Join us for our virtual Fall Lunch and Learn Series

**Topic: INTRODUCTION TO INCLUSIVE LEADERSHIP**

**WHAT IS INCLUSIVE LEADERSHIP AND WHY IS IT IMPORTANT?**

**Tuesday October 25th, 2022**

**11:00 am - 12:00 pm**

**Intended Audience**

All faculty & Staff & Learners

Register in advance for this meeting at:

[https://umich.zoom.us/meeting/register/tJMtf-yurj8rGdSM8U0FhWFFEaeSR2_H2uQmu#/registration](https://umich.zoom.us/meeting/register/tJMtf-yurj8rGdSM8U0FhWFFEaeSR2_H2uQmu#/registration)

*After registering, you will receive a confirmation email with meeting information*

**Sponsored by: Advancing Inclusive Leadership (AIL) Committee**

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**Mission of the AIL Committee:**

The Advancing Inclusive Leadership (AIL) Committee is a devoted team of Michigan Medicine faculty and staff who aim to accelerate the leadership journey and career progression of women and underrepresented identities in healthcare and academic medicine. This committee will focus on innovative ways to reduce discrimination, emphasize inclusive leadership skills and competencies throughout the institution. The committee will actively work to identify and report problem areas and possible solutions to the Leadership Development Advisory Group (LDAG) at large.

**Statement of Purpose:** To assist in the creation of more effective and diverse leadership that values a culture of inclusion

**Objectives:**

The primary objectives of the AIL Committee are to:

- Identify areas in the health system where there is a need for greater diversity and inclusion, raise awareness of this need, and advocate for interventions.
- Collaborate with institutional programs and initiatives to support the development, recruitment, retention, and advancement of women and underrepresented identity leaders.
- Help to create and advocate for a culture of inclusion, diversity, acceptance, and anti-racism.
- Act in an advisory role to institutional leaders, including but not limited to LDAG, MLT, OHEI, and Faculty Development.
Moderator: Maria Flores, Senior Business & Operations Specialist, Eisenberg Family Depression Center

Maria Flores is the Senior Business & Operations Specialist at the Eisenberg Family Depression Center. An honors graduate of the University of Michigan, she is an action-oriented servant leader, and strategist, with the goal of developing inclusive workplaces where employees are engaged, valued and innovation thrives. She’s a member of the Advancing Inclusive Leadership Committee at Michigan Medicine. She has moderated panels such as WCTF’s “Building a More Inclusive, Anti-Racist Workplace,” and is a regular presenter on the topic of authenticity in the workplace.

Panelist: Denise Williams, PhD, MS, SPHR, SHRM-SCP, Organizational Effectiveness Consultant and DEI Implementation, Human Resources, Michigan Medicine

Denise Williams, Ph.D. is an organizational effectiveness consultant for Michigan Medicine. Denise collaborates with leadership, employees, faculty, learners and interdisciplinary teams across the university to create and promote a vibrant workplace culture of inclusion, equity, diversity and well-being. She has worked at U-M since June 2011. Denise earned a Ph.D. in health behavior and health education from the University of Michigan School of Public Health and an M.S. in behavioral psychology from Eastern Michigan University. She also holds two senior-level certifications in human resources.

Panelist: Dee Fenner, MD, Chair of the Department of Obstetrics and Gynecology and Bates Professor of Diseases of Women and Children, Michigan Medicine

Dee Fenner, MD, is the Chair of the Department of Obstetrics and Gynecology and Bates Professor of Diseases of Women and Children at the University of Michigan. She holds a joint appointment as Professor of Urology. As a Missouri native, she attended undergraduate and medical school at the University of Missouri – Columbia. She completed a residency in Obstetrics and Gynecology at the University of Michigan followed by a fellowship in Pelvic Reconstructive Surgery and Urogynecology at the Mayo Clinic-Scottsdale. Dr. Fenner was recognized for her leadership in the advancement of women in academic medicine with the 2019 Rudi Ansbacher Leadership Award for Support of Women in Healthcare.

Panelist: Deborah Willis, PhD, MS, Assistant Vice Provost for the Office of Diversity, Equity and Inclusion, University of Michigan

Deborah Willis, PhD serves as the Assistant Vice Provost for the Office of Diversity, Equity and Inclusion (ODEI) at the University of Michigan. She comes from the Rackham Graduate School where she was a Senior Program Lead. Dr. Willis created the Rackham DEI Certificate Program, which has received national attention contributing to U-M’s reputation as a leader in DEI. She has also had numerous years of service working with students, faculty, and staff to make the University a more diverse, equitable, and inclusive community. She brings a plethora of knowledge and experience relating to student engagement and program development to ODEI. Deborah is an alumna of U-M, receiving her Master’s and Doctorate degrees in Sociology here. She has worked at U-M for several years, at the School of Social Work, the Institute for Social Research, the Center for the Education of Women, and the Rackham Graduate School. She has strong experience in working with teams across campus to advance the needs of students in the DEI space.