2015-2016 Chancellor’s Council on Diversity and Inclusive Excellence

End-year Summation

1. **Subcommittee Name: Inclusivity in the Workplace**
2. **Charge: Education and Professional Development for Improving the Inclusiveness of the Workplace Environment**
3. **Committee Members:**

Melissa Nash (chair), Stacie Christian (IE and Pride Center), Lynn Niemi (Disability Services), Michael Casbourne (TRIO), Joanie Dovekas (RES LIFE), Kimberley Reilly (DJS), Yunsun Huh (DJS), Jemma Lund (International Education), Allison LeMahieu (student representative)

1. **Accomplishments during the 2015-2016 academic year:**

* Continuation and further marketing of the Inclusivity and Equity Certificate Program
  + Created updated guidelines and an assessment tool for participants
  + Will have our first group of graduates, with certificates presented in the August 2016 convocation
  + Marketing the professional development series through flyers sent out to all employees.
* Inclusivity Professional Development Series – programs offered in 2015-2016:
  + IE Workshop 1 and 2
  + Panel on Islam
  + Michael John Carley (Autism Speaker)
  + LGBTQ Lunch & Learn
  + Hmong Guest Panel
  + Religion Guest Panel
* New Employee Social Planning
  + Held two socials - August of 2015 and February of 2016. Both were successes (although the winter social was smaller), and many new employees had positive things to say about the event both at the event and within the new employee survey.
  + The next New Employee Social will take place in August of 2016. Planning for this will happen during the spring/summer of 2016.
* New Employee survey sent to new employees during the 2015 calendar year. Results were discussed (which were mostly positive), and the subcommittee will use these results to encourage further initiatives next year for new employees.
* Discussion with Justin Mallett regarding a collaboration between our subcommittee and his Community Relations subcommittee to help match new employees with community resources.
* Employee Resource Groups (ERGs)
  + The first ERG (Pride) was continued by Stacie Christian and Joanie Dovekas. This ERG has had several meetings during 2016
  + Guidelines for the formation and facilitation of additional ERGs were drafted and rolled out to the campus community in the fall of 2015.
  + Professional development session related to ERGs was held during the Fall Training Week.

1. **Notable Challenges:**

* Communication for the Certificate Program
* Communication and interest in the ERG program

1. **Plans for the 2016-2017 Inclusivity in the Workplace Subcommittee**

* Continue to develop the Inclusivity and Equity Certificate Program, including:
  + Creating a multi-year plan for programming
  + Graduating our first group of certificate graduates at convocation in August, 2016
  + Continuing to market the program and provide programming which is applicable and timely for the campus community.
  + Outreach to employees and their supervisors to let them know where employees are related to completion of the certificate
* Coordinate two New Employee Socials (one in August of 2016, and one in January of 2017).
* Continue to enable the formation of new ERGs, utilizing organized guidelines for facilitators. The hope is that a few more will begin with the start of the 2016-2017 academic year, for example:
  + Parent Support ERG
  + Multicultural/International Employees ERG
* Continue to look at increasing the opportunity to connect new and current employees with community resources – work with Justin Mallett on initiatives happening within the Community Relations subcommittee.
* Continue to encourage inclusion of inclusivity and diversity objectives within the performance evaluation process for all employee types.