

DEI 1.0 Unit Summary

Offices of the President, and Vice President and Secretary of the University

Diversity, Equity, and Inclusion Strategic Plan

Diversity, Equity, and Inclusion are deeply held values by The Offices of the President, and the Vice President and Secretary of the University, and we seek to promote those values across the breadth of our work through hiring a broadly diverse staff and allowing each team member an equitable opportunity to succeed and thrive. We are committed to an inclusive and welcoming office, one that treats each member with respect and professionalism. We strive to support each other's contributions and build trust by being honest, transparent brokers, while supporting each other in our triumphs and adversity.

Strategic Objectives Accomplished by the Office of the President, and the Office of the Vice President and Secretary

Five years into the University's DEI 1.0 plan, the Offices of the President, and Vice President and Secretary of the University have taken the following actions to execute our strategic plan and ensure the unit is an inclusive work environment that uses equitable hiring practices and encourages staff, students, and faculty to broaden their perspectives:

- Developed and implemented an effective strategy to recruit/attract a more diverse pool of applicants by advertising postings more broadly and to provide career advancement and growth opportunities to current employees.
- Improved civility and sensitivity with diversity training and dispute resolution resources.
- Increased community outreach and utilized staff networks to assist us in developing a better understanding of different perspectives on a variety of topics/issues related to DEI.
- Tracked internal perceptions of the inclusivity in the Office of the President, and Vice President and Secretary of the University.
- Increased cultural awareness of diverse groups and identities.
- Educated our community on sexual and gender-based misconduct prevention.
- Maintained outstanding customer service.

- Encouraged staff to identify, register, and attend Learning & Professional Development (formerly HRD) courses, and events to improve staff diversity and cultural awareness competencies, cultivate individual skill sets for personal and professional growth, and elevate staff core job capabilities.
- Developed regent meeting agendas that include diverse speakers and topics, including reports of progress on the institutional DEI plans. The vice president and secretary also participated in DEI presentations at professional meetings with other universities in Michigan and around the country.
- Supported the president and the other executive officers in the implementation of their respective DEI plans, and worked with the board and others on governance and senior leadership matters such as bylaw amendments, personnel appointments, and recruitment/retention efforts.
- Worked collaboratively with the president, vice president and secretary, and other executive offices to organize DEI focused educational presentations that addressed a variety of relevant issues to all our offices.
- Evaluated the Board of Regents' monthly meetings to determine potential accessibility issues related to audio and visual configurations and alter them to improve the meeting experience for all meeting attendees, including public comment participants and students. Assured a respectful and welcoming gateway to UM, the Board of Regents, and the monthly board meetings.
- Provided staff support and coordination for regent involvement in DEI events in its broadest forms, including in regard to current topics such as BLM, racism and others. Staff will also provide support and coordination for regents' work on the newly formed Flint and Dearborn Committee that has a mission to improve outcomes on both campuses.
- Supported the diverse university community through the VP&S's service on the residency appeals committee, ABIA, the honorary degree committee, leadership searches and search committees, and COVID Leadership Group. The VP&S attends fundraising events, including support for student scholarships and Student Life programs, as well as events supporting external programs such as the Alumni Association LEAD Scholars program, etc., that benefit university students. The staff develops dossiers of broadly diverse potential honorary degree recipients for consideration by the honorary degree committee.

In addition to the actions above, The Offices of the President and Vice President and Secretary of the University held numerous discussions for all staff facilitated by the implementation lead on topics such as Robin DeAngelo's *White Fragility*, John Lewis' documentary *Good Trouble*, our

MLK symposium, racist monuments, *Some Old Black Man* theatre production, *Tribes* short film, identities, and other related DEI topics. Two building wide events were held virtually in 2021 on behalf of the Fleming DEI Committee. The first was a discussion with Professor Maren Oberman about the book *White Fragility*. The second was a keynote and panel discussion about sexual and gender-based misconduct. Both events served all staff and students in the Fleming building. The Fleming (now Ruthven) website continues to have a DEI section that the committee created and monitors. Numerous resources were shared regarding COVID-19, racism, and xenophobia, along with information on committee events.

**While these updates reflect many of the central actions listed in U-M plan, university efforts on these topics also include hundreds of initiatives outlined by the 50 planning units all across campus. For more information, the campuswide and all 50 unit-level plans are located at: <http://diversity.umich.edu/strategic-plan/>*

Climate Survey

Background

The U-M Campus Climate Survey on Diversity, Equity, and Inclusion (DEI) was designed as both a scientific sample (designed to provide institution level estimates), as well as a census of students, faculty, and staff at the U-M Ann Arbor campus. While some questions included in the survey related to the overall U-M community, the main study objective was to provide respondents with the opportunity to share their perspectives, opinions, and experiences associated with DEI topics as they relate to U-M overall, as well as the units where the community spend most of their time. The Campus Climate Survey was taken in 2017, and again in 2021. This summary will focus on examining the changes that have taken place in between the two surveys within the Office of the President, and the Vice President and Secretary of the University.

The Offices of the President, and Vice President and Secretary of the University (hereby referred to as “the Unit”) are small offices that, combined, represent 15 staff members that were eligible to complete the survey. Out of 15 staff members’ eligible, 12 individuals completed the survey. Because of the small sample size, much of the demographic data was withheld to protect the identities of respondents, however there is still a significant amount of information that can be gleaned from the responses that were gathered.

Perceptions of the Ann Arbor Campus Climate Overall

More than half of respondents said they were satisfied/very satisfied with the campus climate (58.3%), although between 2017 and 2021, there was a modest decline in perceptions of satisfaction among those identifying as white.

Overall, the perceptions of the Ann Arbor campus climate improved slightly.

Perceptions of Unit Climate

Half of the respondents said that they were satisfied/very satisfied with the climate in their work unit (50%). There has been a pronounced decline in the number of respondents who said they were satisfied/very satisfied with their work climate between the 2017 and 2021 surveys. Within that timeframe, a number of major events occurred that effected the climate, such as the pandemic in which staff pivoted to remote work for nearly two years. There was also multiple staffing changes and a presidential transition.

Overall, the satisfaction with the work climate of the Office of the President, and Vice President and Secretary declined. However, it's difficult to determine with the small number of surveyed participants if this decline is the result of broader trends within the unit or if it was more localized to specific individuals.

Dimensions of Campus Climate Within the Work Unit

Respondents rated their work unit on several factors related to general climate on a five-point scale. Across the Office of the President, and Vice President and Secretary, staff experience their primary work unit as friendly, respectful, collegial, collaborative, supporting, and welcoming.

When respondents rated their work unit on several factors related to diversity climate on the same five-point scale, staff responded that they experience their units as non-racist, more diverse than not, non-sexist, non-homophobic, non-transphobic, and non-ageist.

Although there was a slight decline in dimensions related to diversity, the work unit climate remains positive overall.