



What's New – March 15, 2019

Diversity, Equity and Inclusion Update

In the fall of 2015, President Mark Schlissel renewed the University of Michigan's commitment to Diversity, Equity and Inclusion. The University of Michigan was one of the first universities to admit women in 1870 and the first undergraduate male nursing student graduated in 1968.

Why does Diversity Matter?

Organizations are recognizing that diversity is critical for innovation and providing a competitive edge in the marketplace. Research by [Scott Page](#) and Lu Hong demonstrates that diverse groups outperform smart individuals who think similarly in problem solving.¹ However, it takes more than a diverse workforce to be successful.

Diversity.Equity.Inclusion (DEI). These terms are often used as a group but do they mean the same thing?

- *Diversity* is “the presence of difference within a given setting.” This is often associated with idea of race, gender, ethnicity, religious belief, sexual orientation or age. This is the area that HR monitors.

“Staff, Faculty and Trainee Demographics – Ethnicity and Gender (Data Source: HR02 Data Warehouse): In November 2016, approximately 74% of the overall faculty/staff/trainee population was White Non-Hispanic and approximately 8.8% was Black/African-American. Of the Non-White, Non-Majority population, Asians were the most highly represented within the “Faculty and Trainee” classifications. In addition, Black/African-Americans were the most highly represented within the “Staff” classification.”
—excerpt from Diversity, Equity, and Inclusion: Year 3 Plan Michigan Medicine September 2018.

- *Inclusion* allows different voices to be heard and valued. Verna Myers succinctly described the difference between Diversity and Inclusion as “*Diversity is being invited to the party. Inclusion is being asked to the dance.*”² Unfortunately, creating diverse teams does not guarantee inclusion. How do we make all viewpoints welcome?

¹ Drefius,C. “In Professor’s Model, Diversity=Productivity,” NYTimes Jan 8, 2008.

² <https://learning.vernamyers.com>

- *Equity* acknowledges that everyone needs an equal opportunity. This past week 28 members of US Women's Soccer team sued US Soccer over pay equity and work conditions. In addition to pay equity, opportunities for leadership positions and mentorship at Michigan Medicine should be available to all qualified individuals. We need to address health disparities in the populations we serve.

DEI in Urology

Dr. Palapattu renewed our department's commitment to diversity, equity and inclusion. Our goal is to be a leader within Michigan Medicine and nationally. The journey in our department started with building a framework for DEI competency and communication. The process began with Unconscious Bias and Crucial Conversation training. Training planned for 2019 includes education on [Microaggression](#).

Please welcome our DEI committee members: Janel Agius, Aquila Ahmed, Alix Bernholtz, Kristian Black, Khurshid Ghani, Meidee Goh, Priyanka Gupta, Malissa Eversole, Tujuana Jacobs, Tae Kim, Kate Kraft, Toni Morgan, Ganesh Palapattu, Nancy Rodriguez-Galano, Janice Rushton, Brian Stork, Courtney Streur, Aysha Thomas, Jeff Tosoian, and Aprill White.

Our task is to begin the process of framing a 5-year DEI strategic plan aligned with those for MI medicine. The objectives for the Year 3 Michigan Medicine DEI plan include the following:

- **Strategic Objective 1:** Develop aligned criteria and guidance for recruitment, hiring and selection that support diverse application pools.
- **Strategic Objective 2:** Design learning solutions using a variety of delivery methods to support DE&I for everyone; faculty, staff and learners
- **Strategic Objective 3:** Create a plan and implementation framework for DEI resource groups to advise leadership on Michigan Medicine climate.
- **Strategic Objective 4:** Increase involvement of patient and family advisors in unit committees and as partners for DEI education.
- **Objective 5:** Provide education, training, communication and support for DEI Unit Implementation Leads across Michigan Medicine
- **Objective 6:** Develop a series of Michigan Medicine Measurement and Metrics tools to track activity and progress towards DEI goals
- **Objective 7:** Continue to develop constituent support networks that build community for faculty, medical students, and house officers
- **Objective 8:** Facilitate support for health equity concerns within Michigan Medicine and beyond

Our challenge is to address these objectives in an achievable, measurable and accountable way. I look forward to the renewed energy and creativity in our new committee.

Upcoming DEI Events/Opportunities

The [3rd Annual DEI Symposium](#) is coming up on April 30, 2019 at the Towsley Center. This year's topic will be "Activating Allies: Toolbox for Creating Positive Culture." Please check with your supervisor if you would like to attend.

New Resource Groups are looking for members. All three are looking to address issues in our physical environment that impact each group. Soon there will be a Resource Group to support Veterans. If you are interested in joining these resource groups, contact Katherine Pearsol at kpearsol@med.umich.edu for more information.

- **Disability** currently meets the 2nd Wednesday of the month.
- **LGBTQ+** currently meets the 2nd Thursday of every month.
- **Spirituality** currently meets the 4th Tuesday of the month.