## Diversity Council Action Plan 2016

The Ohio State University – Administration & Planning
Approved: December 2015
Updated March 2016

## 12-Month Overview

Workplace Inclusion: Leverage It

To cultivate a flexible, collaborative and inclusive work environment that leverages diversity and enables all individuals to contribute to their full potential.

Action	Fall 2015	Jan	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec	Status
Support Systems: Infrastructure & Policies														
Designate a Chief Diversity Officer and Establish a Diversity Council														Completed Fall 2015
Establish a Diversity & Inclusion Mission, Vision and Goals														Completed Fall 2015
Policy Review														Review A&P Policies and Implementation of University Policies that support Diversity & Inclusion e.g., Hiring, Professional Image, and Flexible Work Schedules. Implemented a Workplace Civility Policy February 1, 2016 and began training
Create a Diversity & Inclusion Action Plan														Approved January 2016
Education: Increase Understanding & Build Skills														
Create educational videos for Digital Display Boards														Defining Diversity; Understanding Inclusion; Culture of Respect; What Connects Us.
Provide Training for Facilitators														Open Doors Facilitator Training completed March 2016. 23 staff members participated

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Action	Jan	eb	Лаг	√pr	Лау	une	luly	۸ug	Sept	)ct	Nov	эес	Status
	,		_			,	,		0,		_		Provide participants with awareness of
													social identities and how identities inform
Provide training for all Staff on Diversity Awareness and													perspectives. Provide tools and skills to
Building a Culture of Inclusion, Civility & Respect													make inclusion a priority
													Work with OHR to develop a program on
Provide training for Supervisors/Managers on Managing Diversity													managing diversity for all A&P supervisors and managers
Provide training for Diversity Council, HR Generalists and all													
Managers and Supervisors on Implicit Bias													On-going
Conduct Policy Review and Coaching on Civility in the Workplace													HR Generalists on-going
Provide training to all staff on Sexual Harassment/Sexual Misconduct													HR Generalists Fall 2015 & Jan/Feb 2016
Create a Pledge Program to follow educational opportunities													
Encourage staff to attend OSU cultural events													On-going
													Multiple options including serving as a
													facilitator for a training program; being part
For a second sec													of a training video; sharing aspects of their
Encourage staff involvement in Diversity initiatives  Marketing: Increase Awareness													culture etc.
Submit Nomination for Distinguished Diversity Enhancement													Nomination submitted January 15, 2016.
Award for A&P.													Award Recipient
													Go live November 6, 2015; Updates on-
Create/Update Diversity & Inclusion page on A&P Website													going
Include articles in A&P Announcements & other Newsletters													On-going; Establish a Diversity Corner
Utilize Digital Display Boards to share information													On-going
													FOD Summerfest, Winterfest & Annual Meeting. This year's FOD Annual Meeting will be March 16 <sup>th</sup> and
													Gene Smith will deliver the keynote. DPS Annual
													Award Ceremonywill be held on March 16. This
													event serves to recognize the outstanding accomplishments of the department, its divisions and
													employees. This year's keynote speaker is Mitchell
Incomparate Diversity information/months in materials													Brown, current Columbus City Council member and
Incorporate Diversity information/marketing materials in other A&P events as appropriate; include messaging													former Director of Public Safety for the City of Columbus.
through other means such as buses.													
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Create a Multi-Cultural Signature Event celebrating diversity and recognizing individual/team diversity initiatives													Planning for event tentatively scheduled for Spring 2017
Metrics: Improve Results													
Measure current retention rates for overall population, females, males and minorities for A&P as a whole and each business unit. Identify areas of focus and set goals.													
Review University Culture Survey results and identify areas of focus													
Review A&P Employee Engagement Survey results and identify areas of focus. Design and disseminate survey.													Survey distributed February 2016
Add appropriate Diversity metrics to A&P Scorecards					·								
Review & summarize exit interview data. Identify areas of focus.													