

Office of Diversity, Equity and Inclusion (ODEI) leads and supports university-wide initiatives focused on the recruitment of a diverse faculty, staff, and student body, while fostering an inclusive and equitable university community. Our office also engages surrounding communities in mission-focused, mutually beneficial partnerships.



OFFICE OF DIVERSITY, EQUITY & INCLUSION UNIVERSITY OF MICHIGAN

odei.umich.edu

Center for Educational Outreach (CEO),
Office of Academic Multicultural Initiatives (OAMI),
Office of Institutional Equity* (OIE),
U-M Detroit Center, and
Wolverine Pathways

*OIE included in Provost unit plan

DIVERSITY

OUTREACH

University Outreach Council (CEO)
Wolverine Express (CEO)
GEAR UP – college preparatory (OAMI)
MCAC – college preparatory (CEO)

PATHWAYS TO U-M

Wolverine Pathways - 381 scholars in Detroit, Southfield, and Ypsilanti
Michigan Pursuing Our Dreams (MPOD) – transfer student program, 173 currently enrolled at U-M (OAMI)

Wolverine Pathways making U-M more accessible to Ypsilanti, Southfield, Detroit youth



EQUITY

STAFF SUPPORT & DEVELOPMENT

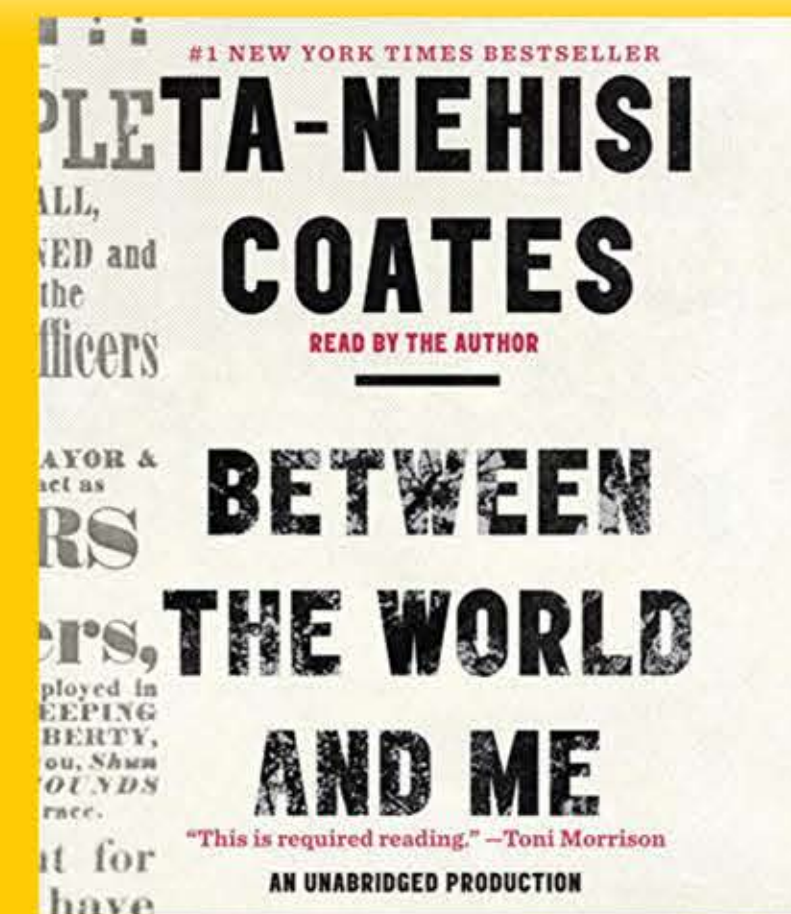
Began staff equity review
Initiated new staff onboarding process
Workshops on: Unconscious Bias, and Business Case for Diversity

STUDENT SUPPORT AND DEVELOPMENT

SuccessConnects – success coaching for 1st year students (first gen, URM, scholarship) (OAMI)
Educational Training workshops on outreach (CEO)
Student organization grant programs (Project Inspire in CEO and SAMI in OAMI)



ODEI Social Committee - Summer Book Club
Between The World and Me - Ta-Nehisi Coates



INCLUSION

Powwow coordinated by OAMI
Graduation Celebrations - 270 graduates joined by 1,692 family members (Arab, Black, Native, Latino/a/x)
Concert of Colors at U-M Detroit Center
ODEI Staff Book Club
U-M MLK Symposium Keynote Lecture by Amy Goodman and Issa Rae, co-sponsored by Ross Business School and OAMI, over 4,000 attendees

Planning/Implementation Team

Dana Davidson, Wolverine Pathways
Lumas J. Helaire (team lead and contact), OAMI,
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Kim Lijana, CEO
Feodies Shipp, U-M Detroit Center



The Michigan Daily
Amy Goodman, Issa Rae highlight social justice, contemporary political state at MLK Day symposium keynote speech



The Michigan Daily
Activist and author Shaun King describes humanity and discrimination at sold-out speech



The New York Daily News Columnist, speaks about the election and police brutality at Rackham on Monday
Aaron Baker/Daily News

Key Findings with Staff

- 65% reported receiving feedback necessary to be successful in their work
- 73% reported receiving training needed to be successful in their work.
- Findings suggest leadership focus on strategic communication for career advancement pathways, increase feedback and training
- Top 5 priorities for staff: finalize onboarding process, activities to support advancement, funds for DEI professional development, cultural awareness training, and strengthen pathways to conflict resolution

Summary of the Process

- Implementation team met twice a month to establish norms, goals and timelines.
- Each ODEI offices/unit continued the DEI related programming related to their respective missions.

Tracking and Assessing Progress

Bi-weekly implementation team meetings, staff surveys, all-staff gatherings, data collection, analysis and program evaluation reports