



IMPACT OPPORTUNITIES FOR

Diversity, Equity, and Inclusion (DEI)

Rackham Graduate School has a history and tradition of valuing the diversity of its students as an essential dimension of excellence in graduate education. We seek to provide intellectual, social, emotional, and financial support so that students from groups that are historically underrepresented in higher education or in their fields feel welcome and thrive in their studies. Towards this end, Rackham acts on multiple fronts together with graduate programs and groups of students to directly and indirectly attract, support, and empower a diverse student body from admission to graduation and beyond.

To graduate programs, Rackham provides structural supports such as funding, training, and other resources on recruitment, mentoring, and influencing change from within the program. To students, Rackham provides additional funding, resources, events, and

partnerships with student organizations that serve all students, including those focused on a range of DEI and social justice issues. Strengthening diversity is one of the four main goals of the **Rackham Strategic Vision for Graduate Education**. If we achieve these goals, the vitality of the graduate student community will be strengthened through increased accessibility of graduate education, thereby expanding the diversity and inclusion of student viewpoints and backgrounds in graduate programs. Rackham places high importance on the expansion of relationships with Minority Serving Institutions, on Bridge to the Ph.D. programs, and on our own capacity to expose undergraduates to research possibilities and the graduate school experience. Your support of initiatives focused on increasing access and expanding DEI at the graduate school will bring Rackham closer to achieving its full potential.



Program Support

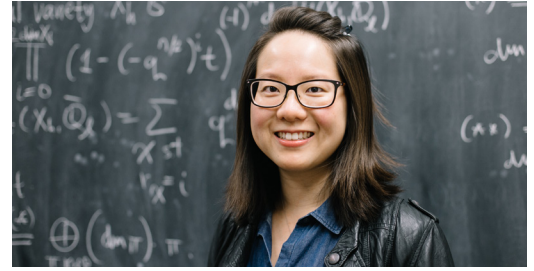
DEI Emerging Leaders Program (DELP)

\$2 Million endowed/\$100,000 expendable

The Diversity Emerging Leaders Program will address the needs of students who are deeply passionate about equity and social justice by helping them establish relationships with mentors, administrators and peer colleagues to engage in DEI work. This new group of DEI advocates desires something different, including more advanced training and opportunities for unique leadership roles. They also yearn for collaboration and a community of practice. DELP is a team-based and project-based cohort leadership program designed to establish a pipeline of excellence in DEI leadership development for graduate students. These students will have the opportunity to focus their passion around DEI issues and receive guidance and support to lead their peers.

How Your Support Helps

Philanthropic support will help students become leaders and change agents at universities and other organizations (government, corporations, non-profits, etc.) worldwide. It will catalyze long-range, transformative change at U-M by preparing graduate students to hone acquired skills they can use immediately to serve as DEI leaders at U-M and well into the future.



Bouchet Learning Community

\$1 Million endowed/\$50,000 expendable

Named for the first African American doctoral degree recipient in the United States, the Edward Alexander Bouchet Graduate Honor Society recognizes outstanding scholarly achievement and promotes diversity and excellence in doctoral education and the professoriate. The Bouchet Society is a network of preeminent scholars who exemplify academic and personal excellence; foster environments of support; and serve as examples of scholarship, leadership, character, service, and advocacy for students who have been traditionally underrepresented in the academy. In the spirit of Bouchet's commitment to these ideals, inductees into the honor society must demonstrate significant achievement in these five areas. Rackham has held a Bouchet chapter since 2008 and is part of a growing group of colleges and universities. The Rackham chapter of the Bouchet Society is an active learning community which unites Bouchet scholars throughout the University of Michigan to provide mentorship, professional development, and networking opportunities for faculty, staff, and students.

How Your Support Helps

A number of Bouchet scholars inducted while completing their doctoral degrees at other campuses with Bouchet chapters come to the University of Michigan to serve as postdoctoral fellows and faculty and staff. Increasing the funding for the Bouchet learning community will help enhance and expand the impact of the Bouchet Society beyond the membership of the Rackham chapter. Philanthropic support will enhance recruiting and increase professional development programming and Bouchet mentoring opportunities on the Michigan campus.



Diversity, Equity, and Inclusion Professional Development Institute

\$500,000 endowed/\$25,000 expendable

Since its launch in 2017, the Rackham Professional Development DEI Certificate Program has been an area of interest for alumni wondering how they may also participate. A Diversity, Equity, and Inclusion Professional Development Institute hosted by Rackham will include training on various DEI topics, including the following workshops: Inclusive Leadership, Demonstrating Your Commitment to Diversity, Unconscious Bias, Intercultural Communication, Disability Awareness, and Bystander Intervention. Alumni and interested community members will receive coaching, as well as guidance on how to mentor their team members and employees to create a more inclusive environment.

How Your Support Helps

Donor support for a Diversity, Equity, and Inclusion Professional Development Institute would expand the effectiveness of Rackham alumni by creating more inclusive communities and workplaces across the country.



Excellence in Diversity Award Recognition Program

\$50,000 endowed/\$10,000 expendable

Rackham has a history and tradition of valuing the diversity of our students as an essential dimension of excellence in graduate education and strives to create an inclusive climate for the entire Rackham community. This program will recognize the important role that our students play in contributing to a climate of inclusion, the Rackham Excellence in DEI Award recognizes graduate students who have demonstrated extraordinary commitment to DEI within the Rackham and U-M community. It provides an opportunity for faculty, administrators, staff, and other students to honor and nominate dedicated graduate students to receive public recognition.

How Your Support Helps

A gift to establish an Excellence in Diversity Award Recognition Program will catalyze change by creating positive energy around the innovative ideas and efforts of graduate students on diversity, equity, and inclusion issues.

Support for Partnerships with Minority Serving Institutions

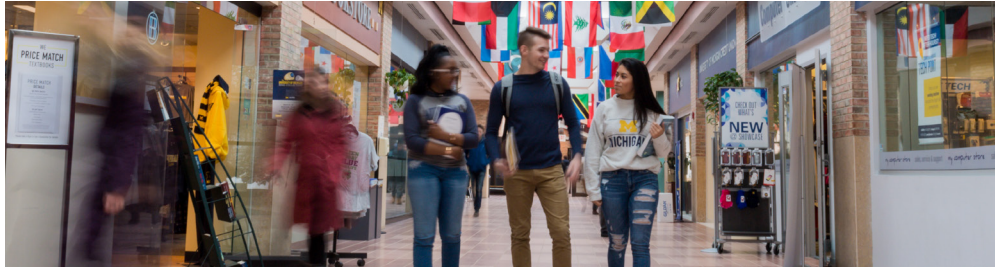
Annual MSI Outreach and Collaboration Grants

\$2 Million endowed/\$100,000 expendable

As part of a broader, campus-wide strategy of complementary efforts to support and enhance bilateral relationships between the University of Michigan and Minority Serving Institution (MSIs), Rackham manages MSI Collaboration and Implementation Grants. These one-time funds from the Office of the Provost support U-M graduate and professional programs and serve to strengthen and grow existing relationships with MSIs.

How Your Support Helps

This funding will help to sustain the critical efforts that reinforce our historical commitment and record of engaging with MSIs. Additionally, it will help to advance Rackham's strategic goal of strengthening diversity and enhancing partnerships and community.



Rackham MSI Student Ambassador Leadership Initiative

\$2 Million endowed/\$100,000 expendable

This initiative will support outreach and engagement efforts with MSIs in two ways. First, student ambassadors will host and attend events that engage MSI students, offer support through the application process, and conduct targeted mentorship with incoming MSI students. Second, this initiative will offer leadership development, which will be beneficial to students' academic and professional careers.

How Your Support Helps

Support for this initiative helps in two ways: First, it leverages Rackham's greatest asset to recruit a more diverse graduate student body—current Rackham students. Second, the initiative presents a professional and leadership development opportunity for current graduate students that will be beneficial to them as they transition from student to alumni. This creates an ecosystem of support throughout the educational journey from prospective graduate student to alumni.

MSI Summit and Regional Working Group Meetings

\$1 Million endowed/\$50,000 expendable

Space and time are critical to developing relationships between Rackham programs and MSIs and advancing efforts to strengthen pathways to and through Rackham for underrepresented student populations. We would like to host regular MSI working group meetings and summits that bring together faculty, staff, and other experts from U-M and MSIs to create general awareness, expand understanding, and develop process-driven approaches to creating bi-directional and sustainable relationships that lead to more robust pathways.

How Your Support Helps

A gift of support for this program would enable Rackham to enhance the programming that is already happening around the annual MSI Summit. In addition, sustained funding would support the relationship building efforts between U-M graduate and professional programs and the Minority Serving Institutions that we collaborate with. In the short term, it enhances existing programming efforts and in the long-term it contributes to opportunities for underrepresented student populations from Minority Serving Institutions.



Rackham Distinguished Visiting MSI Scholar **\$1 Million endowed/\$50,000 expendable**

The MSI visiting scholar program is designed to make an impact on the institution and enhance the work of MSI partnership building. The visiting scholar will help to provide campus-wide visibility for the goal of creating and sustaining bi-directional relationships that help strengthen pathways to and through Rackham for underrepresented student populations. Having a named visiting scholar program would further signal our commitment to MSIs while also continuing to strengthen our diversity and enhance our partnerships with MSIs. Such an initiative serves as professional development for the visiting scholar while also promoting inter-institutional collaboration and understanding.

How Your Support Helps

Philanthropic support for a named visiting scholar program at Rackham would raise the visibility of the University of Michigan as an institution that is committed to partnering with MSIs and their faculty. This program would provide support for the visiting scholar and programming related to the scholar's time on campus.

MSI Distinguished Graduate Student Research Assistantship **\$300,000 endowed/\$15,000 expendable**

Rackham wishes to establish grant/fellowship funding for a Graduate Student Research Assistant (GSRA) whose research interests center around MSIs and MSI partnership development. The MSI initiative can benefit greatly from additional staff support and particularly with support from a GSRA who has a direct interest in this work.

How Your Support Helps

Funding, in this case, would support the student both as a GSRA (including stipend, tuition and fees, and GradCare health insurance) and also as a source for developing a research agenda in a relatively untapped space.



Student Support

Creation of knowledge and the discovery of global solutions, hand-in-hand with the overarching principles of our university-wide DEI initiatives, require significant resources. Philanthropic gifts make a Rackham degree accessible for many talented students who might otherwise not be able to afford to attend the country's number-one public research institution. With your commitment to supporting DEI efforts as part of scholarly development, our students will be more prepared to succeed in our ever-changing world.

Internship Funding

\$250,000 endowed/\$10,000 expendable

Graduate students whose scholarship is focused on increasing diversity, equity, and inclusion pursue their academic work during the summer when they are not taking formal classes. Summer funding allows them to collect data, accept unpaid internships, build professional expertise, or pursue partnerships with government, industry, or community organizations to expand their understanding of how to address diversity and access in different spaces. These experiences open up new horizons for students to link their academic work with important practical challenges and can be crucial preparation for future careers.

Graduate Student Fellowships

\$100,000 endowed/\$5,000 to \$100,000 expendable

Solutions to the world's greatest challenges begin with new ideas and discovery. A named graduate fellowship program would not only address a critical need for talent and capacity, but also provide access to U-M's world-class experts and resources while fostering collaboration and stimulating transdisciplinary research. Graduate students play a vital role in bringing ideas to reality. In order to attract the very best graduate students, it is vital to be able to offer a competitive package of support. This includes offering graduate student support for their independent, cutting-edge research, as well as for presenting at scientific meetings and publishing their findings. Graduate research fellowships and research awards will put emerging scholars at the forefront advancing discovery on the Michigan campus.



Recruiting Fellowship

\$100,000 endowed/\$5,000 to \$100,000 expendable

Recruiting fellowships allow Rackham to attract young, promising scholars who excel in their academic disciplines and who have shown a sustained commitment to diversity, equity, and inclusion in their research, teaching, and leadership. These fellows engage in research and teaching during their time at Michigan.

How Your Support Helps

Gifts will help catalyze transformative change in academic excellence and diversity, equity, and inclusion across campus by bringing these leaders to campus and through their scholarship and interactions with undergraduates, fellow graduate students, and faculty.

Bridges Summer Funding

\$250,000 endowed/\$10,000 expendable per student

Bridges to the Doctorate students are typically invited to move to Ann Arbor and begin their research in the summer prior to their first semester. This jumpstart helps students get settled earlier in their new environment, both in their program and at U-M. Summer funding assists greatly during key transition points in a rising scholar's academic path, including the summer before a student formally starts their bridge program and that between their master's and Ph.D. programs.

How Your Support Helps

Gifts for this purpose will allow Rackham to expand its capacity to support bridge programs by securing summer funding for students in key transition points in their academic career (pre-bridge program and pre-Ph.D. program). These additional funds will allow Rackham to make these resources available to a broader range of academic units that are dedicated to bridging students into their Ph.D. programs.



Strategic Support

Rackham Annual Strategic Funds

\$50,000 endowed/\$10,000 to \$50,000 expendable

Expendable, undesignated gifts are extraordinarily important to transforming the graduate student experience at Michigan. Contributions to one of Rackham's annual strategic funds make it possible to meet a variety of needs and challenges, including academic scholarship, research, equitable access, and experiential learning for Rackham graduate students at the master's or doctoral level and help them prepare for careers of quality and impact.

Ways to Fund Your Gift

Your gifts of cash, pledges, appreciated securities, qualified charitable contributions, or gifts from donor advised funds change lives. Wills, estate, and planned gifts allow you to create a lasting legacy that will make it possible for the best and brightest minds to complete a graduate degree, solve problems in a changing world, and yield ideas and innovations that will make a difference in Michigan and around the globe.

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