



# ORSP All Staff - DEI Update

November 1, 2021  
ORSP DEI Committee

# DEI Committee Members

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- Hilary Bond
- Linda Chadwick
- Constance Colthorp
- Cindy Dames
- Debra Dill
- Daniel Garber
- Manny Pierce
- Joe Johnson
- Lisa Kiel
- Tracey Larkin
- Craig Reynolds
- Amy Webb



# Robert Sellers on DEI

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“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.”



# 40%

**[The number of U.S. respondents who feel isolated at work.]**

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

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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?

## Recruiting, Hiring, Retention

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

## Internal Experience

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

## 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

**RESEARCH AND SPONSORED PROJECTS**  
UNIVERSITY OF MICHIGAN

**ORSP INTRANET**

**ABOUT ORSP** **FIND FUNDING** **DEVELOP PROPOSAL** **ROUTE & SUBMIT PROPOSAL** **SET UP PROJECT** **MANAGE PROJECT** **CLOSE OUT PROJECT** **TOOLS & RESOURCES** **POLICIES & PROCEDURES** **TRAINING & WORKSHOPS**

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### Diversity Equity and Inclusion (DEI) at ORSP

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ORSP is committed to Diversity, Equity, and Inclusion (DEI). This page features our vision and definitions of DEI and some of the recent efforts by the DEI Committee members and subcommittees.

#### Our Definitions of DEI

ORSP aligns with the University of Michigan definitions of diversity, equity, and inclusion. Diversity utilizes the Four Dimensions of Diversity Wheel that encompasses organizational, external, internal, and personality dimensions.

- **Organizational dimensions** relate to one's position in the organization (exempt or non-exempt, field, job, office culture).
- **External dimensions** relate to where we live, how we appear, what we wear, our socio-economic backgrounds, work experience, language, accent, religion, work experience, or personal habits.
- **Internal dimensions** relate to where we live, how we appear, what we wear, our socio-economic backgrounds, work experience, language, accent, religion, work experience, or personal habits.

**Credit: Four Dimensions of Diversity Wheel -**

#### Veterans Day

Veterans Day is a national holiday to honor veterans who served the country in war or peace. It started when an armistice between the Allied nations and Germany went into effect on the eleventh hour of the eleventh day of the eleventh month. (Source: [VA History](#)).

This season, thank a veteran and support programs that help military families and veterans as they shift from active duty to civilian life.

#### Native American Heritage Day

It is important for all of us to understand the rich culture, tradition, and history of Native Americans and their status today and to appreciate the contributions that First Americans have made and will continue to make to our nation.

The day after Thanksgiving now serves as more than Black Friday. We celebrate Native American Heritage on that day. [Learn more](#)

#### RESILIENT & ENDURING

WE ARE NATIVE PEOPLE.

#### ORSP DEI Committee Members

- Hilary Bond
- Linda Chadwick
- Constance Colthorp (co-chair)
- Cindy Dames
- Debra Dill
- Daniel Garber
- Manny Pierce
- Joe Johnson
- Lisa Kiel
- Tracey Larkins
- Craig Reynolds
- Amy Webb

#### NCURA DEI Webinar Series

[View NCURA's 2021 DEI Webinars](#)

#### ORSP DEI Media Club

is one of the... by the DEI Internal... The Media... discussions around... articles, podcasts, more.

the health risk of being... Day Show... the article about U-M... Reames work... and Poverty... Disability... documentary... Podcast... Unpacking the... by Peggy... Life of Henrietta... Skloot.

#### Subcommittee

[Diversity Subcommittee](#)

- January 2021
- November/December 2020
- October 2020
- September 2020

### Disability Awareness Month

Summary of Upcoming Events:

**Date:** October 20, 2021

**Time:** 12:00 p.m. - 1:00 p.m.

**Topic:** Beyond Stairs & Chairs:  
Making Spaces More Physically Accessible



**Date:** October 21, 2021

**Time:** 12:00 p.m. - 1:30 p.m.

**Topic:** Part 1: Assessing Workplace Culture Through a Disability Lens/Part 2: Intentional Recruitment of U-M Students

# Internal Experience

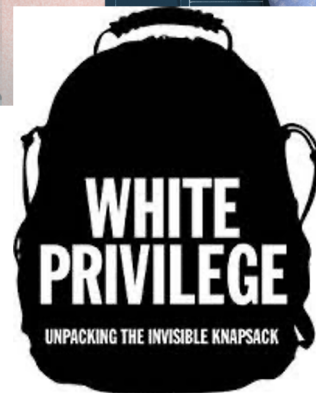
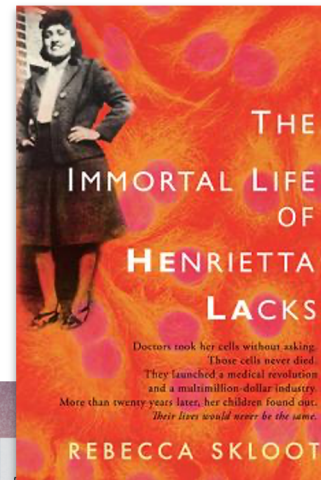
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*How do individuals feel at ORSP? How does our staff grow and learn about DEI? How do we consider DEI in our celebrations?*

**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

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

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

**Next steps:** Further examination into Engageme  
Survey and other responses





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, AIYANA STANLEY-JONES, WALTER SCOTT, ANTWON ROSE, JR. KEITH SCOTT, JONATHAN FERRELL, JORDAN EDWARDS, AMADOU DIALLO, SEAN BELL, TERRENCE CRUTCHER, JOHN CRAWFORD III, OSCAR GRANT, COREY JONES, MALICE GREEN, AIYANA STANLEY-JONES,

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.*

REKIA BOYD, TANISHA ANDERSON, MICHELLE CUSSEAU, SHELLY FREY, KAYLA MOORE, TONY MCDADE, DENISE MCNAIR, CAROL ROBERTSON, CYNTHIA WESLEY, ADDIE MAE COLLINS, JOHNNY ROBINSON, SHARONDA COLEMAN-SINGLETON, DEPAYNE MIDDLETON DOCTOR, CYNTHIA HURD, SUSIE JACKSON, ETHEL LANGE, 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

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- 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

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- 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](mailto:orsp-dei@umich.edu)