



# State of Michigan Diversity, Equity, and Inclusion

- Governor Whitmer signed Executive Directive 2019-09 to show that the state is committed to strengthening and developing equal opportunities in the State of Michigan
- All Michigan residents deserve fair treatment and respect from their government in employment, state contracting, and when accessing services from state government.



## DEI Strategic Pillars

- Using Results Based Accountability Strategic Planning:
  - Build DEI Infrastructure
  - Grow DEI Leadership
  - Improve DEI Impact

## DEI Right Now, Soon & Later

- 3 strategic pillars focused on INTERNAL enterprise-wide **systems change** as initial priority with an eye toward EXTERNAL opportunities.
- Vision: Operationalize equity and inclusion in state government.

## Build DEI Infrastructure

- Building infrastructure within state government that is sustainable and supports changes in culture
  - Dedicated roles and resources
  - Core Leadership and workgroups org flow / chart or policy guidance
  - Employee Engagement Survey re-design with an equity lens
  - Employee Resource Groups

## Grow DEI Leadership

- Growing DEI leadership through systems of support / training / accountability
  - Dedicated EIO's who lead change according to a system-wide strategic plan with training integrated into the work at every level
  - Integrated teams HR / Legal / Performance Management
  - Interagency strategic pillar work groups

Attorney General	Precious Boone
Department of Agriculture & Rural Development (MDARD)	Ashley Satteen
Department of Civil Rights (MDCR)	Alfredo Hernandez
Department of Corrections (MDOC)	Toya Williams
Department of Education (MDE)	Joetta Parker
Department of Environment, Great Lakes and Energy (EGLE)	Amy Epkey
Department of Health and Human Services (MDHHS)	Michele Harper (Davenport)
Department of Insurance & Financial Services (DIFS)	Lori May
Department of Labor and Economic Opportunity (LEO)	Kim Trent
Department of Licensing and Regulatory Affairs (LARA)	L. Peter Clark III
Department of Military and Veterans Affairs (DMVA)	Ingmar Pack
Department of Natural Resources (DNR)	Alexis Hermiz
Department of State (MDOS)	Rochelle Prestage

Department of Technology, Management and Budget (DTMB)	Ti'Kyra Napoleon
Department of Transportation (MDOT)	Brenda Frezell
Department of Treasury	Ashley Kuykendoll
Michigan Civil Service Commission (MCSC)	Donna Wilson
Executive Office of the Governor (EOG)	Poppy Hernandez
Michigan Economic Development Corporation (MEDC)	Aileen Cohen
Michigan Gaming Control Board (MGCB)	Jasmine Tompkins
Michigan Lottery	Donna Wilson
Michigan State Housing Development Authority (MSHDA)	Tiffany King
Michigan State Police (MSP)	Lisa Rish
Office of Children's Ombudsman (OCO)	Chris Kilmer
The Office of State Employer (OSE)	Karmen Robinson
State Budget Office (SBO)	Kurt Weiss

## Improve DEI Impact

- Assessing current practices for impact and iterating per data for relevance
  - Employee Engagement data through a DEI lens
  - Inclusion calendar launch
  - Clearly defining organizational readiness and capacity
  - The use of compliance reporting data to drive decision making on systems change



## Exploring External Opportunities

- Department Pilots: DTMB -Procurement / MDOT – Fed programs / MEDC / LEO
- Stakeholder Engagement: Prosperity Taskforce / BLAC / Ethnic Commissions / Women's Commission



## Key strategies to create momentum and support sustainability

- Assess for culture, readiness and capacity
- Engage a team(s) that is organized around the work
- Establish initial strategic priorities that limit the scope
- Identify data sources to inform decision making
- Build in training that is scaled and accessible