

Email - Highlights of DEI work Fall 2022

Fall 2022

- Launched EMU's inaugural DEI grant program, the [Hertzler-Koshy Faculty Fellowship](#). This is an opportunity to support faculty/student collaborations that will lead to more diverse curricula in the areas of race, ethnicity, disability, sexual orientation, and gender. This grant has been made possible thanks to the generosity of [Jose Koshy '76 and Jean Koshy-Hertzler '79](#).
- Launched the second cycle of Inclusive Excellence DEI grants; twelve grants were awarded. Developed a 3-credit undergraduate course titled: Power, Systems, and Justice. This will be a required course for all undergraduate students. The course will focus on race, gender, economic inequality, class, and other dimensions of identity and difference. Students will describe and analyze the ways structural inequality shapes their lives and the lives of those around them. The course identifies and builds skills for individuals to work toward equity in their own professional and personal lives. Students will have the opportunity to develop creative and ethical ways of strategically disrupting and transforming unjust systems. The course will be piloted in fall 2024 and spring 2025. It will be fully launched for all students to take it starting in fall 2025.
- Belonging and Becoming Together (BBT) New Faculty Mentoring Program - Mentoring and supporting faculty is a crucial component of retention and creating welcoming spaces. Based on best practices EMU piloted a program to mentor and support new faculty. The BBT program is designed as an interactive program that focuses on identifying DEI needs of newly hired faculty and how we can meet their DEI needs. This program is a collaborative effort between the office of DEI and the provost office. The BBT complements existing onboarding and mentoring activities at the human resources office and departmental level. The BBT consists of seven 1.5 hour group gatherings that are taking place throughout the fall semester. In addition, faculty mentors will be available to meet 1:1 with the new tenure track faculty.
- The office of DEI together with EMU's Center for Teaching and Learning (CTL) created a program for faculty development centered around DEI and pedagogy for the 2022-2023 academic calendar year. The program consists of two different types of storytelling that will take place during Tuesday Luncheons: DEI-CTL Story Potluck and Emu Story Hour.
 - [Story Potluck](#) - At a traditional potluck a community gathers together, and each guest or group contributes a different, often homemade, dish of food to be shared. One must take a chance that whatever is available will prove to be good or acceptable. A "story potluck" is a different kind of potluck. At a DEI-CTL Story Potluck, we share stories in small groups around tables- everyone brings a story.

Through these stories, we will build relationships in general, but more specifically leave with a tangible outcome: strategy or technique—useful for application in the classroom, curricula, pedagogy, and how we belong together.

- Emu Story Hour - The Emu Story Hour is designed like the [Moth](#). Faculty will have the opportunity to share teaching and learning stories with a theme of belonging, the nature of teaching and learning, challenges, and success stories, among others.
- Developed and adopted [EMU Land Acknowledgment](#)