

# DEI IMPLEMENTATION LEAD JULY SPOTLIGHT



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Over the last year as the unit DEI Lead for the FRIENDS Gift Shops, it has been my goal to actively engage the DEI initiative in ways that are achievable and supportive of our unique staff and volunteer needs. With having three gift shop locations spread across the medical campus and one at the East Ann Arbor facility, where various staff and volunteers filter through, it was clear early on that creating an inclusive environment would need to be done largely through online communication while making the main gift shop the central point of contact. The first major project included installing a large magnetic white board in the main gift shop. The board was designated to present: staffing calendars, birthdays, community events and photos. Along with this, I created a simple U-M themed photo booth, where I was able to photograph current staff and volunteers in order to post them to the board. This space encourages memorization of each other's names and centralized information.

Then, specifically for staff, with the mission of supporting the University-wide strategies, I developed three unit goals. First-

ly, each staff member was tasked with developing one professional development goal per year. This could include: joining LinkedIn and building an All-Star profile, taking a University career assessment, updating a resume, attending a professional conference, joining a committee at the University, etc. Secondly, each staff was encouraged to attend one DEI training course and report back on what they learned to other staff members. Thirdly, each month one staff member was chosen to present a one-page poster about themselves, sharing a personal passion, photo or something not commonly known. Surprisingly, after the first few rounds, staff really got into the personal poster idea and are presenting some really impressive work.

This first year has been a huge learning experience and I am truly encouraged with the initial results and support from my fellow staff members. I look forward to refining our plan and seeing what the next year brings!

