

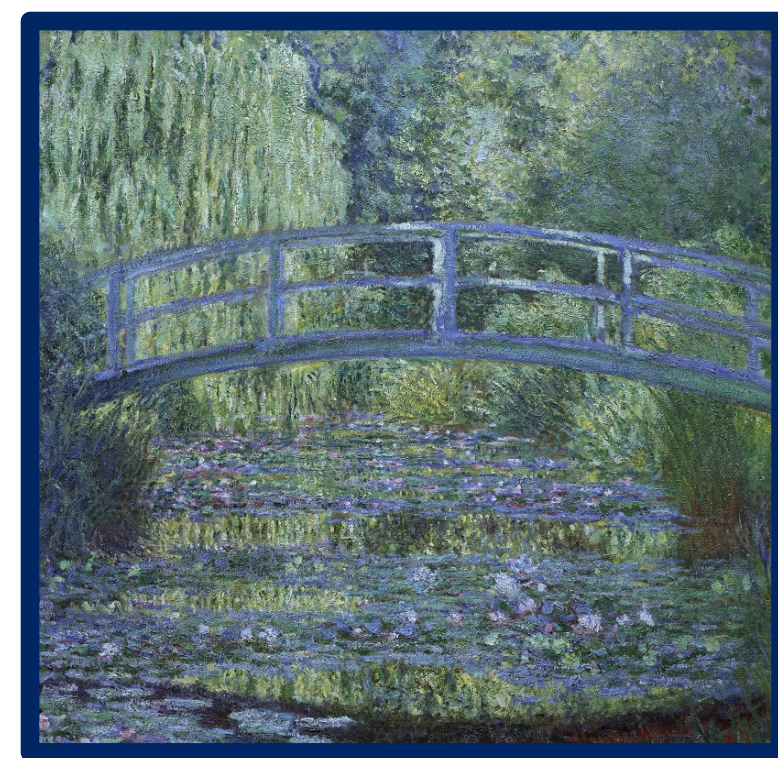


It's seeing the world **differently** through the same pair of eyes that really **changes** you.

CELEBRATING OUR PAST ACHIEVEMENTS

During Year One, the OGC:

- Conducted initial and follow-up internal OGC climate assessment surveys (with over 80% participation) and encouraged OGC participation in the University-wide staff census (resulting in over 97% participation). The surveys confirmed that OGC staff generally feel good about their work, their working environment, and their colleagues.
- Hosted guest speaker, Amy E. Herman, at an all-staff meeting for an interactive presentation in the Art of Perception to learn, through art, how we view and perceive things differently and how diverse perspectives enable us to see the whole picture.



- Participated in all-staff Unconscious Bias training presented by U-M Human Resources in order to interact more authentically with co-workers, clients, and the community and understand how examining our own backgrounds and biases helps raise our self-awareness and enhance our professional and personal effectiveness.
- Hosted guest speakers, Scott Williams and Walt Stover of the U-M Office for Institutional Equity, at an all-staff meeting for a discussion on the accessibility of OGC's website (www.ogc.umich.edu) and to provide tips for improving accessibility in OGC's electronic presentations in general.
- Engaged with staff at all-staff meetings to discuss the results of the internal OGC climate assessment surveys and to provide information about, and receive feedback and input into, OGC's DEI plan and future activities.

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OFFICE OF THE VICE PRESIDENT & GENERAL COUNSEL

UNIVERSITY OF MICHIGAN

Timothy Lynch
Vice President and General Counsel

Patricia Petrowski
Associate Vice President
and Deputy General Counsel

Kara Morgenstern
Associate Vice President
and Deputy General Counsel
Michigan Medicine

WHAT WE DO

- ❖ Work in the areas of civil rights, election law, and affirmative action, among others, on behalf of all University of Michigan campuses and Michigan Medicine.
- ❖ Assist with issues related to disability and accommodations, discrimination, free speech, harassment, and diversity initiatives on behalf of U-M's students, faculty, and staff.
- ❖ Strive to create a work atmosphere within OGC that is equitable, inclusive, and diverse.
- ❖ Treat our clients and others with respect, civility, and professionalism at all times.

LOOKING FORWARD TO OUR FUTURE

In Year Two, the OGC will:

- Participate in a November community outreach project to package 5,000 meals to be donated locally.
- Analyze OGC's staff census results to see how they might inform future DEI plan refinements.
- Develop and participate in a Fleming-wide event in January 2018 as part of U-M's MLK-related activities.
- Explore creation of a more formal onboarding process for OGC staff to inform new hires about the work we do, and the offices/clients with whom we work, in an effort to build a more inclusive office environment.
- Develop and administer a client survey assessing our accessibility to our University clients.
- Continue to include messaging regarding the importance of DEI in job postings and to ask all interviewed applicants to explain their commitment to DEI.
- Continue to encourage staff to participate in professional development opportunities, including DEI-themed U-M events and/or external conference sessions.
- Continue to provide periodic DEI-themed updates and information-sharing at staff meetings, including with respect to plan progress and to solicit staff input on future training and engagement activities.



THE YEAR TWO OGC DIVERSITY, EQUITY AND INCLUSION PLANNING TEAM

Jack Bernard Tara Hartman Jennifer Johnson Maya Kobersy Katie Murphy Laura Napiewocki Stephanie Schmitzer Travis Souza Denise Truesdell