

## University of Michigan Museum of Art

Diversity, Equity, Inclusion, and Accessibility Strategic Plan | FY 2024

### Strategic Plan Overview

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#### UMMA Diversity, Equity, Inclusion, & Accessibility Charge:

##### Goals:

Diversity – We commit to increasing diversity, which is expressed in myriad forms, including race and ethnicity, gender and gender identity, sexual orientation, socio-economic status, language, culture, national origin, religious commitments, age, (dis)ability status, and political perspective.

Equity – We commit to working actively to challenge and respond to bias, harassment, and discrimination. We are committed to a policy of equal opportunity for all persons and do not discriminate on the basis of race, color, national origin, age, marital status, sex, sexual orientation, gender identity, gender expression, disability, religion, height, weight, or veteran status.

Inclusion – We commit to pursuing deliberate efforts to ensure that our campus is a place where differences are welcomed, different perspectives are respectfully heard, and where every individual feels a sense of belonging and inclusion. We know that by building relationships with a critical mass of diverse groups on campus and creating a vibrant climate of inclusiveness, we can more effectively leverage the resources of diversity to advance our collective capabilities.

Accessibility – We commit to working to ensure that the Museum is fully accessible and that everyone who engages with the Museum as well as our programs and exhibitions, both onsite and online, is welcome. This commitment extends UMMA's free admission philosophy to eliminate barriers to participation and full engagement.

#### **Rationale [Mission, Vision, Values of the University of Michigan Museum of Art (UMMA)]:**

*The University of Michigan Museum of Art puts art and ideas at the center of campus and public life. We create experiences that enrich our understanding of one another, foster joy, and build a more just future. Through exhibitions, programs, research, and community partnerships we are redefining what a campus museum can be.*

*This plan asserts that art is a fundamental human right and equity must be central to everything that UMMA does. Historically, the collections, programming, staff, and visitorship at U.S. art museums have not reflected the diversity of their local communities. More than 80% of artists represented in the collections of major U.S. museums are white, and more than 85% are male. Further, the majority of art museum employees are white. UMMA is no different. In order to fulfill UMMA's mission we must prioritize new ways of working to contribute to a more equitable future for our communities and institution.*

*We seek to make UMMA a more diverse and welcoming place. UMMA will be a site where*

*courageous and important conversations can take place, and where empathy is encouraged by considering perspectives across time, culture, identity, and geography. To do this we must welcome, represent, and partner with diverse groups on campus, in the region, and beyond, and build authentic relationships that support co-creation. Over the next five years, UMMA will become a better partner to communities we have not previously served well. We will prioritize deepening connections with Black, Indigenous, and People of Color (BIPOC) communities, among others, beginning with U–M BIPOC and first-generation students, and BIPOC residents and K-12 students in Washtenaw County.*

**Key Strategies & Constituencies\*:**

*UMMA is a non-degree-granting, public-facing unit of the University of Michigan. The constituencies of this plan include the following: UMMA staff; student interns and workers; U-M students, faculty, and staff engaged by the Museum; and the varied public communities served by the Museum via its onsite and digital programs. Our DEI co-leads and DEI committee comprise the UMMA DEI Team. The UMMA DEI Team, including docent and student representation, supported by senior leadership, has identified a limited number of strategic objectives to further university-wide goals for DEI. These have been aggregated into the three distal objectives determined by the University. Each of these strategic objectives is accompanied by metrics that will be tracked over time, as well as descriptions of single- and, in some cases, multiple-year actions UMMA will take to accomplish those objectives.*

*All strategic objectives and related actions will be pursued in accordance with the law and University policy.*

**Planning Process Used**

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**Planning Lead(s):**

*Alisunn Jones, Executive Assistant to the Director, DEI Co-Lead*

*Anna Sampson, Senior Associate Director of Development - Foundation and Government Relations, DEI Co-Lead*

*Neil Van Houten, Retail Operations Manager, DEI Co-Lead*

**Planning Team:**

*UMMA DEI Committee - Christopher Ankney, Director of Marketing and Public Relations; Matt Casadonte - Senior Exhibitions Technician; Briannon Cierpilowski, Manager of Student Programs; Laura De Becker, Chief Curator and Helmut and Candis Stern Curator of African Art; Isabel Engel, University Learning and Programs Specialist; Terri Gable, Associate Director of Finance and Administration; Erika Larson, Exhibitions and Publications Project Manager; Sydney Richards, Associate Director of Development, Annual Giving; Patricia Scott, Director of Finance and Administration; Jeanie Mack-Powers, 2022-2023 Docent Representative; Teri Turner, 2022-2023 Docent Representative; Kasey Rosatti, 2022-2023 Student Representative*

**Planning Process Summary:**

*UMMA's DEI 2.0 Plan is primarily informed by the development of the Museum's Commitment to Anti-Racist Action (2020-ongoing) and the UMMA Strategic Plan (2022-2027). Both of these*

*documents were shaped by the global COVID-19 pandemic and the worldwide reckoning around systemic racism, inequality, and colonialism, that was galvanized by the murder of George Floyd in the summer of 2020. These world-changing events prompted UMMA to deeply consider the communities that we engage and what they need and desire from public art institutions, like museums.*

## **Data and Analysis: Key Findings**

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### **Summary of Data:**

*In the development of the Museum's DEI 2.0 plan, UMMA utilized anecdotal data gathered during stakeholder interviews and conversations conducted during the development of the Museum's Commitment to Anti-Racist Action as well as the strategic planning and UMMA branding/website development processes. These conversations allowed our communities to provide critical feedback on these documents and processes and helped to shape the UMMA DEI 2.0 plan.*

*UMMA also used information from the 2021 U-M campus climate survey to develop this plan. These data were supplemented with information gathered from individual UMMA staff members during follow-up conversations which sought to uncover deepened information about the Museum's workplace culture and climate.*

*Data has also been collected during the Museum's exhibition planning process. In 2022 UMMA instituted a project overview questionnaire that helps to guide the development of exhibition projects from conception through development. This questionnaire asks curators and all UMMA staff to evaluate how the project strengthens the Museum's Commitment to Anti-Racist Action and the core values of the UMMA strategic plan: art, equity, collaboration, change, and care. Data gathered from the questionnaire informs the DEI 2.0 plan and will continue to guide its progress.*

*As a public resource on the university campus, UMMA also gathers significant data from visitors to the Museum in the form of visitor intercept surveys, event follow-up surveys, University Learning Program student visit surveys, post-visit surveys from K-12 students and teachers, and surveys of UMMA Members. These data are supplemented by limited self-reported demographic data for visitors including U-M students, UMMA Members, event attendees, and aggregated demographic data on K-12 school communities.*

### **Key Findings, Themes, and Recommendations:**

*In crafting the Commitment to Anti-Racist Action, the UMMA Strategic Plan, and this resulting DEI 2.0 plan, we consulted communities who have been underserved by the arts, and others, in conversations, focus groups, email feedback, and open office hours. We solicited feedback from UMMA staff; institutional partners on campus; U-M faculty and administrators; U-M students, including UMMA Student Advisory Board members and interns; UMMA volunteer docents; local artists and community leaders; the staff of regional arts and social service organizations; and the broader public.*

*We asked these communities to consider the role of UMMA on campus in the region, who we serve well and who we need to serve better, and what our staff and culture would need to meet these challenges. We synthesized this feedback to develop a DEI 2.0 Plan that aspires to lead real change on campus and in the museum field so that our communities can thrive.*

*UMMA's DEI 2.0 plan is rooted in the Museum's Core Values of Art, Equity, Collaboration, Change, and Care.*

- *We believe that art strengthens human connection and creates a more just future. We seek to create experiences with art that transform the way we see each other and the world, and embrace the capacity of art to build empathy, social cohesion, and foster joy*
- *We believe that access to art is a fundamental human right and that we must actively dismantle barriers to participation for everyone and amplify under-told stories including, in particular, BIPOC voices*
- *We believe that collaboration is central to everything we do; we embrace partnerships across the U–M campus and learn from and co-create projects with the communities we seek to engage*
- *We believe that museums must change their practices to be relevant to, and support, the breadth of UMMA's communities and should support new ways of creating, collaborating, and learning and question assumptions about what a campus museum should be; and*
- *We care for our colleagues, collaborators, communities, and art by honoring the rich diversity of people, experiences, and ideas and stewarding UMMA's art and resources*

## **Strategic Objectives, Measures of Success and Action Plans\***

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### **Introduction:**

The University of Michigan Museum of Art plan covers UMMA staff; U-M staff, faculty, and students; and the communities we serve. The strategic objectives needed to further the university-wide goals of diversity, equity, and inclusion have been aggregated into three distal objectives determined by the University. Each of these strategic objectives is accompanied by metrics that will be tracked over time, as well as descriptions of single and multiple-year actions we will take to accomplish those objectives. For additional detail on assignments, timelines, and accountabilities, see the Action Planning Table.

*\*All strategic objectives and related actions will be pursued in accordance with the law and University policy.*

### **PEOPLE (Recruit, Retain & Develop a Diverse Community)**

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Strategies and action items for **People** are designed to bolster and extend the work of all units by introducing effective programs and procedures aimed at recruiting, retaining, and supporting a diverse campus community. DEI-related recruitment and retention efforts across campus reflect the varied needs and goals of specific units and groups.

## **UNDERGRADUATE AND GRADUATE STUDENTS**

**Strategic Objective 1:**

*Establish an UMMA-wide undergraduate and graduate student internship cohort program to increase the broad diversity of student participants at UMMA.*

**Metrics:**

- Qualitative data from post-internship exit interviews*
- Qualitative and quantitative data on student demographics (school/college, major)*

**Actions:**

- 1. Develop and implement a more transparent and accessible process for hiring interns and student workers*
- 2. Adjust current work functions to prioritize a museum-wide internship program*
- 3. Codify the student intern onboarding process to ensure that all interns and student workers begin their internship with the same knowledge and resources*
- 4. Develop a Museum-wide cohort model that provides community and networking opportunities to interns and student workers*
- 5. Determine capstone deliverables and products for all interns across the Museum*
- 6. Engage interns and student workers in skill-building opportunities during their internships*
- 7. Engage interns in climate-enhancing activities including staff appreciation events and retreats*
- 8. Provide DEIA and anti-racism training for student workers and interns*

**Primary DEI Goal:** *Equity*

**STAFF****Strategic Objective 2:**

*Implement DEI best practices for recruiting, hiring, orienting, and supporting staff.*

**Constituencies:** *UMMA Staff*

**Metrics:**

- HR-related measures in U-M and UMMA climate surveys*
- Successful recruitment of a qualified candidate for the DEIA Manager position*
- Data and information gathered during onboarding and exit interviews*

**Actions:**

- 1. Develop and implement a transparent and accessible process for hiring and onboarding staff*
- 2. Provide interviewing resources and skill-building that helps to interrupt bias in recruitment for all staff*
- 3. Institute a peer mentoring program for all new hires*
- 4. Develop proactive tools to address opportunity parity, including clear paths to promotion and equitable distribution of professional development opportunities*
- 5. Assist staff in determining opportunities for professional development and career growth; support professional development opportunities with adequate funding*
- 6. Secure funding to hire a full-time UMMA Diversity, Equity, Inclusion, and Accessibility Manager*

7. *Provide DEIA and anti-racism professional development for all UMMA staff*
8. *Allocate resources to enable paid time off for continuing education and DEIA-related professional development*
9. *Develop clear pathways for conflict resolution and tools to analyze instances of conflict*

**Primary DEI Goal:** *Equity*

**PROCESS (Create an Equitable and Inclusive Campus Climate)**

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Strategies and action items for **Process** are designed to support and strengthen the development of policies, procedures, and practices that create an inclusive and equitable campus climate and encourage a culture of belonging in which every member of our community can grow and thrive.

**ALL CONSTITUENCIES**

**Strategic Objective 1:**

*Develop processes that help to ensure that the Museum is welcoming to its diverse publics and that UMMA’s exhibitions and programs represent the breadth of the communities that we engage*

**Metrics:**

- Increased diversity among the artists and subjects represented in the UMMA collection*
- Increased diversity and inclusion around public and academic programming*
- Data from the exhibition project overview questionnaire*

**Actions:**

1. *Develop a collections strategy, including a plan for accessioning and deaccessioning, that prioritizes underrepresented perspectives and stories that have been under-told at UMMA and in the museum field generally*
2. *Invest in intentional, consistent, and reciprocal relationships and partnerships that learn from and co-create projects beginning with the region’s BIPOC communities*
3. *Evaluate the Museum’s exhibitions and programs to ensure that they are aligned with the Museum’s strategic priorities, the DEI 2.0 plan, and the Commitment to Anti-Racist Action*
4. *Evaluate UMMA public spaces and wayfinding materials to develop plans and processes for making the Museum facilities more accessible and welcoming*

**Primary DEI Goal:** *Diversity*

**UNDERGRADUATE AND GRADUATE STUDENTS**

**Strategic Objective 2:**

*Develop processes that ensure that UMMA undergraduate and graduate interns feel a sense of belonging at the Museum*

**Metrics:**

- Qualitative data from pre- and post-internship exit interviews*
- Completion of a codified onboarding process for student workers*

*-Qualitative and quantitative data from student surveys after class visits to UMMA*

**Actions:**

- 1. Revise the Museum's special event rental policy for student groups*
- 2. Conduct focus groups of first-year, first-generation students in Fall and Winter terms to identify key indicators necessary for retention*
- 3. Conduct routine management of student listserv and outreach tools*
- 4. Develop skills workshops (Visual Thinking Strategies/Development/Resume writing/Interviewing etc) for all undergraduate and graduate interns*
- 5. Hold events throughout the year for networking between student workers and UMMA staff*

**Primary DEI Goal:** *Inclusion*

**STAFF**

**Strategic Objective 3:**

*Improved work culture and climate that supports institutional transparency and recognizes UMMA staff as individuals with a significant commitment to DEIA*

**Metrics:**

- Climate survey metrics related to the adoption of DEIA principles and participation in DEIA activities*
- Climate survey metrics related to workplace climate and culture*
- Change in organizational results from the Intercultural Development Inventory (IDI)*

**Actions:**

- 1. Deploy an UMMA climate survey in early fall 2023 to set a baseline in addition to the 2021 campus-wide survey; repeat in early fall 2028*
- 2. Deploy an organization-wide Intercultural Development Inventory (IDI) in winter 2024; engage all staff in individualized IDI coaching*
- 3. Develop social and networking events as well as opportunities for recognition that deepen a sense of belonging among all UMMA staff*
- 4. Deliver personal development opportunities and learning and enrichment programs*

**Primary DEI Goal:** *Inclusion*

**PRODUCTS (Support Innovative and Inclusive Teaching, Research, and Service)**

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Strategies and action items for **Products** are designed to integrate DEI solutions into our educational program offerings and teaching methodology and to ensure scholarly research on diversity, equity, and inclusion, and the scholars who produce it, are valued and supported.

**FACULTY**

**Strategic Objective 1:**

*Expand the U-M departments and disciplines that are engaged by the Museum and its products and*

*increase opportunities for faculty to engage with UMMA objects and exhibitions that facilitate inclusive/equity-focused teaching.*

**Metrics:**

- Utilization of the Museum's online collection database by diverse departments and faculty conducting research in diverse disciplines*
- Diverse U-M departmental representation in the ongoing Curriculum/Collection exhibition*
- Quantitative data from U-M department and course-level post-visit surveys*

**Actions:**

- 1. Update the Museum's online collection database to increase access to the collection among faculty and diversify the types of courses and research fields that engage with the collection*
- 2. Conduct targeted outreach to schools and departments that do not currently utilize UMMA and its resources*
- 3. Schedule periodic arts integration workshops that diversify research of the collection and exhibitions*
- 4. Identify objects and exhibitions that facilitate inclusive/equity-focused teaching*

**Primary DEI Goal:** *Diversity*

**ALL CONSTITUENCIES**

**Strategic Objective 2:**

*Deliver exhibitions and programs that reflect the broad diversity of our campus and the region and that support narratives that have been historically excluded from the museum field to ensure that UMMA and its programs and exhibitions are welcoming to the breadth of communities that we engage*

**Metrics:**

- Number of exhibitions and programs featuring broadly diverse artists and themes*
- Attendance figures and intercept survey responses*
- Qualitative responses to visitor and member surveys*
- Demographics of K-12 school communities served through guided and self-guided tours*
- Engagement data for campus audiences including departments, classes, and research disciplines*
- Demographic data for students who are directly engaged with UMMA through class visits*

**Actions:**

- 1. Continue to utilize exhibition and program evaluation tools that assess alignment with the UMMA Strategic Plan and Commitment to Anti-Racist Action*
- 2. Conduct an accessibility review of the Museum websites and web resources*
- 3. Continue to expand the Museum's open gallery hours*
- 4. Develop events that serve and accommodate the diverse needs and desires of the UMMA communities*
- 5. Deploy strategies and products that increase accommodation and accessibility for all Museum visitors*
- 6. Prioritize the engagement of Title I and otherwise underserved K-12 school communities*



**Primary DEI Goal: Equity**

**Goal-related Metrics – UMMA Measures Tracked Over Time**

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**UMMA Metrics:**

**Staff**

*Demographic Composition:*

- *Headcount*
- *Race/ethnicity*
- *Sex*
- *Age (Generation cohort)*

*Climate Survey Indicators (sample indicators listed below):*

- *Satisfaction with unit climate/environment in work unit*
- *Assessment of semantic aspects of the general climate in work unit*
- *Assessment of semantic aspects of the DEI climate in work unit*
- *Feeling valued in work unit*
- *Feeling of belongingness in work unit*
- *Assessment of work unit commitment to diversity, equity, and inclusion*
- *Perceptions of equal opportunity for success in work unit*
- *Feeling able to perform up to full potential in work unit*
- *Feelings of professional growth in work unit*
- *Feelings of discrimination in work unit*

*UMMA-specific metrics:*

- *Make-up of UMMA workforce, including regular staff and undergraduate and graduate student interns*
- *Demographics of K-12 school communities served by UMMA*
- *Intercultural Development Inventory (IDI) results*
- *Climate survey results (U-M wide by area and UMMA-specific)*
- *Faculty, student, and departmental engagement figures*
- *Visitor numbers*
- *Visitor intercept surveys*
- *Member and visitor email surveys*
- *Project overview questionnaires*
- *Exit interviews with staff and undergraduate and graduate student interns*

**Action Planning Tables with Details and Accountabilities**

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*Fill in the tables with additional details about actions, including deliverables and assignments.*

**PEOPLE (Recruitment, Retention & CD)**

Key Constituency	Strategic Objective	Associated Metrics	Detailed Actions Plan (measurable, specific)	Group/person accountable
Undergraduate And Graduate Students	Establish an UMMA-wide undergraduate and graduate student internship cohort program	<ul style="list-style-type: none"> <li>-Qualitative data from post-internship exit interviews</li> <li>-Qualitative and quantitative data on student demographics (school/college, major)</li> </ul>	<ol style="list-style-type: none"> <li>1. Develop and implement a more transparent and accessible process for hiring interns and student workers</li> <li>2. Adjust current work functions to prioritize a museum-wide internship program</li> <li>3. Codify the student intern onboarding process to ensure that all interns and student workers begin their internship with the same knowledge and resources</li> <li>4. Develop a Museum-wide cohort model that provides community and networking opportunities to interns and student workers</li> <li>5. Determine capstone deliverables and products for all interns across the Museum</li> <li>6. Engage interns and student workers in skill-building opportunities during their internships</li> <li>7. Engage interns in climate-enhancing activities including staff appreciation events and retreats</li> <li>8. Provide DEIA and anti-racism training for student workers and interns</li> </ol>	DEIA Committee in coordination with all UMMA staff
Staff	Implement DEI best practices for recruiting, hiring, orienting, and	<ul style="list-style-type: none"> <li>-HR-related measures in U-M and UMMA climate surveys</li> <li>-Successful recruitment of a qualified candidate for the DEIA Manager</li> </ul>	<ol style="list-style-type: none"> <li>1. Develop and implement a transparent and accessible process for hiring and onboarding staff</li> <li>2. Provide interviewing resources and skill-building that helps to interrupt bias in</li> </ol>	DEIA Committee in coordination with all UMMA staff

	supporting staff	position -Data and information gathered during onboarding and exit interviews	recruitment for all staff 3. Institute a peer mentoring program for all new hires 4. Develop proactive tools to address opportunity parity, including clear paths to promotion and equitable distribution of professional development opportunities 5. Assist staff in determining opportunities for professional development and career growth; support professional development opportunities with adequate funding 6. Secure funding to hire a full-time UMMA Diversity, Equity, Inclusion, and Accessibility Manager 7. Provide DEIA and anti-racism professional development for all UMMA staff 8. Allocate resources to enable paid time off for continuing education and DEIA-related professional development 9. Develop clear pathways for conflict resolution and tools to analyze instances of conflict	
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**PROCESS (Promoting an Equitable & Inclusive Community)**

Key Constituency	Strategic Objective	Associated Metrics	Detailed Actions Plan (measurable, specific)	Group/person accountable
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All Constituencies	Develop processes that help to ensure that the Museum is welcoming to its diverse publics and that UMMA's exhibitions and programs represent the breadth of the communities that we engage	-Increased diversity among the artists and subjects represented in the UMMA collection -Increased diversity and inclusion around public and academic programming -Data from the exhibition project overview questionnaire	<ol style="list-style-type: none"> <li>1. Develop a collections strategy, including a plan for accessioning and deaccessioning, that prioritizes underrepresented perspectives and stories that have been under-told at UMMA and in the museum field generally</li> <li>2. Invest in intentional, consistent, and reciprocal relationships and partnerships that learn from and co-create projects with the region's BIPOC communities</li> <li>3. Evaluate the Museum's exhibitions and programs to ensure that they are aligned with the Museum's strategic priorities, the DEI 2.0 plan, and the Commitment to Anti-Racist Action</li> <li>4. Evaluate UMMA public spaces and wayfinding materials to develop plans and processes for making the Museum facilities more accessible and welcoming</li> </ol>	DEIA Committee in coordination with all UMMA staff
Undergraduate And Graduate Students	Develop processes that ensure that all U-M students, including UMMA undergraduate and graduate interns, feel a sense of belonging at the Museum	-Qualitative data from post-internship exit interviews -Completion of a codified onboarding process for student workers -Qualitative and quantitative data from student surveys after class visits to UMMA	<ol style="list-style-type: none"> <li>1. Revise the Museum's special event rental policy for student groups</li> <li>2. Conduct focus groups of first-year, first-generation students in Fall and Winter terms to identify key indicators necessary for retention</li> <li>3. Conduct routine management of student listserv and outreach tools</li> <li>4. Develop skills workshops (Visual Thinking Strategies/ Development/Resume writing/Interviewing, etc) for all undergraduate and graduate interns</li> <li>5. Hold events throughout the year for networking between student workers and UMMA staff</li> </ol>	DEIA Committee in coordination with all UMMA staff
Staff	Improved work	-Climate survey metrics related to	1. Deploy an UMMA climate survey in early fall 2023 to set a baseline in	DEIA Committee in coordination

	culture and climate that supports institutional transparency and recognizes UMMA staff as individuals with a significant commitment to DEIA	the adoption of DEIA principles and participation in DEIA activities -Climate survey metrics related to workplace climate and culture -Change in organizational results from the Intercultural Development Inventory (IDI)	addition to the 2021 campus-wide survey; repeat in early fall 2028 2. Deploy an organization-wide Intercultural Development Inventory (IDI) in winter 2024; engage all staff in individualized IDI coaching 3. Develop social and networking events as well as opportunities for recognition that deepen a sense of belonging among all UMMA staff 4. Deliver personal development opportunities and learning and enrichment programs	with all UMMA staff
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**PRODUCTS (*Education, Scholarship & Service*)**

<b>Key Constituency</b>	<b>Strategic Objective</b>	<b>Associated Metrics</b>	<b>Detailed Actions Plan (measurable, specific)</b>	<b>Group/person accountable</b>
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Faculty	Expand the U-M departments and disciplines that are engaged by the Museum and its products	<ul style="list-style-type: none"> <li>-Utilization of the Museum's online collection database by diverse departments and faculty conducting research in diverse disciplines</li> <li>-Diverse U-M departmental representation in the ongoing Curriculum/Collection exhibition</li> <li>-Quantitative data from U-M department and course-level post-visit surveys</li> </ul>	<ol style="list-style-type: none"> <li>1. Update the Museum's online collection database to increase access to the collection among faculty and diversify the types of courses and research fields that engage with the collection</li> <li>2. Conduct targeted outreach to schools and departments that do not currently utilize UMMA and its resources</li> <li>3. Schedule periodic arts integration workshops that diversify research of the collection and exhibitions</li> </ol>	DEIA Committee in coordination with all UMMA staff
All constituencies	Deliver exhibitions and programs that reflect the broad diversity of our campus and the region and that support narratives that have been historically excluded from the museum field to ensure that UMMA and its programs and exhibitions are	<ul style="list-style-type: none"> <li>-Number of exhibitions and programs featuring broadly diverse artists and themes</li> <li>-Attendance figures and intercept survey responses</li> <li>-Qualitative responses to visitor and member surveys</li> <li>-Demographics of K-12 school communities served through guided and self-guided tours</li> <li>-Engagement data for campus audiences including departments, classes, and</li> </ul>	<ol style="list-style-type: none"> <li>1. Continue to utilize exhibition and program evaluation tools that assess alignment with the UMMA Strategic Plan and Commitment to Anti-Racist Action</li> <li>2. Conduct an accessibility review of the Museum websites and web resources</li> <li>3. Continue to expand the Museum's open gallery hours</li> <li>4. Develop events that serve and accommodate the diverse needs and desires of the UMMA communities</li> <li>5. Deploy strategies and products that increase accommodation and accessibility for all Museum visitors</li> <li>6. Prioritize the engagement of Title I and otherwise underserved K-12 school communities</li> </ol>	DEIA Committee in coordination with all UMMA staff

	welcoming to the breadth of communities that we engage	research disciplines -Demographic data for students who are directly engaged with UMMA through class visits		
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**Plans for Supporting, Tracking and Updating the Strategic Plan**

- *Please identify the person/role who will be the key contact for the plan stewardship.*
- *Please describe the plans for additional engagement with the plan and to generate additional input and ideas.*
- *Please describe how progress on the plan actions will be supported, tracked and reported within the school, college or unit.*

*The UMMA DEIA Co-Leads are the key contacts for stewardship of the plan but each person at UMMA has individual ownership of the DEI 2.0 plan and the Museum’s 2022-2027 Strategic Plan. The UMMA DEIA Committee will assist with closely tracking and supporting the plan implementation. Action items will be enacted by staff across the Museum. Each Distal Objective will be facilitated by a DEIA Committee member, who will track progress on action items in Asana and will work with staff across the Museum to evaluate progress using the metrics outlined in the DEI 2.0 plan. Course corrections will be made as needed and will be reflected in the plan periodically.*

*These groups will conduct a bi-annual review of the plan with all relevant constituencies. This review process will include gathering feedback and additional ideas to be implemented throughout the year. A midyear status report on progress will be presented to the UMMA Leadership Group in January and a final evaluation of metrics and accomplishments against the plan, as well as recommendations for the coming year, will be presented to UMMA leadership teams in April and at the UMMA All-Staff Meeting in May of each year.*

**UMMA DEIA Fundraising Priorities**

<b>Strategic Objective</b>	<b>Metric(s)</b>	<b>Year One Action Items</b>
Fundraise private, foundation, government, and on-campus support for UMMA DEIA priorities.	Prioritize fundraising and donor engagement with selected UMMA DEIA initiatives, including: <ul style="list-style-type: none"> <li>● <b>Collections Assessment:</b> Secure funding to conduct a broad collections inventory</li> </ul>	<ul style="list-style-type: none"> <li>● In collaboration with partners on campus and volunteers, identify potential donors, including individuals, foundations, government funding</li> </ul>

	<p>and evaluation to identify strengths, weaknesses, and distinctive qualities of the collection, including areas and objects frequently used in teaching and learning</p> <ul style="list-style-type: none"> <li>● <b>New Acquisitions:</b> Utilizing data on thematic representation from the collections assessment, develop support for increased representation of BIPOC-related themes in new Museum acquisitions, as well as those featuring themes related to historically underrepresented ethnicities, gender identities, and sexualities</li> <li>● <b>DEIA Manager:</b> Secure funding to hire a full-time UMMA Diversity, Equity, Inclusion, and Accessibility Manager</li> <li>● <b>Student Support:</b> Grow support for paid internships to ensure that the pipeline for careers in museums and the arts is open to a broadly diverse and inclusive cohort of students</li> <li>● <b>Exhibitions:</b> Create an inclusive exhibitions fund that provides a vehicle for supporting projects that advance the Museum’s DEIA priorities</li> </ul>	<p>agencies, and U-M schools, colleges, and units</p> <ul style="list-style-type: none"> <li>● Seek new ODEI funds for a full-time DEIA manager and renewed funds to support strategic acquisitions</li> </ul>
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