## Diversity, Equity and Inclusion

**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.**

### VISION

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

### ITS EMPLOYEE PROFILE (NOV 2016)

<table>
<thead>
<tr>
<th>Category</th>
<th>Percentage</th>
<th>Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>61.4%</td>
<td>746</td>
</tr>
<tr>
<td>Female</td>
<td>38.6%</td>
<td>380</td>
</tr>
<tr>
<td>Minority</td>
<td>20.1%</td>
<td>150</td>
</tr>
<tr>
<td>Average Age</td>
<td>45.7</td>
<td></td>
</tr>
<tr>
<td>Average Years of Service</td>
<td>12.5</td>
<td></td>
</tr>
</tbody>
</table>

### ITS KEY EVENTS (2016–2017)

1. **September:**
   - Launched a DEI plan as part of U-M Business and Finance
2. **November:**
   - Presented Diversity in IT session & screened Code: Debugging the Gender Gap at Michigan IT Symposium
3. **January:**
   - ITS developed ten tips for inclusive meetings
4. **February:**
   - Became unit 50 and developed an ITS-specific plan for DEI
5. **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.
  1. educating
  2. equipping
  3. 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.