

# 2017 DEI MINI-GRANT WINNER UPDATES

The Diversity, Equity and Inclusion (DEI) Mini-Grant Program provides an opportunity to acknowledge, inform, reinvigorate and refocus departmental and unit efforts on activities that promote respect for and learning about others. The grant program is funded by the Office of the Executive Vice-President for Medical Affairs and the Dean of the Medical School. We had a total of [six grants awarded](#) this past April. Below is an overview and update from two of the winners.

## Organic Elevated Raised Bed Diversity Garden

Department: Community Health Services

### Project Overview / Goals

Community Health Services gathered on Monday, June 12, to kick off our raised bed garden. The goal of this project is to provide opportunities for staff to develop a garden that reflects our multicultural pride and identity while also creating opportunities to learn about the diverse cultures represented by our staff. The building and utilization of the elevated beds will also reduce barriers presented by physical limitations and further promote greater inclusivity. The garden will serve as a platform to do the following:

- Learn about the role that food plays within various cultures
- Create inclusive spaces for staff to share their gifts and talents

- Promote healthy eating among staff
- Teach and learn new skills
- Establish and strengthen relationships among staff

### Update

With design help from Growing Hope, eight team members from four of our programs braved the heat of the afternoon to fill and plant all of the beds and flower pots with vegetables, herbs, and flower seeds. Our staff and other departments in our building have been expressing excitement since the project kick-off, and a watering schedule is in the works. We are looking forward to all of the upcoming opportunities to work together throughout the growing and harvesting season, and we are happy to report that our seeds are already sprouting!



# Positive Uncovering - An Inclusion Pilot for LGBT Awareness

Department: Senior Vice President and COO

## Project Overview

Create a vignette series of stories told by Michigan Medicine staff and faculty, that have a connection to the LGBT community, of their experience with the current culture of inclusion.

## Goals

1. Education - provide situational awareness, reduce stigma
2. Open dialogue - provide a framework for conversation
3. Eliminate fear - reduce ignorance and stereotyping through the conversation
4. Enhance Safety - foster what makes psychologically safe workplaces

## Update

Currently, we are working with Deloitte, consultants in “Positive Uncovering” methodologies, to promote content cultivation within the vignettes. The Michigan Medicine Department of Communication has also been approached regarding partnering with us to record and produce the vignettes. We contacted the University of Michigan Professional Nursing Council (UMPNC) to gauge their interest in partnering to gain participation across nursing. Lastly, we have initiated a capital feasibility request to investigate turning a phone booth on level 1 UH into a viewing booth for the video vignettes.

The tentative goal for this project is to have our first vignette presented on August 16<sup>th</sup>, 2017 at the Ice Cream Social in the courtyard outside University Hospital.

