



# Advancing Diversity, Equity and Inclusion Charge 2018



**VOICES OF THE STAFF**  
UNIVERSITY OF MICHIGAN

<b>Group Name</b>	Voices of the Staff Network Team: <b>Advancing Diversity, Equity and Inclusion</b>
<b>Network Membership</b>	<ul style="list-style-type: none"> <li>• Team Members</li> <li>• Facilitators and Advisors</li> <li>• Network team members will select two representatives and one alternate from the group to serve on the Core Team</li> </ul>
<b>Statement of Purpose</b>	<p>The Voices of the Staff network team for Advancing Diversity, Equity and Inclusion helps build a positive workplace culture for all by facilitating regular dialogue between the team, stakeholders, and executive officers delivering the insight of the staff perspective.</p>
<b>Objectives</b>	<p>To examine the selected topic of <b>Diversity, Equity and Inclusion</b> by:</p> <ul style="list-style-type: none"> <li>• Gathering data on issues and challenges in the workplace including civility</li> <li>• Seeking to understand issues of bullying, exclusion, intolerance for differences, inequity in the workplace, etc.</li> <li>• Exploring existing resources at the university and connecting them to the community</li> <li>• Offering creative ways to encourage, communicate and promote diversity in every work area and department</li> <li>• Identifying innovative strategies to sustain and improve effectiveness in recruiting, retaining and supporting a diverse staff</li> <li>• Identifying rich opportunities for interaction and ways to address institutional barriers to success</li> <li>• Identifying ways to provide recognition for staff who demonstrate a commitment to diversity</li> <li>• Addressing how to provide an environment where intercultural skills are developed and enacted among diverse campus constituencies and with community partners</li> <li>• Exploring ways to create a climate and environment so stimulating and attractive that the experience of difference becomes a source of excellence and an instrument of achievement</li> <li>• Finding ways to share what is learned with the wider staff community</li> <li>• Becoming cultural champions to help create a productive, inclusive and welcoming community with new levels of pride and excellence</li> </ul>

<b>Scope</b>	<b>Discussions/activities might include:</b> <ul style="list-style-type: none"> <li>• Learning about the topic through readings, guests, video presentations, etc.</li> <li>• Learning from peer universities in states that have experienced the loss of affirmative action</li> <li>• Offering ideas about how to educate faculty and staff and departments about the benefits of diversity, equity and inclusion</li> <li>• Communicating with the university staff community about this topic in broad and unique ways</li> <li>• Enhancing the links between faculty scholarship and research and the public good</li> <li>• Executing actions within scope/approval</li> <li>• Identifying creative ways to fund proposed solutions, if any</li> </ul>
<b>Outcomes or Activities</b>	<b>Outcomes may include (for illustrative purposes):</b> <ul style="list-style-type: none"> <li>• Serving as a sounding board to provide advice and counsel about staff perspectives</li> <li>• Providing advice and guidance to UHR and appropriate administrators on communicating to staff</li> <li>• Developing ideas for new programs and preparing proposals and/or business cases for new ideas</li> <li>• Implementing actions when they are in scope and approved</li> <li>• Creating linkages between individuals and groups engaged in relevant activities to increase collaboration, engagement, synergy and efficiency</li> </ul>
<b>Boundaries</b>	<b>Exclusions:</b> <ul style="list-style-type: none"> <li>• Individual, local, and specific issues will not be addressed unless systemic</li> <li>• Issues subject to collective bargaining will be respected</li> </ul>
<b>Tasks/Activity Timeline</b>	<ul style="list-style-type: none"> <li>• Monthly meetings for network group members</li> <li>• By first meeting: discuss and establish responsibility for note-taking</li> <li>• By second meeting: select two core team members and one alternate</li> <li>• Attendance at annual meeting</li> </ul>
<b>Deliverables</b>	<ul style="list-style-type: none"> <li>• Options to promote participation and regular attendance at meetings will be identified by team members at the start of each year</li> <li>• Agendas, attendance, and meeting notes stored on the Voices of the Staff site</li> <li>• One or more topic-focused, value-added activity within each two-year time span</li> <li>• Periodic status reports to the Program Management Team</li> <li>• Report on team activities on the VOICES Google Drive site</li> </ul>