



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

Reporting Tool

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

## University of Michigan PA-6: Support for Underrepresented Groups

Status	Score	Responsible Party
✓	Expired	<b>Donald Scavia</b> Director Graham Environmental Sustainability Institute

Reporting Fields    Credit Info

"---" indicates that no data was submitted for this field

Does the institution have mentoring, counseling, peer support, academic support, or other programs to support underrepresented groups on campus?:

Yes

A brief description of the programs sponsored by the institution to support underrepresented groups:

There are several programs in place to support underrepresented groups on campus. Examples and descriptions can be found at <http://www.diversity.umich.edu/resources/student-faqs.php#Q1> and include the ALMA Program for Latinos, The SIBS Program for incoming black students, First Generation Students @ Michigan, and Michigan Learning Communities. Additionally, the Counseling and Psychological Services at the University is committed to creating an environment based on our values of multicultural, multi-disciplinary and multi-theoretical practices that allow our diverse student body to access care, receive high quality services and take positive pathways to mental health.

The website URL where more information about the support programs for underrepresented groups is available:

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Does the institution have a discrimination response policy and/or team (or the equivalent) to respond to and support those who have experienced or witnessed a bias incident, act of discrimination or hate crime?:

Yes

A brief description of the institution's discrimination response policy, program and/or team:

### 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

## 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 University of Michigan has a program for students and employees to report hate crimes via phone, in person or online. If you witness or experience conduct that discriminates, stereotypes, excludes, harasses or harms anyone in our community based on their identity (such as race, color, ethnicity, national origin, sex, gender identity or expression, sexual orientation, disability, age or religion) please report it to the University. Faculty and staff who call the number during normal business hours will be connected to the Office of Institutional Equity; students to the Dean of Students Office. Staff from these offices will offer support and begin to discuss next steps with callers. The University is committed to act responsibly when it learns of incidents motivated by hate or bias. Such occurrences, if they constitute a criminal act such as assault or property damage, should be reported to the police and will be fully investigated. Other acts of intolerance may violate University policies or community standards. In those instances we will pursue a range of remedies that may include disciplinary action as well as community education and dialogue. When you report a bias incident, University staff will help you determine the possible next steps, explain the relevant processes, and offer counseling and support or refer you to other offices that may provide support.

The website URL where more information about the institution's discrimination response policy, program and/or team is available:

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Does the institution offer housing options to accommodate the special needs of transgender and transitioning students?:

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Does the institution produce a publicly accessible inventory of gender neutral bathrooms on campus?:

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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



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