

The University of Michigan Department of Urology

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What's New January 27, 2017

Diversity, Equity and Inclusion

Urology Department Faculty and Staff

1 Item, 7 Minutes

"At the University of Michigan, our dedication to academic excellence for the public good is inseparable from our commitment to diversity, equity, and inclusion. It is central to our mission as an educational institution to ensure that each member of our community has full opportunity to thrive in our environment, for we believe that diversity is key to individual flourishing, educational excellence and the advancement of knowledge."

This quote from University of Michigan President, Mark Schlissel, served as the Charge to the University of Michigan Community during the kickoff of the University's Diversity, Equity and Inclusion (DEI) initiative. It came during a campus-wide call for a renewed focus on the importance of diversity, bringing together leaders from academics, athletics and the Health System.

Since this opening event, campus and health system groups have assembled teams, conducted surveys and taken many additional steps to prepare to improve diversity, equity and inclusion in their respective areas. There is no ultimate end goal or finish line in these efforts; rather, those involved in the planning and rollout endeavor to equip as many as they can with the tools and knowledge necessary to build and maintain environments that are diverse, equitable, and inclusive.

Our Plan

The Department of Urology has joined every unit on campus (including those within the Health System) in laying out a plan to improve diversity, equity and inclusion. All plans aim

to address three main tenets, which have been identified as "Vital Strategy areas" by the Office of Diversity, Equity and Inclusion:

- Creating an Inclusive and Equitable Work Environment
- Recruiting, Retaining and Developing a Diverse Community
- Supporting Innovative and Inclusive Scholarship and Teaching

These tenets touch every group in our Department, and our plan will provide numerous growth opportunities to improve in each of these areas. To support this growth, we'll be offering a wide range of DEI resources to faculty, fellows, residents and staff. These include (but are not limited to):

- Trainings on carrying out difficult conversation with patients, supervisors and coworkers
- Seminars on the role of bias in our everyday lives
- Guidelines for ensuring an inclusive approach to recruiting, interviewing and hiring

Our goal is to gradually roll these and other initiatives out over the next 6-12 months to reach as many people in the Department as we can. Some of us have already started the process and participated in Unconscious Bias training, while others are in line to attend this training (or other similar activities).

To underscore the importance of the DEI Initiative, both of the major annual faculty and staff events will have portions dedicated to promoting diversity, equity and inclusion. The annual Faculty Education Day will have a segment touching on the importance of DEI, while the annual Staff Education Day will be entirely dedicated to a presentation from two members of the UMHS DEI Leadership team.

Once this first phase of trainings and exercises is complete, we (along with the rest of the Health System and University) will identify new areas to address. This represents the ongoing nature of our DEI effort. We'll be monitoring and tracking the effectiveness of our efforts, and making changes to future exercises and activities based on this evidence. As the [University's DEI Strategic Plan website](#) says, "It's important to note that the Diversity, Equity & Inclusion Strategic Plan is not an end point but an evolving process that will be monitored, evaluated and refined on an ongoing basis....it represents the vision for Our Michigan."

Our Goal

While we've laid out certain metrics that we'll use to measure our efforts, the ultimate goal of our Department of Urology's DEI undertaking will be to promote an environment where everyone has an equal opportunity to thrive. Additionally, we are eager to involve as many people in the planning process as possible, so please don't hesitate to share your DEI

thoughts and feedback in appropriate forums. This includes suggestions for innovative trainings/activities or your experience attending one of the many DEI events hosted by the Health System or University communities. Our departmental DEI effort can become truly exceptional if we have buy-in and investment at every level, so please consider how you can contribute to the effort.

To find out more about the Diversity, Equity and Inclusion Initiative, visit the [University's DEI Website](#) and stay tuned for more news and announcements on trainings, resources and other related efforts. Thank you for taking the time to read!

-Eric Anderson