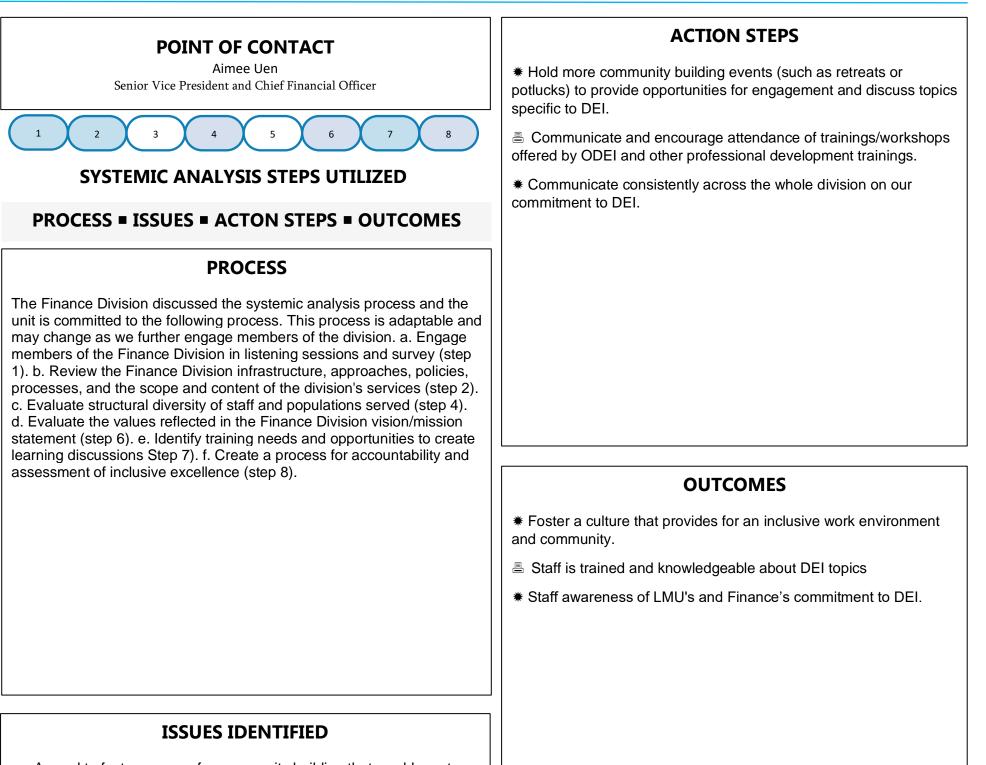


## **FINANCE**



- → A need to foster a space for community building that would create awareness, celebrate and recognize the diversity of staff and perspectives, and engage in active dialogue with each other. This need is particularly heightened as many of the staff are in a hybrid work modality and opportunities to engage are more limited than in the past when everyone was in-person together.
- → More opportunity in professional development and trainings in general to the employee's specific area and specifically around DEI workshops/trainings.
- → A collective tone at the top across the division as there may be disparity within the units about how individual departments engage on the topics of DEI with the staff.

## **NEXT STEPS**

- → A survey was administered at the end of Spring 2023 that gauged areas of strength as well as areas for improvement related to DEI (step 1).
- → The structural diversity as well as perceptions of structural diversity were also examined (step 4).
- → Next, policies will be reviewed.

SYSTEMIC ANALYSIS STEP	S: QUICK REFERENCE	LEGEND FOR PRESIDENT'S COMMITMENTS
<ol> <li>Listen to your team and constituents</li> <li>Review infrastructure and policy</li> </ol>	5. Analyze strategic partnerships 6. Evaluate vision/mission	Hiring
statement	·	★Culture and Climate
<ul><li>3. Review scope and content of programs</li><li>4. Evaluate structural diversity (data)</li></ul>	<ol> <li>7. Identify training needs</li> <li>8. Accountability and Assessment</li> </ol>	昌 Education