



The **Sustainability Tracking, Assessment & Rating System™** (STARS) is a transparent, self-reporting framework for colleges and universities to measure their sustainability performance.

[Reporting Tool](#)

Overall Rating	Expired
Overall Score	Expired
Liaison	Andrew Horning
Submission Date	June 30, 2015
Executive Letter	Download

University of Michigan

PA-4: Diversity and Equity Coordination

Status	Score	Responsible Party
✓	Expired	Donald Scavia Director Graham Environmental Sustainability Institute

STARS v2.0

INSTITUTIONAL CHARACTERISTICS

INSTITUTIONAL CHARACTERISTICS

IC-1: Institutional Boundary

IC-2: Operational Characteristics

IC-3: Academics and Demographics

ACADEMICS

CURRICULUM

AC-1: Academic Courses

AC-2: Learning Outcomes

AC-3: Undergraduate Program

AC-4: Graduate Program

AC-5: Immersive Experience

AC-6: Sustainability Literacy Assessment

AC-7: Incentives for Developing Courses

AC-8: Campus as a Living Laboratory

RESEARCH

AC-9: Academic Research

AC-10: Support for Research

AC-11: Access to Research

ENGAGEMENT

CAMPUS ENGAGEMENT

EN-1: Student Educators Program

EN-2: Student Orientation

EN-3: Student Life

EN-4: Outreach Materials and Publications

EN-5: Outreach Campaign

EN-6: Employee Educators Program

EN-7: Employee Orientation

EN-8: Staff Professional

Reporting FieldsCredit Info

"" indicates that no data was submitted for this field

Does the institution have a diversity and equity committee, office, and/or officer tasked by the administration or governing body to advise on and implement policies, programs, and trainings related to diversity and equity on campus?:

Yes

Does the committee, office and/or officer focus on one or both of the following?:

	Yes or No
Student diversity and equity	Yes
Employee diversity and equity	Yes

A brief description of the diversity and equity committee, office and/or officer, including purview and activities:

The Office for Institutional Equity. The University of Michigan has a long and proud legacy of commitment to the principles of equality and equal opportunity for all students, faculty and staff. The mission of the Office for Institutional Equity is to provide leadership and support on matters relating to equity, diversity, respect and inclusiveness for all members of the University of Michigan community. OIE staff provides guidance, support and delivery of programming, services and educational initiatives to University faculty, staff, and students to support diversity, inclusiveness, equal access, equitable treatment, cultural understanding and the prevention of prohibited discrimination and harassment. OIE 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. The Office provides training and consultation on achieving and supporting diversity in the workplace, on Americans with Disabilities Act issues, and on preventing and resolving discrimination and discriminatory harassment. The Office also provides support to a number of constituency groups.

The full-time equivalent of people employed in the diversity and equity office:

Development

PUBLIC ENGAGEMENT

- EN-9: Community Partnerships
- EN-10: Inter-Campus Collaboration
- EN-11: Continuing Education
- EN-12: Community Service
- EN-13: Community Stakeholder Engagement
- EN-14: Participation in Public Policy
- EN-15: Trademark Licensing
- EN-16: Hospital Network

OPERATIONS

AIR & CLIMATE

- OP-1: Greenhouse Gas Emissions
- OP-2: Outdoor Air Quality

BUILDINGS

- OP-3: Building Operations and Maintenance
- OP-4: Building Design and Construction
- OP-5: Indoor Air Quality

DINING SERVICES

- OP-6: Food and Beverage Purchasing
- OP-7: Low Impact Dining

ENERGY

- OP-8: Building Energy Consumption
- OP-9: Clean and Renewable Energy

GROUNDS

- OP-10: Landscape Management
- OP-11: Biodiversity

PURCHASING

- OP-12: Electronics Purchasing
- OP-13: Cleaning Products Purchasing
- OP-14: Office Paper Purchasing
- OP-15: Inclusive and Local Purchasing
- OP-16: Life Cycle Cost Analysis
- OP-17: Guidelines for Business Partners

TRANSPORTATION

- OP-18: Campus Fleet
- OP-19: Student Commute Modal Split
- OP-20: Employee Commute Modal Split
- OP-21: Support for Sustainable Transportation

WASTE

- OP-22: Waste Minimization
- OP-23: Waste Diversion
- OP-24: Construction and Demolition Waste Diversion

The website URL where information about the diversity and equity committee, office and/or officer is available:

<http://hr.umich.edu/oie/office.html>

Does the institution make cultural competence trainings and activities available to all members of the following groups?:

	Yes or No
Students	Yes
Staff	Yes
Faculty	Yes
Administrators	Yes

A brief description of the cultural competence trainings and activities:

The Office for Institutional Equity offers educational and training packages, presentations and workshops, to foster and maintain a welcoming, supportive, inclusive and diverse working and learning environment. All of our programs are customizable to your specific needs and circumstances. Such topics covered include: Campus Commitment (all forms of impermissible Discrimination and Harassment), Intercultural Communication, Business Case for Diversity, Recruiting and Hiring for Diversity and Excellence, Mental Health Impairments and Reasonable Accommodation under the ADA, Student Field Placements and the Americans with Disabilities Act, The Americans with Disabilities Act (ADA): Non-Discrimination and Reasonable Accommodation, Disability Awareness and Etiquette, Academic Accommodations for Students with Disabilities. OIE staff are also available to guest lecture, speak at conferences, and participate in other opportunities.

The website URL where information about the cultural competence trainings is available:

<http://hr.umich.edu/oie/education/index.html>

The information presented here is self-reported. While AASHE [staff](#) review portions of all STARS reports and institutions are welcome to seek additional forms of review, the data in STARS reports are not verified by AASHE. If you believe any of this information is erroneous or inconsistent with credit criteria, please review the [process for inquiring](#) about the information reported by an institution and complete the [Data Inquiry Form](#).

OP-25: Hazardous Waste Management

WATER

OP-26: Water Use

OP-27: Rainwater Management

OP-28: Wastewater Management

PLANNING & ADMINISTRATION

COORDINATION, PLANNING & GOVERNANCE

PA-1: Sustainability Coordination

PA-2: Sustainability Planning

PA-3: Governance

DIVERSITY & AFFORDABILITY

PA-4: Diversity and Equity Coordination

PA-5: Assessing Diversity and Equity

PA-6: Support for Underrepresented Groups

PA-7: Support for Future Faculty Diversity

PA-8: Affordability and Access

HEALTH, WELLBEING & WORK

PA-9: Employee Compensation

PA-10: Assessing Employee Satisfaction

PA-11: Wellness Program

PA-12: Workplace Health and Safety

INVESTMENT

PA-13: Committee on Investor Responsibility

PA-14: Sustainable Investment

PA-15: Investment Disclosure

INNOVATION

INNOVATION

IN-1: Innovation 1

IN-2: Innovation 2

IN-3: Innovation 3

IN-4: Innovation 4



©2019 Association for the Advancement of Sustainability in Higher Education
2401 Walnut Street Suite 102 Philadelphia, PA 19103 - t: 888-347-9997

[Contact Us](#)
[Privacy Policy](#)
AASHE
API v1.0

