

Diversity, Equity & Inclusion

1.0 Summary



**OFFICE OF BUDGET
AND PLANNING**

UNIVERSITY OF MICHIGAN

September 19, 2022

Office of Budget and Planning Overview

The Office of Budget and Planning (OBP) provides high-quality and comprehensive support for the informed decision-making, policy creation, and planning necessary for effective allocation of campus resources aligned with the academic mission. As the University's central planning and institutional research unit, the Office of Budget and Planning actively partners with campus leadership in guiding strategic resource allocation and development, fostering new initiatives, and supporting dynamic decision-making that reflects U-M's longstanding priorities of academic excellence, access and affordability, and fiscal discipline.

We are committed to enhancing the overall knowledge and understanding of faculty, staff, students, budget, finance, and other important activities of the University of Michigan-Ann Arbor. We work closely with other data providers across campus, including Human Resource Records and Information Services, Financial Operations, Financial Aid, the Office of Undergraduate Admissions, and the Registrar, to gather, analyze, and disseminate data that informs the larger U-M community, peer institutions, state and national government, current and prospective students, media and the general public.

The Office of Budget and Planning is committed to recruiting, selecting and retaining a diverse and highly engaged staff community. Our work is founded on a culture of relationships, transparency, trust, collaboration, and consistency. We strive to provide a working environment that promotes equity and inclusion for all staff members.

DEI 1.0 Accomplishments

The Office of Budget and Planning accomplished the following strategic objectives during the first phase of implementation:

- Updated hiring policies and procedures
- Fostered a more inclusive and equitable climate in OBP
- Educated our community on sexual and gender-based misconduct prevention in an effort to provide a safe and supportive environment for all members to work, learn and thrive
- Increased professional development and learning opportunities
- Improved availability and accessibility of our online resources
- Expanded inventory of DEI reports and analyses
- Increased data for decision-making: Tableau dashboards, reporting and leadership analysis

We are committed to expanding on these accomplishments as we move into the second phase of implementation.

DEI Progress and Engagement

In 2021, the Office of Budget and Planning had 11 employees who were eligible to participate in the climate survey. Of those who responded, they reported the following:

- 55.6% of our respondents attended a DEI-related training or workshop session
- 90.0% of our respondents attended a DEI-related talk or seminar
- 55.6% of our respondents listened to a DEI-related podcast
- 50.0% of our respondents attended a DEI-related film series
- 80.0% of our respondents attended a DEI-related meeting or retreat in my unit
- 55.6% of our respondents read a book on a DEI-related topic
- 55.6% of our respondents attended a DEI-related event at the U-M level
- 90.0% of our respondents attended a DEI-related conversation with a colleague or peer

The Office of Budget and Planning is a small, but engaged, office that works diligently to increase our awareness and promote the University's DEI strategic plan.



Community Member Quote

"We want to engage with passionate, enthusiastic guest speakers who make us feel like we can do this too!"

Strategic Plan Support

Madison Smith (msmithk@umich.edu) is the Unit Lead and key contact for stewardship of the Office of Budget and Planning Diversity, Equity & Inclusion 1.0 Strategic Plan and Summary. The OBP Executive Director and Associate Directors assist in supporting the plan and implementation.