



ORSP All Staff

Preparing for DEI 2.0

December 19, 2023

3:00 - 3:50 p.m.

Agenda



- Overview of DEI 2.0 Strategic Planning (15 minutes)
- Brainstorming and Visionary Activity (25 minutes)
- Large Group to Exchange 2028 “Headlines” (15 minutes)

Overview of DEI 2.0 Strategic Planning at U-M

DEI 2.0 Strategic Plans



- U-M: **Launched 2023!**
<https://diversity.umich.edu/dei-strategic-plan/dei-2-0/>
- OVPR: **Launched October 12, 2023!**
<https://research.umich.edu/research-at-michigan/diversity-equity-and-inclusion/>
- ORSP:
<https://orsp.umich.edu/dei> **Our strategic plan will launch March 2024!**

OVPR and Units Moving Together



- OVPR's DEI strategic plan includes an objective requiring all **units** to develop DEI strategic plans that align with OVPR's overarching plan.
 - Ensures we move forward together toward common DEI goals.
 - Allows ORSP to have a DEI strategy that is specific to our local context.

Stakeholder Inclusion

Prioritizing Effective Grassroots Engagement



Engage
stakeholders
BEFORE
deciding on
objectives

Make sure that
their voices are
represented in
the plans

Have an
explicit annual
process to
adapt and add
to plans

Consider how to
communicate
progress during
the planning
process

Unit Planning Timeline



Activity	Target Date
DEI 2.0 Planning Toolkit sent to units	August 28, 2023 ✓
Unit planning kick off meetings with AVP-DEI and DEI Program Manager	September 2023 ✓
Unit SWOT Analyses submitted to OVPR	October 15, 2023 ✓
Update meetings with AVP-DEI and DEI Program Manager	November 2023 ✓
ORSP Kickoff Activity with All Staff	December 19, 2023 *
OVPR Inclusive Hiring Process Training	November 2023, January 2024
Initial draft of plan objectives and actions due to OVPR	January 31, 2024
ORSP-sponsored DEI Event for all OVPR w/ NTIRE Dr. Bryant Marks	February 1, 2024
Feedback provided to units	February 19, 2024
Unit DEI 2.0 Strategic Plans due to OVPR	March 1, 2024

Distal Objectives/Axes of Change



ODEI



Objectives and action steps focused on recruiting, retaining, and developing a diverse community of students, faculty, and staff



Objectives and action steps focused on creating and promoting a more inclusive and equitable climate and culture

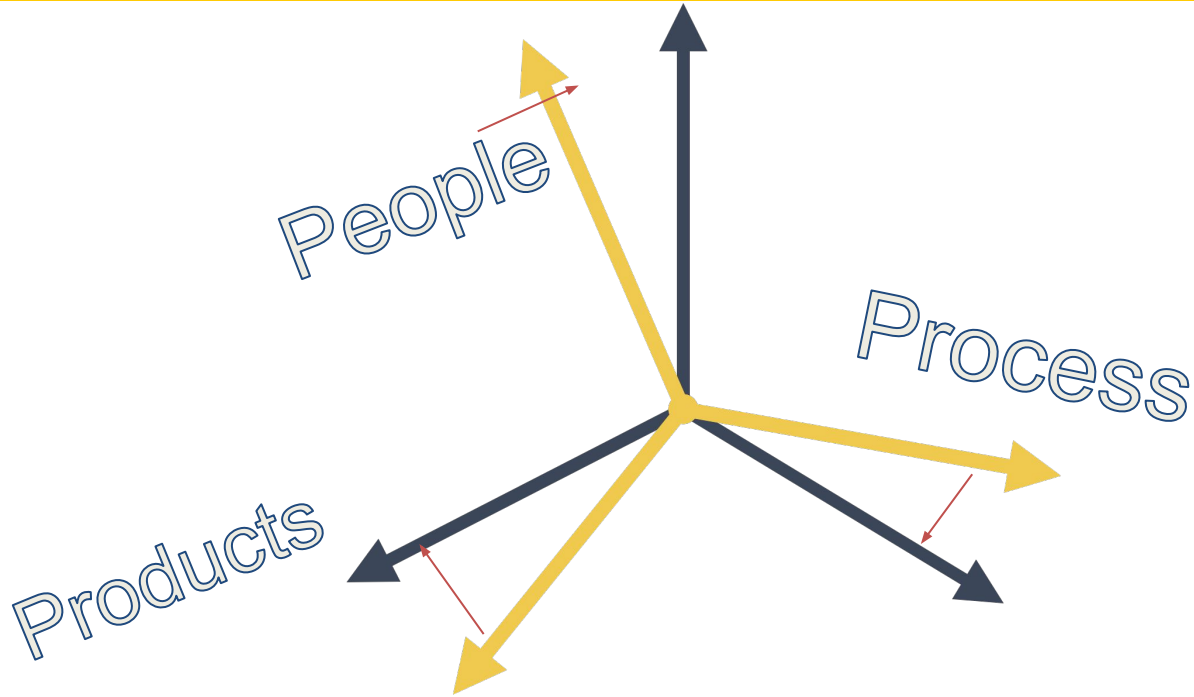


Objectives and action steps focused on infusing of the principles of DEI into our teaching, scholarship, research and/or service

OVPR



Axes of Change



Brainstorming and Visioning in Small Groups

In just a moment...



Brainstorming Activity (25 minutes)

But first... Communication Guardrails and our
Conscious Communication Practices

Recognize

We recognize that we must overcome historical biases, such as racism and sexism, and that a society and workplace where all employees belong, contribute, and thrive requires deliberate and intentional action.

Acknowledge

We acknowledge that we are all systematically taught misinformation about our own group(s) and members of other groups. This is true for everyone, regardless of our group(s).

Share the Air

Share responsibility for including all voices in the discussion. If you have a tendency to dominate discussions, take a step back. If you tend to stay quiet, challenge yourself to share ideas.

Respect and Stages of Learning

We agree to listen respectfully to each other without interruptions. We acknowledge that we may be at different stages of learning on the content and discussion topics.

Individual Experiences

We agree that our experiences are individual and unique. **No one should be required or expected to speak for their whole race or gender.**

Take and Leave

We agree to take from this session only what we learn from ourselves and others and leave in this session what we heard and what was said by others.

Research Changes

We understand that research evolves and changes. We strive to have a growth mindset and a willingness to do better as we learn more.

Not Experts

Everyone in the group is here to learn, including the facilitators. We recognize that everyone has an opinion and that opinions are not the same as informed knowledge backed up by research.

Device Free Zone

We agree to engage in active listening, put mobile devices aside and give each other our attention.

No Blame

We agree to not blame ourselves or others for the misinformation we have learned, but to accept responsibility for not repeating misinformation after we have learned otherwise.

Trust

Everyone has come to the table to learn, grow, and share. We trust that people are doing the best they can; when mistakes occur, let's challenge and encourage each other to do better.

Ask for Help

It's okay not to know. Keep in mind that we are all still learning and are bound to make mistakes when approaching a complex task or exploring new ideas. Be open to changing your mind.

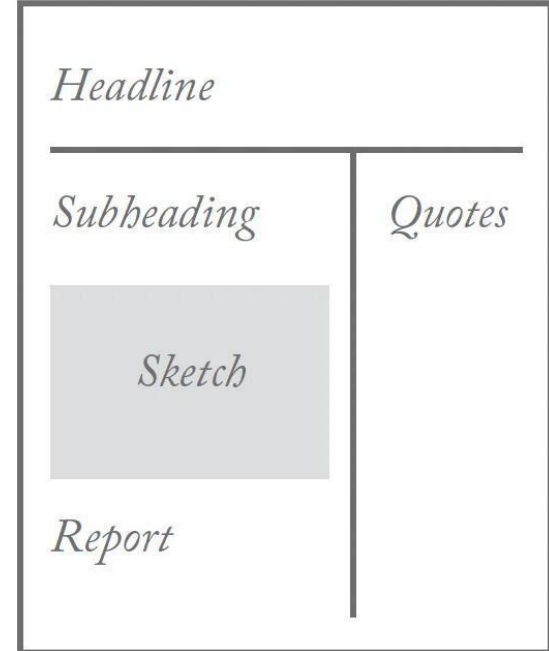
Conscious Communication Practices

- *Always start by assuming the best intentions of your colleagues.*
- Acknowledge contributions and attribute credit.
- Allow one person to speak without interruption.
- Avoid leaving the room while someone is making a point and only leave when absolutely necessary. (And assume the best if someone has to leave.)
- Remember, with brainstorming, no idea is a bad idea.

Visioning Activity



- Close your eyes and imagine it's five years in the future. **DEI 2.0 has been a resounding success.** After some initial challenges, DEI 2.0 has had a huge impact on ORSP in ways you'd never even imagined!
- Describe the extraordinary success in one catchy, attention-grabbing headline.
- Share your headline and the motivation behind it with your group.



Go!



Describe the extraordinary success of DEI 2.0 in one catchy, attention-grabbing headline. Share your headline and the motivation behind it with your group.

- **Meet, greet, practice Jamboard** (~3 minutes)
- **Quiet creativity on your own Jamboard page:** (~10 minutes)
- **Exchange visions:** What inspired you? Designate a spokesperson or two for large group if you wish.(~10 minutes)

- **Thank you, table leads:** Andrea Anderson, Emily Baxter, Constance Colthorp, Debra Dill, Joe Johnson, Lisa Kiel, Daniela Marchelletta, Eric Ward



**Gather Back to
Large Groups and
Share Ideas**

Strategic Planning Grid



1. Strategic objectives that can be completed within 4 years
2. Action items that can be completed within one year
3. Objectives that address all constituencies within each axis of change
4. Outcomes that are linked to specific metrics
5. Results that are amenable to annual tracking and reporting

Axis of Change	Strategic Objectives	Action Items	Metrics	Group or Person(s) Accountable
People (students, faculty, staff)	✓	✓	✓	✓
Process (students, faculty, staff)	✓	✓	✓	✓
Products (students, faculty, staff)	✓	✓	✓	✓

JAMBOARD RESULTS!

RESEARCH ONWARD

Diversity
Equity
Inclusion
2.0



Headline

Research is advancing at the University of Michigan, backed by a culturally diverse team.

Teams in ORSP from different cultures and backgrounds advancing successful research at the University of Michigan

We have been experiencing much growth and development in ORSP over the last year

People are successfully coming together, developing processes and policies.

I appreciate my leaders, and feel that I'm well represented.

I enjoy my co-workers and we have a great working relationships!

ORSP Employee Satisfaction a Record-Breaking High

"We are fully staffed and firing on all cylinders."

Annual survey results point to increased job satisfaction, sense of belonging & retention rates, among other boosts.

"Campus customer service ratings have also never been higher, as we've created an environment everyone enjoys interacting with."

Report

"I feel heard and understood by my managers."

ORSP staff & leadership reflect the diversity of their communities

Pay equity

Staff believe their contributions are valued

Headline
ORSP voices HEARD

Communication, Accountability, Represented,

ORSP is the place to be

Fostering an inclusive environment, ORSP is one of the top departments to work in.

Work-life quality is excellent; employees feel useful and valued;

THE JOHARI WINDOW

FOR BUILDING SELF-AWARENESS

UNKNOWN TO SELF	BLIND SPOTS	PUBLIC KNOWLEDGE	KNOWN TO SELF
	UNKNOWNABLE	PRIVATE KNOWLEDGE	
UNKNOWN TO OTHERS			

Luff, J., & Ingham, H. Proceedings of the Western Training Laboratory in Group Development.

Center for Creative Leadership

Hello
my name is

my pronouns are

At ORSP and OVPR, neurodiversity is valued, We support and celebrate the unique minds of neurodivergent individuals. We FLEX meeting and work styles for brilliance.

Neurodiversity honors our cognitive differences. The natural ways in our brain wiring are not defective or deficient. Reframing and maximizing our varied capabilities is KEY!

Between 30% - 40% of the general population are likely neurodivergent. In times of tight workforce and competition for talent our policies/ practices help us excel

"the future is age-inclusive"

ORSP DEI Initiatives are a Success!

DEI has become seamless at ORSP!

DEI Initiatives implemented and happening very regularly (every three months?). Volunteer opportunities for folks in between.

DEI resources are offered in many ways, in variable ways to digest.

Always trying is the important part!

ORSP Supports Increased Research Funding from Underrepresented Faculty

We've built a big diverse team where everyone feels valued, and contributes, which has led to great retention.

We've had really good participation, getting better over time!

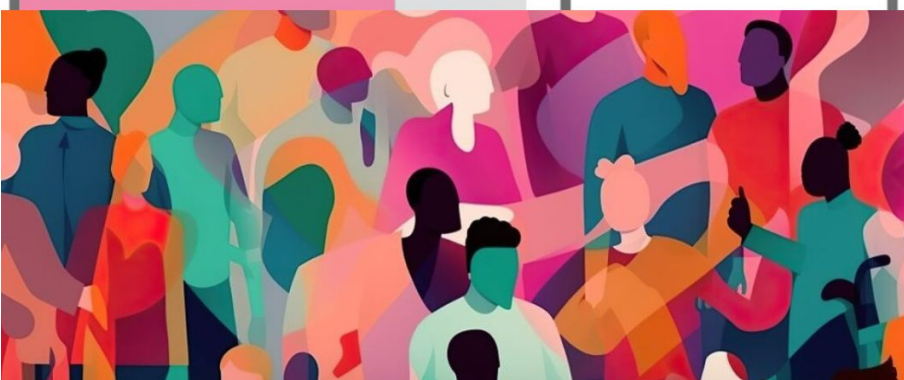
Our ORSP resources are friendly to everyone, regardless of varying abilities.

Implementation is our success!

DEI is no longer extra work it is a unique opportunity that we take advantage of.

DEI is an opportunity to connect!

DEI is integrated like a new habit, like a lifestyle change (not a diet!). After a while, it has become a part of what we just do.



ORSP's Hiring Process Sees Growth Through DEI Objectives

Through implementing various procedures, ORSP's metrics report a higher satisfaction amongst its employees with respect to DEI.

DEI educational opportunities have empowered hiring committees to manage their own individual biases when meeting candidates.

"Through use of DEI tools, we have successfully managed bias often seen in resume screening and interviewing. This has enabled us to retained a high level of talent at ORSP."

"I was initially concerned that our new DEI measures in recruiting and hiring would delay the hiring process. However, we have seen a streamlined hiring process instead."



"ORSP, where diversity doesn't look like anyone it looks like everyone"



ORSP voted #1 in Diversity

University wide analysis shows ORSP leads in diversity



ORSP is voted as a model of diversity for University Departments.

ORSP has made changes over the years and has now become a model of diversity for the rest of the university to look to as an example for change.

2

Close your eyes and imagine it's five years in the future. DEI 2.0 has been a resounding success.

After some initial challenges, DEI 2.0 has impacted ORSP in ways we had never imagined.

Describe the extraordinary success in a catchy, attention-grabbing headline.

Choose a page. Insert images and text. Try the Pen tool, eraser, and shapes.

After creating, please share your news headlines and ideas with your small group, and then with the large group.

the overall University DEI committee has performed an analysis of all departments and ORSP was found to be the most compliant with DEI policy and it will be used as an example going forward for other departments to follow.

UM-wide staff survey indicates that ORSP has the most satisfied staff

ORSP started by transforming its DEIB (Diversity, Equity, Inclusion, and Belonging) practices

When staff are valued and respected, productivity increases.



In order to make DEIB a reality for each staff member, ORSP collected feedback from all new employees at the 1, 3, 6, and 12 month marks. Increased retention by 50%!

Quotes

ORSP's remote work policies enabled me to increase productivity while feeling like my disability is accepted.

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ORSP scores on staff satisfaction surveys for workplace climate/culture improve as a result of DEI initiatives.

ORSP's workshops and educational opportunities have provided space for staff and leadership to work together and cultivate a better, equitable and more inclusive culture.

Comments and scores from the workplace climate/culture survey reflect a more equitable and inclusive culture within ORSP.

"I feel heard and listened to by my colleagues and leadership"

Hired Me Biased Free!

ORSP sets standard at University in cutting edge, non-biased hiring and promotion practices.

"Updated practices ensure skills, performance, and relevant intangibles lead to hiring and promotions" - Anonymous Staff Member



"I feel like my effort is valued and speaks for itself"

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"I feel like my effort is valued and speaks for itself"



Staff members feel their perspectives are valued/respected and feel safe to share.

All staff feel a sense of belonging in the workplace

Events planned with insight and awareness e.g.: recognition events not scheduled during Ramadan



Listen to all staff's suggestions, and concerns.

Provide equal opportunities for all staff.

Studies show that a diverse workforce makes better decisions

DEI goes past academia and goes into the Community

Valued employees are more likely to stay @ ORSP

Have more events and networking opportunities for remote workers.

ORSP Celebrated Diverse Holidays as a Team

Employees were asked what holidays were important to them and everyone came together to celebrate

Headline

Subheading



Report

Quotes

I am so glad I was able to participate in the Diwali celebration. I learned why it is called the Festival of Lights

Headline

**DEI 2.0:
NOT JUST
FOR
SHOW**

**ORSP
Program looks
back on a
wildly
successful 5
years.**

ORSP is a multidimensional workplace!

The various staff are invited to discussions to share their ideas and all concepts are valued

Intersectional experiences add to a better overall work environment and outputs

**"I feel like I belong"
-staff member**

**"I've appreciated the varied experiences in discussions"
-staff member**

**"I'm different than others and it's a GOOD thing"
-staff member**

DEI Success at ORSP

Staff located across the country have brought varying perspectives to ORSP

All ORSP staff gathered in Ann Arbor to meet in person and celebrate the on-going DEI efforts.