DIVERSITY, EQUITY & INCLUSION

DEI at U-M and MDining
STEVE MANGAN
Senior Director of Michigan Dining
AUTUMN BATTIN-FLORES
Senior Associate Director of Retail & Catering
DEFINING DEI ON CAMPUS
We are committed to increasing diversity in:

- Race & Ethnicity
- Gender & Gender Identity
- Sexual Orientation
- Socioeconomic Status
- Language
- Culture
- National Origin
- Religious Commitment
- Age
- (Dis)ability Status
- Political Perspective

We commit to work actively to challenge and respond to bias, harassment, and discrimination.

We are committed to pursuing deliberate efforts to ensure that our campus is a place where differences are welcomed, different perspectives are respectfully heard and where every individual feels a sense of belonging and inclusion.
DIVERSITY
Everyone is invited to the dinner party

EQUITY
Everyone gets to contribute to the menu

INCLUSION
Everyone is welcome to eat at the same table
1870 - U-M becomes one of the first universities to admit women.

1882 - Moses Walker becomes first Afro-American to play baseball at U-M.

1896 - Eliza Mosher is appointed as first dean of women.

1897 - Fanny Elizabeth Langdon becomes the first female instructor in the sciences.

1905 - The Women’s Athletic Association is formed.

1915 - U-M’s first two women’s residence halls open.

1917 - Regent Levi Barbour establishes the Barbour Scholarships for Asian women.
DEI Timeline at the University of Michigan
1929-1970

- **1929**: The League is opened as a meeting place for female students, faculty, and staff.
- **1936**: International Center established.
- **1956**: Women permitted to enter the front door of the Michigan Union.
- **1963**: Co-ed dormitories are approved.
- **1968**: Black Student Union takes possession of the Administration Building demanding increases in DEI.
- **1970**: The Black Action Movement boycotts classes for two weeks in March.
- **1970**: IM Sport Building opens to women.
DEI Timeline at the University of Michigan

1971
The William Monroe Trotter House opens.

1972
Henry Johnson becomes first African American administrator at U-M.

1972
Federal grant enables U-M to renovate for wheelchair accessibility.

1993
The Board of Regents outlaws discrimination based on sexual orientation.

1981
Women’s athletic programs officially admitted into the Big Ten Conference.

1975
All athletic facilities open to both men and women.
DEI ON CAMPUS TODAY
HERITAGE MONTHS

Celebrating the histories, cultures and contributions of diverse communities.

MESA.UMICH.EDU/HERITAGE-MONTHS

Opening Celebration

ARAB HERITAGE MONTH
شهر التراث العربي
2020 - Virtual Edition

Monday, March 23rd
Stay tuned to MESA’s Facebook and Instagram for heritage month engagements!
M-LEAD is a collective of leadership educators who connect students and staff to opportunities that empower them to create change on campus and in their community.
Diversity Peer Educators

DPEs strive to create an inclusive community by building relationships with U-M residents and leading programs that promote the ideals of DEI.

JOBS.HOUSING.UMICH.EDU/JOB-DESCRIPTIONS/DIVERSITY-Peer-EDUCATOR-DPE/
DEI STRATEGIC PLAN

The Student Life strategic plan delivers on our inclusive excellence agenda as it connects to the following ongoing student learning outcomes:

- Motivation and Purpose
- Demonstrate Knowledge
- Identity and Perspectives
- Collaboration Across Differences
- Reflective and Relational Learner
- Health and Wellness

STUDENTLIFE.UMICH.EDU/DIVERSITY-EQUITY-INCLUSION
MDining is committed to the Student Life Mission

“Student Life is committed to facilitating student learning and the development of the whole student while cultivating a diverse and inclusive campus community. Through our programs, services, facilities and partnerships, we provide opportunities for students' transformation and enrich their education.”
Our Audience

Students

Staff

Student Staff
Food brings people to the table.
DEI is foundational to our hiring.
It's important to recognize what we're *already* doing.

We take note of every DEI initiative that we support so we can learn from what we're doing and find opportunities to better live into the values of DEI.
Conversations in operations both support and apply the concepts learned in trainings.
DEI IN OUR OPERATIONS
GLOBAL CHEF SERIES

April 9-12
Featuring renowned Indian Chef Nishant Chaudhrey
Visiting Michigan from New Delhi, India

We engage with and learn from chefs from around the world about their cultures and cuisines.

For complete details, visit dining.umich.edu/globalchef
CULTURAL FOODS
We are a proud member of Menus of Change and are actively shifting our menus to be more inclusive and plant forward.
Labeling

Kosher

Halal
DIETARY PREFERENCES

- MHealthy
- Gluten Free
- Vegetarian
- Vegan
- Spicy
We enroll staff in trainings and programs that help mitigate bias in hiring and the workplace, and promote our values of DEI.
Every semester students and staff attend culinary bus tours to experience diverse cuisines and learn about new recipes.
We combat food insecurity on campus by supporting our food pantry with programming, staffing, and marketing.
FRN helps collect surplus perishable food and donates it to people in need.

To date, FRN has recovered 31,608 POUNDS OF FOOD.
The Campus Farm is a living, learning laboratory for students, faculty and staff.

This year we surpassed our goal of purchasing **$100,000 OF PRODUCE** from the Campus Farm.
UMSFP fosters collaborative leadership that empowers students to create a SUSTAINABLE FOOD SYSTEM at Michigan.

We support UMSFP with staff, event support, and communications.
PBSLs are peer educators that promote sustainable living behaviors and work to implement **YEAR-LONG PROJECTS** that support campus sustainability goals.

We support PBSL through staffing, project support, and promotion.
Mediterranean cooking demonstration

Dine Back in Time and poster presentations

The Future of College Menus (Sustainability)

and many more!
STUDENT GROUP COLLABORATIONS

**SPOON U:** National Chocolate Day | Baking Demonstration

**HILLEL & CHABAD:** LatkeFest and Matzo Ball cooking demo

**VEGWEEK:** Plant-based menus and events in collaboration with multiple student organizations and many more!
We offer a diverse range of internships to support:

- DEI
- Student Hiring/Training
- Sustainability
- Marketing
- Programming
- Administration
WHAT ARE YOU ALREADY DOING?

It's important to take note of your past projects, initiatives, partnerships, and programs.

What is going well and what can improve?

Are there opportunities on campus to do more?
ON THE JOB EXPERIENCES

Global Chef Series
Cultural Theme Meals
Religious Holidays
Heritage Months
Culinary Tours
STUDENT PROGRAMMING

Cooking Demonstrations
Cuisine Weeks
Student Group Partnerships
Student Choice Events
Heritage Month Programming
CulinaryTours
DIVERSITY IN FOOD

Engage staff members

Develop trainings around new cuisines

Think strategically about making DEI core to your menus

Engage students when sharing new cuisines
TRAINING & HIRING

Support the development of every staff member with:

- DEI Trainings & Onboarding
- Allergen Training
- Accessibility Trainings
- Language Programs
- Consistent All-Staff Meetings
WHAT ELSE CAN YOU DO?
Identify what you are doing.
Partner with students and groups.
Engage your campus partners.
Learn from your staff.
Make training and onboarding key.
Always look for ways to improve.
Thank you!

Gina Mouch: Training Specialist
Joe Coeling: Former Training & Development Specialist
Questions?