Our Goals – Year 1

1. Strategic Planning
2. Staff Outreach
3. Physical Access
4. Recruitment, Outreach, Retention
5. Staff Morale
Accomplishments

Goal 1 - Strategic Planning

- Brought together and trained new council members
- Created Strategic Plan
- Wrote Business Case
Accomplishments

Goal 2 – Staff Outreach

- Built relations with campus diversity stakeholders
- Hosted series of Brown Bag Lunches
- Established web site and division communications
- Designed 1 day training for FS leadership and council
Accomplishments

Goal 3 – Physical Access

- Partnered with disability accessibility leaders on campus to start conversation about increasing communication regarding disability accessibility
- Created list of transportation accessibility resources
- Worked with Medical Leaves to create consistent correspondence that goes to staff about who to contact for what
- Distributed survey to gather feedback and accessibility needs during inclement weather from staff and faculty
Accomplishments

Goal 4 – Recruitment, Outreach, Retention

- Increased diversity of workforce
  - Hired 6 people of color
  - Promoted 2 people of color
  - Promoted first woman into FM Shops leadership role
Accomplishments

Goal 5 – Staff Morale

- Expanded existing Steve Wright Bridge Award to divisional level for recognition of diversity and inclusion initiatives
- Developed Climate Survey
- Created list of low cost/no cost recognition ideas

FS Diversity and Inclusion – 2010 Annual Report
2011 - 2012 Draft Deliverables

- Refine business case and tactics to each FS department’s specific needs
- Continue to diversify applicant pools and workforce
- Help other divisions establish diversity initiatives
- Continue hosting Brown Bag Lunches on diversity and inclusion related topics
- Host Wellness Day to promote healthy living
- Increase awareness of FS referral program
- Look into hosting FS job fair
- Deliver diversity training to FS leadership and council
- Develop available diversity training resources, with focus on cost-effective options
Feedback

- Is the council making a difference?
- What should we be focusing on?
- What would you suggest we do differently?
Thank you for your support of this initiative, from the FS Diversity & Inclusion Team.

Brenda Conklin, Facilities Management
Tim Dorn, Facilities Management
Wendy Franzese, Facilities Management
John Kiefer, Facilities Management
Jessica Lang, Human Resources
Tammy Lopez, Facilities Operations
Dave Perrine, Energy & Sustainability
Jutta Brann, Administration & Finance
Nancy Phelps, Administration & Finance
Darrell Reynolds, Contract Colleges Facilities
David Richardson, Recruitment & Employment Center
Luanne Stockdale, Facilities Operations
Nancy Snowberger, Facilities Management
Bob Wakeman, Human Resources