DEI Committee Members

- Hilary Bond
- Linda Chadwick
- Constance Colthorp
- Cindy Dames
- Debra Dill
- Daniel Garber
- Manny Pierce
- Joe Johnson
- Lisa Kiel
- Tracey Larkin
- Craig Reynolds
- Amy Webb
We think about **Diversity** as everybody gets invited to the party. **Equity** means everybody gets to dance. But the scary part is **Inclusion**. Because inclusion means everyone gets to contribute to the playlist. Everybody is a part of determining what happens. And that means giving up power.”
This 2019 Ernst & Young study spanned generations, genders, and ethnicities. The result of this isolation has been lower organizational commitment, and engagement.

Be Here, Be You, Belong.
Early 2021 Subcommittees

Beginning in January 2021 we looked at themes and focused our energies on four areas:

**External Experience**
How do others perceive us and ORSP's commitment to DEI?

**Internal Experience**
How does each colleague feel? How does our staff grow and learn about DEI? How do we consider DEI in our celebrations?

**Recruiting, Hiring, Retention**
How can ORSP ensure DEI in our human resources efforts of recruiting, hiring, and retention?

**Metrics, Assessment, and Reporting**
How can we survey and measure our needs, and our work, and report on our progress?
External Experience

How do others perceive ORSP's commitment to DEI?

Members: Constance Colthorp, Cindy Dames, Joe Johnson, (David Mulder)

Activities & Accomplishments:

● DEI Newsletter
● ORSP DEI Web Page
Internal Experience

How do individuals feel at ORSP? How does our staff grow and learn about DEI? How do we consider DEI in our celebrations?

Members: Hilary Bond, Lisa Kiel, Tracey Larkin

Activities & Accomplishments: Media Club
Recruiting, Hiring, and Retention

*How can ORSP better address DEI in our recruiting, hiring, and retention efforts?*

**Members:** Linda Chadwick, Debra Dill, Dan Garber, (Rebekah Turner)

**Activities & Accomplishments:**

- Moved toward aligning ORSP hiring processes with U-M and OVPR HR processes.
- Incorporated DEI best practices in hiring.
- Required unconscious bias training for hiring team members.

**Next:** Continue an equity and inclusion audit of all ORSP policies and procedures to determine where systemic racism, sexism, or other biases may be impacting inequities or exclusion.
Metrics/Assessments/Reporting

**Members:** Manny Pierce, Amy Webb, (Eric Ward)

**Activities & Accomplishments:** DEI - The Basics Survey, Media Club Post-Event Survey

**Next steps:** Further examination into Engagement Survey and other responses
A FACEBOOK WORKPLACE SERIES

SAY THEIR NAMES

A glimpse into a few of the lives we have lost to racial injustice.

Let’s Say Their Names and Know the People.

If you would like, please choose any name, and then learn and share their stories here.

TRAYVON MARTIN, LAQUAN MCDONALD, TAMIR RICE, MICHAEL BROWN, PHILANDO CASTILE, EZELL FORD, STEPHON CLARK, DOMINQUE WHITE, BETTIE JONES, BOTHAM JEAN, FREDDIE GRAY, SANDRA BLAND, ERIC GARNER, OSCAR GRANT, AHMAUD ARBERY, SEAN REED, ALTON STERLING, ATATIANA JEFFERSON, BREONNA TAYLOR, JOSEPH GOULD, ASWAN KESHAWN WATSON, JAMES COOPER, AARON WHITE, JAMES POWELL, KEITH CHILDRESS, AYIYANA STANLEY-JONES, WALTER SCOTT, ANTWON ROSE, JR. KEITH SCOTT, JONATHAN FERRELL, JORDAN EDWARDS, AMADOU DIALLY, SEAN BELL, TERRENCE CRUTCHER, JOHN CRAWFORD III, OSCAR GRANT, COREY JONES, MALICE GREEN, AYIYANA STANLEY-JONES,

REKIA BOYD, TANISHA ANDERSON, MICHELLE CUSSEAX, STELLA FREY, KAYLA MOORE, TONY MCDADE, DENISE MCNAIR, CAROL ROBERTSON, CYNTHIA WESLEY, ADDIE MAE COLLINS, JOHNNY ROBINSON, SHARON CLEO SINGLETEN, DEPAAYE MIDDLETON DOCTOR, CYNTHIA HURY, SUSIE JACKSON, ETHEL LANCE, CLEMENTA C. PINCKNEY, TYWANZA, SANDERS, DANIEL SIMMONS, MYRA THOMPSON, CLAUDE NEAL, THE CHARLESTON 9, RENISHA MCBRIDE, JORDAN DAVIS, EMMETT TILL, ANTHONY CRAWFORD, GEORGE ARMWOOD, HENRY SMITH, LENNON LACY, LAMAR SMITH, LEMUEL PENN, MINGO JACK, SAM HOSE, MACK CHARLES PARKER, ROBERT PRAGER, DICK ROWLAND, JOE PULLEN.
What We’re Proposing & Planning Now

- Enrichment and Learning
- Small group dialogue/ mingling outside our teams
- All Staff Meetings with learning sessions, speakers, activities
- DEI Updates at team meetings
- Guest content for newsletter
- ORSP Office Survey - Deeper dive
- Come join us! We need Committee Members and Co-Chairs (will add any number of new members)
Enrichment Topics

- Unconscious/Implicit Bias + Harvard Implicit Bias Test (personal assessment and motivations to change)
- Marginalized Groups - Diversity Basics Wheel / Power & Privilege Wheel

1. Strengths Awareness and sharing
2. Allyship/Bystander Training
3. Pronouns/Identity transition
4. Dealing with Microaggressions
5. Recruitment, Hiring, Retention
6. Office Inclusiveness
7. Code-switching
8. Socioeconomic status
9. Disabilities (visible and invisible)
10. Neurodiversity
11. Issues for Women in the Workplace
Thank you!

Questions? Reach out to us at orsp-dei@umich.edu