



# State of Michigan Equity & Inclusion Office

## CYQ1 2021 Quarterly Update

The State of Michigan (SOM) Equity & Inclusion Office (EIO) Quarterly Update will provide a progress report on enterprise-wide efforts on diversity, equity, and inclusion (DEI).

### Operational Definitions of DEI

**DIVERSITY** The range of human differences, abilities, experiences, and perspectives.

**EQUITY** Fair and just treatment, access and opportunity for all people while building better outcomes for historically and currently disadvantaged/marginalized populations.

**INCLUSION** Fostering diversity, equity, belonging, and respect within every facet of organizational services and activities.

In November of 2020, Equity & Inclusion Officers (EIO) began working on an enterprise-wide effort to operationalize Equity & Inclusion in state government. This work is rooted in Executive Directive 2019-9, but moves toward a comprehensive approach to systems change. This ensures the SOM is actively engaged in improving inclusive and equitable access for all. As a result, every state department and agency now has an EIO focused on both proactive DEI efforts, as well as managing compliance.

It is the Equity and Inclusion Officers across state government that feed the content of this report.

### CYQ1 Key Accomplishments

#### INFRASTRUCTURE

- Created a DEI strategic plan to guide the departmental work statewide according to three priorities: **Build DEI Infrastructure**, **Grow DEI Leadership** and Improve **Impact of DEI efforts**.
- Launched and led comprehensive organizational change and departmental efforts to strengthen equity through the creation of dedicated EIO positions within MDE, DTMB, EGLE, DMVA, MDARD, MGC, and MDOT. This is in addition to previously dedicated roles within EOG, MDCR, MDNR, and Treasury.

#### LEADERSHIP

- Facilitated 3 DEI leadership trainings for EIO's and other DEI leaders.
- Launched inter-departmental work groups leading DEI efforts in accountability, leadership, and climate/culture.
- Launched an EIO Core Leadership Team to lead broader group of EIOs across departments.

#### IMPACT

- Created a Microsoft Teams channel to prioritize collaborative work among EIOs across departments.
- Developed Policy & Procedure Guidance for ED 2019-9
- Created EIO Position Description Guidance
- Developed Inclusion Calendar Guidance for messaging and education across departments.

## HIGHLIGHTS AND METRICS



### INFRASTRUCTURE

**35 Departments** now linked in a Teams Channel for collaborative work improving transparency and communications

**4 New Work Groups** implementing strategic plan including Communications / Data / Core Leadership / Training and Professional Development

**98% Compliance** and completion of Implicit Bias training for SoM employees

**40% Increase** in dedicated EIO positions



### LEADERSHIP

**20 Departments** represented in EIO Core leadership

**35 Departments** represented at **3 two hour** EIO Leadership Trainings:

January 2021- DEI 101 – A Common Language  
February 2021 - Cultural Competency & Resistance to Change  
March 2021 - DEI Best Practices for Sustainable Change



### IMPACT

Enterprise-wide implementation of Inclusion calendar including:

**100% Increase** in Black History month events in departments

**80% Increase** in Women's History month events in departments