

Audit Services



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Audit Services

DEI 1.0 Summary

Since the inception of the DEI initiative, more than half (11 out of 20) of the Audit Services staff has changed; some have retired, some have gone on to other opportunities. The amount of hiring provided opportunities to incorporate DEI-infused practices in the recruiting and hiring processes.

- Changes were made to onboarding procedures to incorporate DEI goals and values, a more thorough explanation of reporting misconduct, and more department members participate as subject matter experts on numerous aspects of university life and the technical aspects of auditing.
- These practices promoted transparency, inclusion, and improved the overall communication with new team members.

The COVID pandemic presented challenges as the university shifted to remote work. Our staff slowly grew more comfortable with new tools and new methods of working and the department successfully adapted to remote work.

- Our IT Audit team and several other department working groups provided technical support and other tools to assist with this transition.
- Audit Services management encouraged the establishment of Zoom coffee breaks, employee recognition events, and one-on-one huddles to maintain the interpersonal connections in the department.

Audit Services team members have expressed interest in and appreciation of the DEI-focused speakers, seminars, and discussion events.

- 100% of Audit Services team members attended a DEI-related training or workshop
- 100% of Audit Services team members attended a DEI-related talk or seminar.
- 100 % of Audit Services team members attended a DEI-related event on our unit.

Short-term and ongoing focus groups were established to provide input on the formation of department processes and policies.

- The Audit Services Manual was updated
- Guidelines for new office were developed.
- The Values Statement was rewritten.
- Audit Services Mission and Vision statements were reviewed and rewritten.
- A DEI training section was added to the annual individual development plan documents.

Audit Services improved accessibility of physical and on-line resources (SPG and Audit Services websites).

- To better assist our audit clients and help improve the overall view of the department, a survey was sent to past audit clients soliciting their input on what information would be most helpful on the new website.

52

Speakers

10

DEI Lunch and Learns

Updated Unit Goals
and Values
Statement

12

DEI Classes and
Seminars

5

Focus groups to gain
input for DEI 2.0

Audit Services

DEI 2.0 Planning

Audit Services Team members feel Audit Services rated higher than the university when asked if:

- I feel valued as an individual in my work unit.
- I feel I belong in my work unit.
- My work unit has a strong commitment to diversity, equity, and inclusion.
- I am treated with respect in my work unit.
- My work unit is a place where I am able to perform up to my full potential.
- I have found one or more communities or groups where I feel I belong in my work unit.
- My work unit provides sufficient programs and resources to foster the success of a diverse staff.
- My experience in my work unit has had a positive influence on my professional growth.

DEI 2.0 will provide opportunities to expand on the progress we have made and to continue to strive to incorporate DEI-goals and activities for the department. In the focus groups conducted to gain input for DEI 2.0, team members have asked for more information, training, and discussion. Topics of particular interest are gender bias, empathy, microaggression, compassion, and problem-solving. They also expressed an interest in learning more about the historical context for DEI at University of Michigan (e.g., institutional inequities, Michigan Mandate).

We are a very small unit, so the SoundRocket reports do not provide details on the most under-represented groups, which provided some challenges in focusing our efforts. To find methods to get meaningful input from our team on issues they feel need attention, the focus groups provided some valuable input.