



# DEI Update

## MLK Day

ORSP All Staff Meeting  
January 16, 2023

# Martin Luther King Jr. Day

<https://oami.umich.edu/um-mlk-symposium/>

“Our lives begin to end the day we become silent about things that matter.” - Rev. Dr. Martin Luther King Jr



**OFFICE OF RESEARCH  
AND SPONSORED PROJECTS**  
UNIVERSITY OF MICHIGAN



# (R)EVOLUTION

from Segregation to Elevation



MLK Symposium | Keynote Memorial Lecture  
January 16, 2023, 10 am (ET) | Hill Auditorium  
[mlksymposium.umich.edu](http://mlksymposium.umich.edu)

# Why it Matters

Systemic Inequity

Health Care

Safety

Access

Success

The laddering and scaffolding that it can take for thriving in all these areas.

# A Misunderstood Quote

*"I have a dream that my four little children will one day live in a nation where they will not be judged by the color of their skin but by the content of their character."*

This quote is often misunderstood as suggesting that we should be colorblind, but the intent was not to suggest that race should be ignored, but rather that race is not the totality of that person.

By denying the existence of race, "colorblindness" also fails to acknowledge the unique experiences and challenges faced by marginalized communities.

# What Can I Do?

Check yourself at every opportunity.

Notice your bias and be curious about it.

Be willing to try new things.

Be willing to give up some privilege.

# DEI Committee - [orsp.umich.edu/dei](https://orsp.umich.edu/dei)

Monthly on the third Wednesday at 11:30 am		Monthly on the first Monday at 10:30 am	Monthly on second Tuesday at 11 am	Monthly on the fourth Thursday at 11 am
Media Club	Large & Small Activities	Recruitment, Retention, Development	Celebrations (partner w/ WCC)	Newsletter Articles
Julie Swisher	Constance Colthorp	Joseph Johnson	Cindy Dames	Elaina Wiggins
Emily Baxter		Daniela Marchelletta	Debra Dill	Michael Hudson
Raymond Cluckey		Becca Timmermans	Tracey Larkin	Dan Garber



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- Emily Baxter
- Linda Chadwick
- Raymond Cluckey
- Constance Colthorp (co-chair)
- Cindy Dames
- Debra Dill
- Daniel Garber
- Michael Hudson
- Manny Pierce (co-chair)
- Joe Johnson
- Tracey Larkin
- Daniela Marchelletta
- Julie Swisher
- Becca Timmermans
- Elaina Wiggins