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.

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)

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)

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
Lamus J. Hilaire (team lead and contact), OAMI, lhilaire@umich.edu, 734-936-0225
Kim Lijana, CEO
Feodies Shipp, U-M Detroit Center

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