

# UMOR DEI Community Newsletter

## Advancing DEI in UMOR

A breakdown of the UMOR Community DEI Poll results

UMOR DEI Unit Contacts Committee

Hello and welcome! As part of its Diversity, Equity, and Inclusion (DEI) strategic plan, UMOR has created and charged a UMOR-wide DEI Committee, with staff representatives across multiple UMOR units.

To help support us in serving you, the UMOR community, we asked you for input on topics and themes that would be of interest and priority. We also urged you to share feedback about your interests, thoughts, and ideas related to advancing DEI in UMOR, including the topics and functions you think our Committee should prioritize. We would like to share some key results of the poll with you!

### Desired Committee Functions

We wanted to know what functions and roles you want the UMOR DEI Committee to serve. Poll results show the top three (3) areas that community members would like to see the committee's efforts focused:



- Provide guidance on DEI strategies and effective practices
- Offer DEI learning opportunities
- Curate and provide access to DEI Resources.

### Committee Communications



Many have asked to hear from us on a monthly basis. In efforts to connect with the broader community, each edition of the OVPR News will contain a section

dedicated to DEI in UMOR. This section will link to our bi-monthly DEI Community Newsletter, where we take a deeper dive into DEI across the UMOR community.

### Topics of interest

Many of you also shared topics of interest that you have a personal interest in, or that you believe the UMOR community would benefit from learning about. We grouped the responses into themes and the top three (3) themes were:

Equity and Inclusion

Anti-Racism / Systemic Racism / Bias

Disability/Ability Awareness

Other themes included: Gender disparities, LGBTQIA issues, Hiring and Retention, and Allyship.

### Thank You

We would like to thank everyone who responded to the poll. We will review the results and use that information to help guide our next steps.



So many of you shared how important DEI principles are in your work and personal lives and, as a committee, we are dedicated to the advancement of DEI across all UMOR units.

Please review our [committee charge document](#) for more information on the roles and responsibilities of our UMOR DEI Unit Contact Committee members.

# Leadership Insights

Our Insights feature highlights the thoughts and ideas of different UMOR leaders related to DEI. We provide three (3) questions for each individual to reflect upon and ask that they share their thoughts with the UMOR community. This edition's Insights features Tabbye Chavous, Associate Vice-President for Research-Social Sciences, Humanities and the Arts.

## What have you learned related to DEI themes (racial justice, inclusion in the workplace, etc.) in 2020?

This year, my mantra has been “two things can be true at the same time.” Indeed, the health and racial crises of this year have illuminated a long-time truth about the divisions in our society - that many of us, based on racial, gender, and socioeconomic lines, have lived and experienced different realities around safety, security, health, and opportunity. At the same time, I have seen tremendous new will and openness to not only learning about the lived experiences of others (which is usually where the action stops) but also taking steps to revisit our “normal” structures and systems and to change or dismantle those that serve as barriers to racial equality.

## What do you hope to see change in 2021?

The interconnected challenges of this year related to racial inequality and COVID-19 (including the racial and social inequalities created or exacerbated by COVID-19) make this an important time for all of us to ask: How can we better live up to being the institution that we say we are — one that strives to be socially just and serve our society? The work of advancing DEI cannot be achieved by one person, group, office, or unit. I would like to see all members of our campus community realize that they each have an important part to play in making our University a more just and equitable place through their respective roles and spaces.

## What do you want to contribute moving forward?

I am even more committed to using my different roles - administrator/leader, faculty, community member, and citizen - to help reimagine our University and society as one that centers equality and justice and to help inspire and support meaningful change.



## Ways to engage in DEI learning over winter break

Winter break is almost here, and 2020 was full of challenges for us all. We hope that everyone is looking forward to time away from work and the chance to spend quality time with loved ones, or for the opportunity to spend moments in quiet reflection while looking to relax and recharge.

We may not be in the workplace with our colleagues, but there are still opportunities for each of us to engage in DEI learning opportunities while we are away:

*If you have 10 or 15 minutes...*

**Read:** [Three Ways Mindfulness Can Make You Less Biased](#) - Greater Good Magazine

**Watch:** [No. You Cannot Touch My Hair!](#) - Mena Fombo (TED<sup>x</sup> Talks)

*If you have 30 minutes...*

**Read:** [How do you get from diversity to inclusion?](#) - Dolly Chugh (includes a video)

**Listen to:** [Allyship 101: Listening, Learning, and Loving Others in the Age of Black Lives Matter](#) - The Leadership Conference on Civil & Human Rights

*If you have an hour (or more)...*

**Watch:** [A Conversation on Race](#): A series of short films about identity in America - The New York Times

**Read:** [An Indigenous Peoples' History of the United States](#) - Roxanne Dunbar-Ortiz (available through the U-M Library)

# DEI RESOURCE HIGHLIGHT

## LEAD: Leading Equity and Diversity Webinar Series

Our DEI highlight this month is the LEAD: Leading Equity and Diversity webinar series. Established and moderated by Dr. Deborah Willis, the LEAD webinar series, is an array of conversations designed to elevate the voices of those who lead DEI initiatives.



The LEAD series provides diverse perspectives for webinar attendees and offers the opportunity for participants to submit questions to guests for a more interactive experience. These guests include administrators, staff, students, and faculty from around the country, as well as individuals who do DEI work in their communities.

The full LEAD video playlist is available here: <https://www.youtube.com/playlist?list=PLTsV55Ke0F6hrZ-l8cku1EwdFAX76wher>

### The playlist includes the following recordings:

LEAD Featuring the U-M Task Force Against AAPI Hate Representatives Amanda Loh and Steve Lin

LEAD: “I Can’t Breathe”—A Call to Action for Leaders in Higher Education

LEAD: Bridging the Divide—Uniting Against Racism Featuring Howard Ross and Sonya Jacobs

LEAD: Let’s Talk About Racial Code Switching

LEAD: Empowering and Elevating Marginalized Voices

LEAD: No Justice, No Peace: Anti-racist Activism in Higher Education

LEAD: Decentering Whiteness in the Academy

### January DEI Events at U-M

January 12 - 3:00 pm EST

[Mass Incarceration: A WeListen Staff Discussion](#)

January 18 - 10:00 am EST

[Dr. Martin Luther King Jr. Symposium 2021 Keynote Memorial Lecture](#)

January 18 - 12:00 pm EST

[Where Do We Go From Here: Body Politics and Movement Towards Racial Empowerment](#)

January 18 - 2:00 pm EST

[Race, Protest & Politics: Where Do We Go From Here?](#)

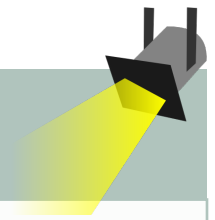
January 20 - 2:00 pm EST

[Community Engaged Research: Reflections on MLK’s Legacy](#)

January 27 - 4:00 pm EST

[Donia Human Rights Center Annual Martin Luther King, Jr. Lecture: “U.S. Race Relations and Foreign Policy”](#)

# UMOR Unit Spotlight



## Native American Graves Protection and Repatriation Act Project (NAGPRA Project)

The University has made substantial progress on NAGPRA compliance since UMOR initiated the project. To date, the University has transferred approximately 164 site collections to the appropriate Tribes. This included Native American human remains from a minimum of over 800 individuals and any associated funerary objects. As a result, the University has developed an outstanding reputation for compliance with the National NAGPRA Office and has developed excellent working relationships with many Tribes.

The successful work and building of relationships within the NAGPRA Project has translated into other partnerships with Tribes and Native American communities. This includes:

- The Heritage Seeds and Indigenous Collaborative Garden, organized by Tribal partners, the U-M Museum of Anthropological Archaeology (UMMAA), and the Matthaei Botanical Gardens and Nichols Arboretum, has planted indigenous seeds annually at the University since 2017.

The goal is to plant seeds identified among the UMMAA's collections that were originally acquired from Anishinabek communities involved in the collaborative effort. Read more about it here: <http://graham.umich.edu/news/anishinaabe-partners>

- Wiidanokeendiwag (They Work With Each Other) Joint Basket Exhibit was a collaborative project between the Ziibiwing Center of Anishinabe Culture and Lifeways (in Mt. Pleasant, Michigan) and the UMMAA in 2019. The project marked the first exhibition of baskets from the UMMAA's collections that were crafted by Anishinabek artists. Read more about it here: <https://lsa.umich.edu/ummaa/news-events/all-news/search-news/ziibiwing-and-ummaa-celebrate-collaborative-anishinaabek-basket.html>
- The Mnomen Initiative received a Catalyst Grant from the Graham Sustainability Institute in 2020 to study the feasibility of restoring mnomen (wild rice) to some University-owned properties within the State of Michigan. Read more about it here: <http://graham.umich.edu/feature/catalyst-grant-support-applied-science-collaborative-research>

## UMOR DIVERSITY, EQUITY, AND INCLUSION (DEI) UNIT CONTACTS

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To share your ideas or feedback please contact the UMOR DEI Committee – [UMORDEICOMMITTEE@umich.edu](mailto:UMORDEICOMMITTEE@umich.edu)