

# Advance Diversity, Equity, and Inclusion

## This is My Story: Staff of Color Experiences at UM

As part of the 2023 DEI Summit, our team collaborated to host an event, *This is My Story: Staff of Color Experiences at the University of Michigan*. The event presented a research study exploring the influence of race and racism on the career trajectories and workplace experiences of U-M's staff of color.

Following the presentation, U-M institutional leaders engaged in a panel discussion, shedding light on staff-focused DEI 2.0 action items, and the event also offered community members the chance to pose questions directly to leadership.



## Summary of Team Experience

This year, our committee focused on several initiatives aimed at creating meaningful progress in our university's DEI efforts. Highlights include our successful 2023 DEI Summit event, and several impactful collaborations, such as providing feedback to Organizational Learning on DEI onboarding. Our committee welcomed new members and two new co-facilitators and worked to establish robust group norms that supported our collaborative work and overall success. Throughout the year, we welcomed several invited guests to our meetings, enhancing the visibility of our team across the university and providing learning opportunities for our group members.

## Goals for Next Year

This has been a year of transition for our team, setting the stage for an ambitious agenda with numerous goals aimed at furthering our impact in the upcoming year.

Building on the 2022-23 ADEI team groundwork, one goal for the coming year is to continue progressing the Juneteenth initiative, leveraging the insights from peer institution reviews and U-M staff organizers, as well as feedback from a broad representative staff survey, to further this significant university effort.

Additional goals include a sustained commitment to bolstering resources for staff of color and scrutinizing the impact of performative actions within the workplace. Additionally, we aim to reestablish direct collaboration with DEI leads and ODEI/OHEI.



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