSA sponsors multiple programs designed to recruit and retain under-represented students in STEM. These programs include, but are not limited to summer research programs for high school students from low-income backgrounds, bridge programs that strengthen first-generation students' preparation for graduate work in STEM, living-learning residential programs to recruit and retain women in science and engineering. These programs, and others that focus on increasing diversity, equity, and inclusion at STEM, are described in more detail in a separate document.

BROAD ENGAGEMENT IN DEI RESEARCH, TEACHING & SERVICE

LSA Collegiate Fellowship

\$1M endowed / \$45,000 annually for two years

The LSA Collegiate Fellowship Program recruits young, promising scholars who excel in their academic disciplines, and who has shown a sustained commitment to diversity, equity, and inclusion in their research, teaching/mentoring, or leadership/service. Collegiate Fellows engage in research and teaching for two years, and then transition to a tenure-track position in LSA. Gifts will support one of the most ambitious faculty hiring initiatives that will produce transformative change in academic excellence and diversity, equity, and inclusion within LSA.

WAYS TO FUND YOUR GIFT

Your gifts of cash, pledges, or appreciated securities change lives. Wills, estate, and planned gifts allow you to create a lasting legacy that will enable the best and brightest minds to experience a liberal arts education, solve problems in a changing world, and yield ideas and innovations that will make a difference in Michigan and around the globe.

CONTACT INFO

LSA Advancement

College of Literature, Science, and the Arts

101 N. Main Street, Suite 850

Ann Arbor, Michigan 48104

P.734.615.6333 // F.734.647.3061

lsa.umich.edu

lsa.umich.edu/lsa/about/diversity--equity-and-inclusion