

2.C Ann Arbor Campus Resources

“At the University of Michigan, we are convinced that academic excellence goes hand-in-hand with diversity, inclusion and equity. We are dedicated to DEI for it fosters the exchange and development of ideas; it promotes understanding across different identities, dispels racial stereotypes, and prepares our students to be leaders in the global marketplace and our increasingly multicultural society. Committed as we are, the results of our DEI 1.0 initiative showed that we still have much more to do. So as we build on that work of DEI 2.0, let us strive to nurture thoughtful and understanding citizens, and further establish campuses and communities where each individual can live in peace and safety, and can learn and grow and thrive.”

– Santa J. Ono, President

The office of the Vice Provost for Equity, Inclusion and Academic Affairs is committed to creating an inclusive and equitable climate that fully utilizes diversity at the University, while engaging surrounding communities as it pertains to issues related to diversity, equity and inclusion.

Information about current, historical, and forward-looking activities related to diversity, equity, and inclusion can be found at the University’s [Diversity, Equity & Inclusion website](#).

The [Equity, Civil Rights and Title IX Office](#) (ECRT) oversees, facilitates and supports the University’s efforts to ensure equal opportunity for all persons regardless of race, color, national origin, age, marital status, sex, sexual orientation, gender identity, gender expression, disability, religion, height, weight, or veteran status in employment, educational programs and activities, and admissions. ECRT is the primary resource for policies on nondiscrimination, harassment, accommodations for persons with disabilities, and programs to promote diverse and qualified applicant pools during the hiring process. ECRT promotes a diverse, inclusive, supportive, and welcoming environment for faculty, students, staff, and other members of our community.

ECRT staff address questions and issues regarding: race, sex, color, religion, national origin, age, marital status, sexual orientation, gender identity, gender expression, disability, veteran status, height and weight. Staff also provides a wide variety of training and educational programs to faculty, staff and students with respect to diversity, inclusion and respect. In addition, the Office supports various constituency groups throughout the University.

For more information, contact [ECRT](#).

Additional Ann Arbor Campus Resources

Other campus offices and programs also provide information, programs, advocacy, service, and various forms of support to advance the University of Michigan’s goal of inclusiveness. Some of these are listed below. In addition, most of the schools and colleges have offices, programs, or administrators designated to work with these issues. Check with the appropriate dean or director’s office for more information. Finally, many academic departments offer courses that integrate multicultural content and perspectives into the curriculum or explore gender issues. Check the websites of the various schools and colleges or the schedule of courses for information on courses and curriculum.

[Center for the Education of Women+](#) (CEW+)

Offers numerous programs of service, research, and advocacy to women, regardless of whether they are affiliated with the University; provides support to faculty through the Junior Women Faculty Network and the Women of Color in the Academy Project.

[Center for Research on Learning and Teaching](#) (CRLT)

Helps faculty better meet the needs of a diverse student body through its programs and resources on multicultural teaching and learning. See [handbook section 8.B.1](#) "Center for Research on Learning and Teaching" in the online version.

[Council for Disability Concerns](#)

Works to identify and to remove architectural and attitudinal barriers to equal opportunity for individuals with disabilities.

[Institute for Research on Women and Gender](#) (IRWG)

Serves as an institutional umbrella for on-going disciplinary and interdisciplinary research efforts focusing on women and gender, encourages and supports increasing those research efforts, and heightens the presence and impact of the University on women and gender scholarship.

[International Institute](#)

Responsible for the coordination of research and training in international, comparative, and area studies within the College of Literature, Science, and the Arts (LSA), as well as between LSA and schools and colleges across the University.

[Martin Luther King, Jr./Cesar Chavez/Rosa Parks Visiting Professors Program](#)

Contributes to the intellectual diversity of the curriculum and co-curriculum by providing students with the opportunity to interact with distinguished guest faculty with diverse points of view and experiences. Sponsoring departments are encouraged to include as part of a visit activities with local K-12 schools and other area institutions of higher education.

[National Center for Institutional Diversity](#) (NCID)

The National Center for Institutional Diversity (NCID) catalyzes innovative approaches to diversity challenges and opportunities within the University, other major social institutions, the nation, and the world. Addressing diversity in its richest, broadest sense, the NCID promotes, launches, and advances national exemplars that foster concrete, lasting social change. Contact (734) 764-6497 or ncidinfo@umich.edu.

[Office of Academic Multicultural Initiatives](#) (OAMI)

Sponsors many programs and initiatives, including student academic multicultural initiatives, pre-college academic programs, and the Reverend Dr. Martin Luther King, Jr. Symposium programming.

[President's Advisory Commission on Women's Issues](#) (PACWI)

Advises the president, provost and executive vice president for academic affairs, and other executive officers on issues of concern to women and makes recommendations concerning University policy and procedures. Members are appointed by the president and include faculty, staff, and students.

[Program on Intergroup Relations](#)

Brings together faculty who wish to address issues of intergroup relations in their classes. Faculty adapt instructional techniques tied to intergroup dialogue pedagogies and discuss content areas across disciplinary areas.

[Services for Students with Disabilities](#) (SSD)

Provides an online faculty handbook to assist faculty in understanding the disabilities that can affect learning and the various adjustments that can be made in the learning environment to accommodate students with disabilities; offers services to students; promotes awareness of disability issues on campus.

[Spectrum Center](#)

(previously the Office of Lesbian, Gay, Bisexual, and Transgender Affairs)

Provides a comprehensive range of education, information, and advocacy services; works to create and maintain an open, safe, and inclusive environment for students, faculty, and staff, their families and friends, and the campus community at large.

[ADVANCE](#)

The ADVANCE Program began as a five-year, grant-funded project promoting institutional transformation with respect to women faculty in science and engineering fields. With the University's commitment to continue funding, the program is expanding to promote other kinds of diversity among faculty and students in all fields. The program aims to improve the University of Michigan's campus environment in four general areas: recruitment, retention, climate, and leadership.

[Undergraduate Research Opportunity Program \(UROP\)](#)

Creates research partnerships between faculty and first- and second-year students and provides a variety of support services to facilitate successful experiences for both faculty and students. While admission is open to all U-M students, UROP continues to work toward improving the retention and academic achievement of underrepresented students and to support women in science and engineering.

[University Faculty Ombuds Office](#)

The Office of the University Faculty Ombuds is a confidential, impartial, informal, and independent resource for information and assistance to faculty members. It helps in resolving academic and administrative problems and disputes through procedures that may be preferable to a formal grievance or judicial proceedings.

The Office of the University Ombuds receives faculty complaints, concerns, and questions about alleged acts, omissions, improprieties, and broader problems, and works to ensure a fair, equitable, and expeditious resolution. The Ombuds may make an informal inquiry, request relevant documentation, review matters received, offer options for resolution, make referrals, and mediate disputes independently and impartially. In addition, the Ombuds serves as a resource for information, communication, and referrals, and makes recommendations for constructive change when University policies or procedures generate conflicts or concerns. The Office adheres to professional standards of practice established by the International Ombudsman Association.

In addition to the University Faculty Ombuds, each School or College has a [Unit Ombuds](#) who is also available as a source of unit-based information concerning University policies and for assistance in the resolution of disputes.

[Women in Science and Engineering \(WISE\)](#)

Designed to increase the number of girls and women pursuing degrees and careers in science, technology, engineering, and mathematics while fostering their future success, the program also contributes to research and evaluation of WISE issues and initiatives. While WISE programs are open to all students, they are designed to encourage and support women and girls.

[Women of Color in the Academy Project](#)

Highlights the contributions of women of color to the University and works to build a network of women

of color instructional faculty in order to promote career development, satisfaction, and retention.

See also handbook sections:

- [5.G.2 Dual Career Program](#)
- [5.G.6 International Faculty](#)
- [13.B University-wide Awards](#)
- [15. Benefits and Services](#)
- [21.J International Center](#)
- [11 A. Policy on Sexual and Gender-Based Misconduct](#)