



Diversity Steering Committee Program Strategies

Strategic Areas	Program Strategies	Measure of Success
<p>1. Inclusion An inclusive workplace encourages all employees to participate fully & contribute at their highest level. Inclusion promotes equity.</p>	<ul style="list-style-type: none"> • 5-Sided Partnership → • Women/Multicultural Task Force → • Fair Selection Process - Employee Forums → • MST III → 	<p>Yearly Effectiveness Surveys</p> <p>Yearly Effectiveness Surveys</p> <p>Review of Employee Forum Surveys</p> <p>Review of data compiled by TLC on percent of departments completing quarterly action plans</p>
<p>2. Bias Everyone has <i>stereotypes</i> & <i>biases</i>. Continuous education & open dialogue is needed to promote understanding & awareness of the biases that create barriers.</p>	<ul style="list-style-type: none"> • MST III: Diversity Tools → • Improved Rules & Regulations → 	<p>Data on training effectiveness/impact.</p> <p>Feedback from 5-Sided Partnership/ review Rules & Regulations yearly.</p>
<p>3. Good Old Boy The good old boy network refers to favoritism based upon group affiliation. Effective workplaces help employees & managers move beyond their comfort zone, by creating opportunities for networking & systems for hiring / promoting the 'best candidate' regardless of diversity characteristics. The term "Good Old Boy" should only be used when referring to the Diversity Audit Findings.</p>	<ul style="list-style-type: none"> • Mentor Program (04) → • Fair policies - HR participation in all sides of recruitment, promotion, pay. Diverse panels. → • Education Partnerships / Tuition Reimbursement → 	<p>Percent of employees participating in Programs/evaluations</p> <p>Number of employees participating in employee groups (TEC, TSC, etc.)</p> <p>Number of participants & evaluations</p>
<p>4. Promotions Effective workplaces ensure equity by developing & implementing fairness & objectivity in their hiring, recruitment & promotional practices.</p>	<ul style="list-style-type: none"> • Interview assistance with resume writing, interviewing techniques, individual coaching sessions. → • CPM Scholarship Program → • Training Guidelines (no min. or max) → 	<p>Number of employees participating.</p> <p>Number of employees participating /assistance to departments.</p> <p>Number of employees using IDP's</p>
<p>5. Conflict Effective organizations help staff recognize that conflict can be healthy. Employees & managers learn to accept & appreciate differences. They learn how to resolve conflict before it becomes a major issue.</p>	<ul style="list-style-type: none"> • SOLVE - Train workgroups (MST III & Departments) → • Mediation Program → 	<p>SOLVE yearly data survey</p> <p>Mediation evaluation -HR Data Collection</p>