

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.
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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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Provide training for all Staff on Diversity Awareness and Building a Culture of Inclusion, Civility & Respect													Provide participants with awareness of social identities and how identities inform perspectives. Provide tools and skills to make inclusion a priority. .
Provide training for Supervisors/Managers on Managing Diversity													Work with OHR to develop a program on 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
Encourage staff involvement in Diversity initiatives													Multiple options including serving as a facilitator for a training program; being part of a training video; sharing aspects of their culture etc.
Marketing: Increase Awareness													
Submit Nomination for Distinguished Diversity Enhancement Award for A&P.													Nomination submitted January 15, 2016. Award Recipient
Create/Update Diversity & Inclusion page on A&P Website													Go live November 6, 2015; Updates on-going
Include articles in A&P Announcements & other Newsletters													On-going; Establish a Diversity Corner
Utilize Digital Display Boards to share information													On-going
Incorporate Diversity information/marketing materials in other A&P events as appropriate; include messaging through other means such as buses.													FOD Summerfest, Winterfest & Annual Meeting. This year's FOD Annual Meeting will be March 16 th and Gene Smith will deliver the keynote. DPS Annual Award Ceremony will 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 Brown, current Columbus City Council member and former Director of Public Safety for the City of Columbus.

