

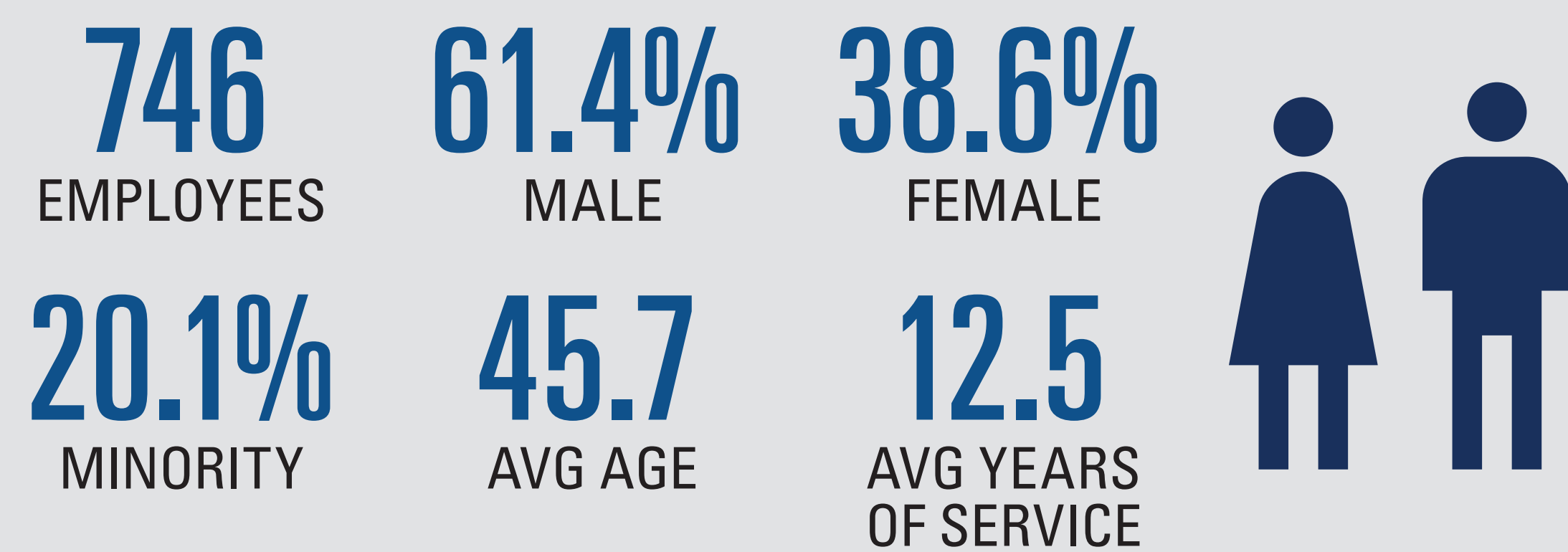
Diversity, Equity and Inclusion

VISION

We commit to diversity, equity and inclusion as a means to flourish individually, excel professionally, and advance knowledge in information technology at U-M.

We will accomplish this by fostering a climate rooted in mutual respect, drawing on intellectual strength, and producing innovative solutions from the synergy of our people.

ITS EMPLOYEE PROFILE (NOV 2016)



ITS KEY EVENTS (2016-2017)

September:
Launched a DEI plan as part of U-M Business and Finance

November:
Presented Diversity in IT session & screened Code: Debugging the Gender Gap at Michigan IT Symposium

January:
ITS developed ten tips for inclusive meetings

February:
Became unit 50 and developed an ITS-specific plan for DEI

June:
Supported and participated in MStaff 200 Bicentennial Celebration

PLAN OBJECTIVES

RECRUITMENT, RETENTION & DEVELOPMENT



Enhance career path development and advancement opportunities.
Cultivate an inclusive and diverse applicant pool in an effort to attract and maintain a diverse staff population.

EDUCATION & SCHOLARSHIP



Invest in and build cultural competency.

- educating
- equipping
- provisioning

PROMOTING AN EQUITABLE ENVIRONMENT



Promote and raise awareness of ITS commitment to DEI.
Enhance the ITS culture and workplace through events, communication, and employee engagement.
Evaluate and develop a robust accountability system and techniques for conflict identification and resolution.

SERVICE



Enhance foundation to provide accessibility to all faculty, staff and students.
Commit to helping the university better understand DEI as it relates to computing and IT.
Build in DEI principles as a foundation for the service delivery model.