

dije is part of our identity

“Our mission is to generate, study, and teach strategies, practices, and tools for addressing educational problems and to prepare practitioners, policy-makers, and researchers who can develop equitable and just educational opportunities.”

dije

diversity · inclusion · justice · equity

• dije is how we can best achieve our mission:

We engage in this work inwardly—looking at our own strategies, practices, and tools—to be able to fulfill our mission **authentically** and with **integrity**.



Kim Ransom (PhD '21) | 2019 U-M SOE MLK Children & Youth Program

What do we mean when we say *dije*?

We commit to

- Increasing **diversity**, which is expressed in myriad forms, including race and ethnicity, gender and gender identity, sexual orientation, socioeconomic status, language, culture, national origin, religious commitments, age, (dis)ability status, and political perspective.
- Advancing **equity**, which entails challenging and responding to bias, harassment, and discrimination and creating equal opportunity for all people.
- Ensuring **inclusion**, which means creating a space where differences are welcomed, different perspectives are respectfully heard, and where every individual feels a sense of belonging and can fully participate in our community.
- Promoting **justice**, which means the provision of equal respect, institutional access, and inclusive learning and work environments. Promoting justice means that we may have to take extraordinary measures or distribute resources differently than in the past as we seek to redress unjust practices that may result from structural barriers or institutional practices.

Some highlights of the major initiatives of the dije 1.0 plan

	STUDENTS	STAFF	FACULTY
Programming and workshops on dije issues inside and outside the SOE	✓	✓	✓
Development of student organizations and initiatives that seek to serve the needs of minoritized students	✓		
Opportunities to engage in community-based learning and research	✓		✓
dije excellence awards	✓	✓	✓
dije activities included as part of annual review process		✓	✓
Professional development opportunities foregrounding dije		✓	✓
Review of courses and curriculum through dije lens	✓		✓
Transformation of doctoral program to center educational equity			✓
Hiring processes that include equity checkpoints and adhere to inclusive hiring practices		✓	✓



2019 SOE Race and Social Justice Symposium Event



Where are we right now in our *dije* efforts?

dije is a continuous process

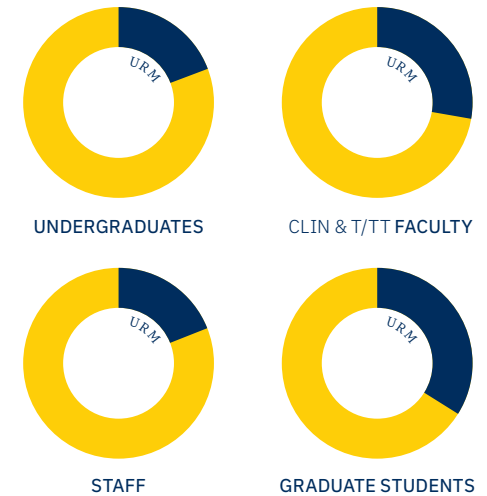
This academic year (2022-23), we are gathering our learnings from *dije* 1.0 (launched in 2016), evaluating our efforts, participating in collective visioning activities, and charting the course for *dije* 2.0.

As we transition into this next phase of our work, we continue to build upon the thoughtful, inspiring work of those who came before us.

Our Community

our work is ongoing.

SOE's Underrepresented Minority (URM)



Ranked highly in racial diversity among U-M's 19 Schools and Colleges



Of 202 graduate students who completed a 2021 climate survey



What have we learned about ourselves?

High-level Findings

From the 2021-22 Campus Climate Survey



2020 Black Lives Matter Week of Action in Schools



2018 SOE dije Art Show

Our graduate student body and our faculty are among the most racially diverse across U-M units.

But we must continue to work on *dije* in our community.

Strengths

STUDENTS

- 77% feel treated with respect
- 76% feel valued by other students
- 75% feel listened to by instructors

FACULTY

- 71% feel treated w/respect
- 69% have experienced professional growth in their unit
- 61% feel valued in their dept.

STAFF

- 69% have experienced professional growth in their unit

Opportunities for Growth/Change

SOE COMMUNITY

- Work toward shared understanding of *dije* among all SOE community members
- Promote greater belonging among students, staff, and faculty
- Build collectively shared expectations for workload equity among faculty



Transitioning from *dije* 1.0 to 2.0

The SOE Moving Forward Together.

