



Center for the Continuing
Education of Women
scholarship winners, 1971

Inclusive History Project Year 1 Report

2023–2024

M | INCLUSIVE HISTORY PROJECT

Introduction

In July 2023, the Inclusive History Project concluded a year of planning for the project and released a report titled *A Design for the Inclusive History Project*. This year, our efforts have focused on executing the design outlined in the report. In doing so, we have made substantial progress on realizing the IHP's ambitious mission to produce a new and inclusive history of the university, to engage our campus communities and neighbors in developing and understanding that new history, and to develop recommendations for reparative actions that redress historical and persistent harms and change the university's future.

In Year 1, we have focused our work in three key areas: expanding the IHP team, launching the rigorous and wide-ranging historical research at the heart of the IHP's mission, and engaging with our campus communities through events, communications, and outreach. Key achievements in each of these areas are outlined in the sections below.

We also developed two recommendations that touch on current policies and practices related to memorialization at the University of Michigan. Recommendation 1 offers next steps for historical name reviews and the President's Advisory Committee on University History (PACOUH), and Recommendation 2 proposes that the IHP convene a task force to develop a new honorific naming policy for the University of Michigan. These recommendations have been accepted by President Santa J. Ono and are summarized in this report's final section.

Expanding the IHP Team

When *A Design for the Inclusive History Project* was released, the IHP team included the project co-chairs, Elizabeth R. Cole and Earl Lewis; the managing director, Jennifer Brady; and a part-time program coordinator, Graham Grubb. The Framing & Design Committee, appointed for the 2022–23 academic year, had just disbanded following the completion of its charge. Since then, we have worked to build a leadership team, a staff, and advisory bodies to fully pursue, support, and guide the IHP's ambitious research, engagement, and reparative agendas. Key achievements in this area include:

1. Significantly expanding leadership and capacity for the project.

In Year 1, the IHP appointed three directors of research—Professor Camron Amin at Dearborn, Professor Jay Cook at Ann Arbor, and Professor Lisa M. Lapeyrouse at Flint; hired a program coordinator, Kennedy Clark; brought a program coordinator for digital humanities, Marlaine Magewick, on board on the Dearborn campus; and added a manager of engagement, Jennifer Junkermeier-Khan. IHP research staff included interns, postdoctoral fellows, and a number of undergraduate and graduate students serving as research associates.

2. Engaging our campuses and communities through four newly-formed IHP advisory committees.

Over the course of this year, the IHP appointed new committees composed of faculty, staff, students, and community members to provide guidance and connect the project to units and constituencies across our campuses. These include a tri-campus IHP Advisory Committee with 27 members; committees on the Dearborn and Flint campuses with six and thirteen members, respectively; and a student advisory committee with eleven members.

3. Building infrastructure and partnerships to advance the IHP's work on the Dearborn and Flint campuses.

The placement of the IHP in the National Center for Institutional Diversity on the Ann Arbor campus provides many needed supports for its administration. In addition, individual departments, colleges, and units have provided administrative support to IHP grantees in their units, processed research associate hires, collaborated on outreach and communications, and more. On the



¹ UM-Dearborn students, 1981. "Students outside posed at pool's edge; Philip T. Datillo." In the digital collection *UM-Dearborn Newsletter Photos*. https://quod.lib.umich.edu/u/umdphtoslic/x-31.858/umdp31_0858. University of Michigan Library Digital Collections. Accessed June 27, 2024. © Regents of the University of Michigan. This work is licensed under [CC BY 4.0](#).

regional campuses, the IHP has worked to put administrative infrastructure into place and create partnerships to enable the smooth functioning of this university-wide project in terms of financial administration, human resources support, and communications.

Launching Research

In Year 1, the launch of the research arm of the project has been the IHP's main focus. The five foundational research project sites begun this year will greatly expand knowledge and understanding of the inclusive history of the University of Michigan, and many more are in development.

Developing the research arm of the project entailed putting procedures and infrastructure into place; recruiting principal investigators to lead each project site; building partnerships with schools, units, and campus archives; and more. The IHP leveraged the financial resources provided by the Office of the President to provide robust support for its historical research, so that faculty, staff, and students have the necessary time and resources to produce the high-quality, rigorous research that is at the foundation of the IHP's mission. Highlights in this area include:

1. Launching five large-scale research projects on the history of the university.

Under the leadership of its research directors, the IHP launched five foundational research project sites this year, including:

- The 1817 Project: Land, Culture, Memory, and Repair
- The 1959 Project: University of Michigan–Dearborn's Origins and Timelines
- The next phase of the African American Student Project, in partnership with the Bentley Historical Library
- The Origins of UM–Flint's DEI Centers
- Hill Auditorium, in partnership with the University Musical Society and the School of Music, Theatre and Dance

2. Developing several additional research project sites that will launch in Year 2 and undertaking other research initiatives.

The IHP pursued additional research initiatives related to its mission, including initiating a broad survey of existing resources on the university's history and examining memorialization practices related to naming and renaming at the university.

The IHP also developed additional project sites that will launch in the 2024–25 academic year, which will focus on:

- Urban renewal and the University of Michigan–Flint, in partnership with the Genesee Historical Collections Center at the Frances Willson Thompson Library
- The history of diversity, equity, and inclusion in U–M Athletics
- The history of Jewish students, faculty, and leaders at the university
- Developing community-based, shared stewardship of archives at the Bentley Historical Library

3. Providing funding for teaching, research, engagement, and creative practice through the IHP Teaching Fund and the IHP Research & Engagement Fund.

Through IHP funding programs, we invited people across the university's three campuses to join our efforts to develop deeper knowledge of U–M's history through a DEI lens and to engage partners and audiences both on and off our campuses. We received a strong response in our first annual cycle. Successful proposals came from a range of faculty, staff, and students, from several schools and colleges, and from each of our campuses. The IHP awarded a total of 25 grants across the competitions.

4. Building strong partnerships with our campus archives.

Our campus archives have served as excellent partners to the IHP this year, with leadership and staff at the Bentley Historical Library, the William L. Clements Library, the University of Michigan–Dearborn Archive at the Mardigian Library, and the Genesee Historical Collections Center at the Frances Willson Thompson Library providing key support in a number of ways. Our campus archives partners have also proposed new hires and several new initiatives specifically to advance the IHP's work, which include the following:

- The Mardigian Library has hired an Assistant Archivist, Hannah Zmuda, to manage, preserve, and make accessible collections in the University of Michigan–Dearborn Archive.

- With IHP support, Mardigian Library Director Jean Song and Associate Director Holly Sorscher are leading a project to digitize two foundational University of Michigan–Dearborn campus periodical collections.
- The Bentley is hiring a project archivist for University Collections. This position will allow the Bentley to make progress on their backlog of unprocessed collections related to the university’s history and thereby help to support the IHP.

Engaging through Events, Communications, and Outreach

In Year 1, we have focused on broadening engagement and establishing new communications platforms to connect the IHP with our stakeholders now and in the future. We have also engaged in significant outreach efforts to share information about the IHP’s mission and activities, build partnerships with units and programs, and bring a variety of people into the project as contributors and interlocutors. The IHP’s inclusion as a central action item in DEI 2.0 is providing additional visibility for the project.

With the leadership of our new IHP Manager of Engagement, Jennifer Junkermeier–Khan, we anticipate significantly expanding programming, instituting class visits, and better connecting people across our campuses to our ongoing research in the coming year.

1. Launching a new Inclusive History Project website and sharing the first IHP newsletter.

The IHP launched a new website at <https://inclusivehistory.umich.edu> on February 13, 2024. Since its launch, there have been approximately 6,600 views of the site and 2,300 users. The IHP sent its first project newsletter in April 2024 to 1,300 recipients, and plans to send 5–6 newsletters per year to keep our growing community apprised of our efforts and opportunities to engage.

2. Hosting or co-sponsoring four events to advance the IHP’s visibility and mission.

The IHP co-sponsored two events in Fall 2024 to raise the IHP’s visibility and provide support for projects and partners who have deep relationships to the IHP’s mission. The IHP also presented two events designed to update our communities on our progress, the IHP Showcase on March 19 and the symposium “Approaches to Oral History and the Work of

Inclusive History,” which was held in collaboration with the Eisenberg Institute for Historical Studies on April 19. Both events were presented in a hybrid format and drew a total of 250 audience members between in-person and remote attendees.

3. Staying in touch with our stakeholders through outreach and university-wide communications.

In addition to many meetings with faculty and staff across our campuses, the IHP also attended meetings with key groups like the President’s Council and the Diversity, Equity, and Inclusion leads on the Ann Arbor campus. We also built relationships and potential collaborations with other university-wide projects. Campus-wide communications through outlets like *The University Record* and U-M Social were an additional focus of the IHP’s efforts.

Year 1 Recommendations

As a result of our efforts this year, we have made two key recommendations to the Office of the President on university matters connected to the IHP’s work. President Santa J. Ono has accepted both recommendations, which are outlined below.

Recommendation 1: A committee external to the IHP, similar to the President’s Advisory Committee on University History (PACOUH), should review historical name inquiries that may arise, and that committee should have representation from the IHP. The IHP should assume the broader function of PACOUH to advise the president on matters that relate to the history of the university.

The Inclusive History Project proposes that a committee separate from the IHP should exist to handle requests to review historical names in and on university buildings. We recommend that the current review process—including the committee structure; process for proposals, research, and review; and the articulated principles that are used in considering requests—be continued for at least the next two years, with two key revisions that take into account the IHP’s formation.

We propose that the committee reviewing these requests be constituted as the President's Advisory Committee on University History (PACOUH) was, as described at <https://pacouh.umich.edu/about/>. This committee should have direct overlap with the IHP by including 1-2 members from the IHP team.

In addition, we recommend that the broader function of PACOUH—to “advise the President of the University on matters relating to the history and traditions of the University that require historical interpretation, sensitivity, and expertise”—be relocated to the Inclusive History Project for the duration of its existence and then to its potential successor (i.e., a center for university history). Because this would represent a narrowing of PACOUH's charge, we recommend that a new name for this committee be implemented.

Recommendation 2: The Inclusive History Project should form and lead a task force to develop a new policy and procedures for new honorific naming at the university.

The IHP proposes to form and lead a task force to develop a new policy and procedures for new honorific naming at the university, with the work of the task force to take place during the 2024-25 academic year. The current guidelines on naming facilities, spaces, and streets, first adopted by the Board of Regents in 2008 and revised in subsequent years, say little about honorific naming. We believe a more detailed articulation of principles to be taken into account and procedures to be followed with new honorific namings would be beneficial to our university community and also allow for the possibility that the new work on the university's inclusive history that the IHP is generating could leave its mark on our institutional landscape.