



**Henderson Woods, LLC**

Building Working Relationships/Improving Outcomes

## U-M Diversity Council Start-up Plan

Union-management partnership on diversity and inclusion makes good sense.

For the union, diversity and inclusion are an aspect of a union's responsibility to represent the membership, not only in terms of respect and working conditions but also recognizing the changing needs of a diverse membership.

Management is concerned with improving recruitment and retention, effective operations, communication and information flow. Disruption from harassment, absenteeism, and conflict in the workplace is costly. Creating an environment where people work well across differences facilitates the orientation of younger employees and the transfer of shop floor knowledge. It supports interactions with vendors and customers. An effective partnership engages both parties in mutual education and learning to better address these interests.

### U-M Diversity Orientation

Shared diversity awareness & knowledge building – create working definition & rationale for diversity and inclusion.

### Shared History

What major events or conditions have influenced diversity in our location – external & internal?

### To → From Because . . .

What would a diverse & inclusive workplace be like? - Create a vision statement.

Why is this in our interests?

What if we do nothing?

### Current State

What stands in the way?  
What's moving us forward?  
– Identify change opportunities.

### Institutional Needs

What concerns of the union and of management need to be addressed moving forward? What does each party need to understand about the other?

### Goals – Change Opportunities

### Action Planning - Implementation & Evaluation Strategy

**Communication Plan** – What do we need to communicate about what happened here?