

M | FACILITIES & OPERATIONS

October 22, 2015

Dear Facilities and Operations Colleagues:

President Schlissel has made diversity, equity, and inclusion a priority. Kevin Hegarty, our executive vice president and chief financial officer, has also expressed his commitment to support the effort throughout Business and Finance, and I fully support this effort throughout Facilities and Operations.

Leti Rastigue, our unit human resources officer, will serve as F&O planning lead to the university's strategic planning process. This process will produce a five-year strategic plan that will enhance diversity, equity, and inclusion throughout F&O and the university.

From November 4–13, the university will host a Diversity, Equity, and Inclusion Summit on campus with a variety of sessions and activities planned. More information for those events will be published soon. In F&O, we are planning concurrent local activities which will help assess the overall climate in our unit with regard to diversity, equity, and inclusion.

There are several ways we intend to collect information, such as surveys, focus groups, and small group discussions. We are interested in learning how employees in F&O feel about diversity, what we do well, and how we can improve. Please give your support to Leti so F&O can be successful as she leads this effort. I strongly encourage your participation in these activities, as we can only get a good assessment of the climate in F&O if we obtain open and honest feedback.

Sincerely,



Henry D. Baier
Associate Vice President for Facilities and Operations
University of Michigan