

VCFO Unit Change Team End of Year Report (07/01/2013 through 05/30/2014)

May 30, 2014

Members of the VCFO Unit Change Team include:

- Mary L. Cameron, UMD HR & Equal Opportunity, Facilitator
- Tim Caskey, UMD HR & Equal Opportunity
- Deb Herstad, UMD HR & Equal Opportunity
- Sue Kerry, UMD Accounts Records / Services
- Tim LeGarde / Sean Huls, UMD Police
- Linda Olcott, UMD Facilities Management
- Cathy Rackliffe, UMD HR & Equal Opportunity

Diversity Trainings, Workshops, Events, etc. (# of attendees in parenthesis):

10/07/2013 – OED Certificate Workshop 4: Communicating on Issues of Equity and Diversity (38)

10/07/2013 – OED Certificate Workshop 5: Engaging Universal Design Concepts to Increase Access and Inclusion (28)

10/08/2013 – OED Certificate Workshop 6: Educating about Equity and Diversity: Facilitating Challenging Conversations (26)

10/24/2013 – OED Certificate Workshop 7: Race, Racism, and Privilege (43)

10/24/2014 – OED Certificate Workshop 8: Breaking the Glass Ceiling: Making the Case for Women's Equity (36)

10/25/2013 – OED Certificate Workshop 9: Understanding Disability & Advancing Access (34)

10/25/2013 – OED Certificate Workshop 10: GLBTQ Identities and Communities (30)

03/05/2014 - VCFO Diversity Lunch & Learn: Difference between Hispanic, Chicano and Latino students (24)

04/15/2014 - VCFO Diversity Lunch & Learn: 1960s Civil Rights Movement and Journey on the Civil Rights History Tour to Mississippi and Tennessee (23)

04/30/2014 - OED Certificate Workshop 1: Being an Ally in the Work of Equity and Diversity (37)

05/20/2014 - OED Certificate Workshop 2: Leadership in the Context of Equity and Diversity (41)

06/05/2014 – VCFO Diversity Lunch & Learn: "What Holds Us Back: An Interactive Discussion about the Challenges in Doing Personal and Institutional Change Work" (12)

06/06/2014 – OED Certificate Workshop 3: Working Effectively in Groups and Diversity Committees (49 currently registered)

Respectful Workplace Sessions

10/01/2013 - Respectful Workplace: General session (26)
10/17/2013 - Respectful Workplace: UMD Medical School first year students (60)
11/05/2013 - Respectful Workplace: UMD Business office (15)
12/17/2013 - Respectful Workplace: UMD ITSS (34)
01/01/2014: - Respectful Workplace: UMD Residential Dining Center (39)
02/12/2014: - Respectful Workplace: ITSS Student Employees (17)
02/13/2014: - Respectful Workplace: ITSS Student Employees (13)

Number of VCFO Unit Change Team Meetings: 9

2013-14 UCT priority or priorities (related to your Fall 2013 report)

Our priorities were to conduct a series of Respectful Workplace trainings for VCFO and the campus. During this period, over 150 staff and students attended these sessions.

Another priority was to have all VCFO staff participate in the IDI training. Although several VCFO staff has participated in the training, this remains one of our priorities for all of VCFO.

Also, we wanted to develop and send to the VCFO employee group a unit diversity assessment survey to assess the unit's progress toward creating a positive and inclusive campus climate. The survey was emailed to all VCFO employees on 05/12/2014, with a completion date of no later than 05/23/2014. The results will be posted on the VCFO Web site at www.d.umn.edu/finop.

Additionally, we explored gender neutral bathrooms, lactation rooms, and baby changing rooms, and support the work that Facilities Management and Susana Pelayo Woodward have done and continue on this project to create an inclusive environment.

Finally, we continue to look for ways to communicate messages across campus and in our work areas to show our support for diversity, as well as financial support to support this priority. We are exploring a possible slogan such as "Diversity Matters." This slogan or program could be included in on-campus signage and Web sites.

Summary of successes and accomplishments. Description of where you were not successful and why. Are there ways the CCT or others can help?

Instituting the VCFO Diversity Lunch & Learn events was very successful. Two events have been held thus far on the topics noted in the Diversity training listing above. Just fewer than 50 people have attended these sessions in the unit. There has been discussion to offer these events campus-wide next fiscal year.

Providing Respectful Workplace sessions to the campus has been a success in 2013-2014. An additional 150 or so staff and students have been trained during this period.

Although one of our recommendations was for each unit to provide data on diversity hires, this project has been delayed due to the implementation of Program Prioritization. However, the initiative remains a priority; and, therefore, UMD HR & Equal Opportunity continues to proceed with this project on behalf of the campus.

Next steps include the following:

- Continue VCFO Diversity Lunch & Learn events with the possibility of offering to faculty and staff campus-wide.
- Analyze and post online the VCFO Unit Diversity Assessment Survey.
- Continue to offer Respectful Workplace sessions.
- Continue to pursue VCFO staff participating in IDI training.
- Update the new employee orientation to include components of the Respectful Workplace training.

Most current members of the VCFO Unit Change Team have indicated their willingness to serve during the 2014-2015 fiscal year. One member is leaving UMD in June. Others have indicated that periodic changeover in membership refreshes and refocus the Change Team.

Other:

UMD Strategic Plan, Goal 2: Create a positive and inclusive campus climate for all by advancing diversity, equity, and social justice.

Explore how we can involve greater attendance and participation in the Respectful Workplace sessions, such as small groups, break-out sessions, or follow-up within individual units.

Requested training from Workshop/Training Feedback:

- *Moving forward after difficult/divisive process
- *Mental health
- *Practicing dialogue
- *Help/respecting gender id/sex orientation
- *Cultural competency
- *Gossip/cyber bullying
- *Gender language and dynamics
- *Dealing w/difficult people
- *Workplace ethics
- *Conflict resolution
- *Customer service
- *Info on today's students and cultures

- *Bullying policies
- *Sexual Harassment
- *Talk about/define white privilege
- *Language barriers
- *GLBT Issues/Inclusivity on campus

**Can provide comment sheets on OED Workshops if desired.

Ways the CCT or others can help:

We need assistance identifying a funding stream for the costs associated with developing signage and a Web site with messages demonstrating our commitment to diversity and Goal 2 of the UMD Strategic Plan.

Respectfully submitted:

MLC: 06/09/2014