FSU Diversity and Inclusion Initiative

Joyce A. Ingram
Assistant Vice President and Chief HR & Diversity Officer
Welcome and Introductions
What is Diversity?

Diversity is:

• Narrowly defined as recognizing and respecting the collective mixture of individual differences and similarities in people (students, faculty, staff, and others within the community).

• Extends well beyond race and gender.

• Based on recognizing, appreciating, and valuing the unique talents and contributions of all individuals.
What is Inclusion?

Inclusion is:

• Narrowly defined as leveraging and utilizing those individual differences and similarities to maximize the performance of individuals and the organization.

• A practice of ensuring that people within an organization feel they belong, are engaged, and are connected through their work to the goals and objectives of the organization.
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What it is not.
Difference between Compliance, Diversity and Inclusion

→ What we are. An “Engaged” Organization.

→ What we will do. Our Strategic Plan.

→ What we must do. It’s the law.
Why it is important and why now

- Demographics
- Culture
- Economy
- Talent
Gain Commitment from Senior Leadership

- Board of Trustees
- President and FSU Executive Council

Ensure Strategic Alignment

- **Mission**: The Florida State University preserves, expands, and disseminates knowledge...and sustained achievement within a community that fosters free inquiry and *embraces diversity*.
- **Vision**: The Florida State University will be one of the world’s premier institutions of higher education...and international distinction in a climate of inquiry, engagement, collegiality, *diversity*, and achievement.

Develop the framework
Opening Lines: 
Facing Diversity
FSU Diversity and Inclusion Initiative

Dr. Eric J. Barron
President
FSU Diversity and Inclusion Initiative

Dr. Garnett Stokes
Provost
and
Executive Vice President for
Academic Affairs
Determine the Scope

• Diversity & Inclusion of Leadership, Students, Faculty and Staff

• Reaching beyond the boundaries of our campus community to include small businesses within our communities
  – Supplier Diversity Program
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Edward E. Acoff
Supplier Diversity Director
Office of Human Resources
FSU Supplier Diversity Program Overview

Build the Business Case

• Compliance with the State Office of Supplier Diversity
• Feedback from local businesses
• Expectations from the Board of Trustees
  – Increase business opportunities for small, minority, women and service-disabled veteran owned business enterprises
Build the Infrastructure

• In 2005
  – Human Resources assumed leadership responsibility for Supplier Diversity in partnership with our Purchasing and Facilities Departments

• In 2006
  – A comprehensive small business participation program study was conducted
  – Developed a framework for program development and implementation with key focus areas

• In 2007
  – Created a brand with logo and tagline
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Supplier Diversity Key Focus Areas

• Leadership, Faculty and Staff Involvement
• Education and Outreach
• Benchmarking and Best Practices
• Communication
• Reporting/Data Management
• Monitoring
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Susannah C. Miller
Director, Human Resources
Faculty Relations
Campus Diversity
Ombuds Program
Campus Diversity: Created the Framework

• Benchmarked other Florida public universities and all 62 members of the Association of American Universities (AAU)
  – Diversity and Inclusion Initiatives
  – Infrastructure
  – Program Development
  – Measurements

• Created key focus areas
  – Leadership, Faculty, Staff and Student Involvement
  – Education, Training and Development
  – Recruitment and Retention
  – Community Relations
  – Communication
  – Policy and Program Development
  – Measurement and Reporting
Assessed the Current State

- Surveyed the organization
  - Memo from President and Chief HR and Diversity Officer

- Collected data on current activities and programs
  - Aligned to the key focus areas
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What We Discovered

1) Leadership, Faculty, Staff and Student Involvement:

- Diversity Councils composed of faculty, staff and students exist throughout the university at The College of Social Work, College of Medicine, the Magnet Lab and at the FSU Foundation.

- The Oglesby Union has a student programming board that is charged with ensuring diverse and inclusive programming in the Campus Community. The Oglesby Union is governed by the Union Board which ensures that we are serving all constituents of the Oglesby Union, that we are true to the non-discrimination clause, that we are meeting the needs and interests of all involved and we are upholding the Garnet and Gold.
2) Education, Training and Development:

- Equal Opportunity, Diversity, ADA & Sexual Harassment Workshops are conducted for faculty and staff.

- Undergraduate courses are offered that address the importance of diversity and inclusion, including religious diversity, ethnic diversity, and gender-related diversity issues.

- Diverse Leadership Mentoring Program provides students an opportunity to build skills and knowledge while attaining goals for leadership development through a formal mentoring relationship with a leadership practitioner.
3) Recruitment and Retention:

- The Division of Academic Affairs has both Provost’s Minority Recruitment Program.

- The Magnet Lab is committed to diversity in all areas of its facility, from undergraduates to faculty, technicians to professional staff. That commitment is put into practice through the lab's Diversity and Inclusion Action Plan, which is aimed at increasing the recruitment and retention of both faculty and students from underrepresented groups in science, technology, engineering and mathematics (STEM).

- University Housing works to intentionally recruit, hire and retain a diverse group of students, graduate and professional staff members in Residence Life.
4) Community Relations:

- Bringing the world to Tallahassee through diverse performances at the Seven Days of Opening Nights festivals.
- Sending FSU to the world through our renowned International Program’s study abroad opportunities.
5) Communication:

- The Public Relations Office publishes several publications in which they routinely feature the diversity and inclusion activities in all divisions of the College of Medicine.

- Various University websites, brochures, and posters reflect messages that support diversity and inclusion within the campus and surrounding communities.
6) Policy and Program Development:

- Approval of the revised EEO Statement adding sexual orientation, gender identity, and gender expression.

- The Center for Global Engagement has developed a Special Academic Program bringing over 180 international students from seven (7) partner institutions to participate in an intensive 6-month program at the University and with internships at Walt Disney World. The curriculum focuses on intercultural communication and living and working in a supportive, diverse environment. University students receive training to serve as Peer Mentors in this program.

- The University’s Early Head Start Program provides an educational environment for expectant families, infants, and children, which supports and respects gender, language, culture, ethnicity, religion, and family composition.
Policy and Program Development (cont.):

- The Office of Multicultural Affairs hosts many diversity celebrations of major racial and ethnic groups in United States.
  - Dr. Martin Luther King, Jr. Commemorative Celebration (January)
  - Black History Month (February)
  - Asian American Awareness Month (March 15 - April 15)
  - Hispanic Heritage Month (September 15 - October 15)
  - American Indian Heritage Month (November)

- Human Resources, Purchasing and Facilities partner to support the Supplier Diversity Program.
7) Measurement and Reporting:

- Progress against the various diversity and inclusion activities is monitored and communicated through various reports such as:
  - Strategic Plan Updates
  - Annual Reports
  - Turnover Reports
  - Affirmative Action Plans
  - Florida Equity Reports
And then, the journey began...

- Provided update of survey results to Deans, Directors and Department Heads
- Provided a Diversity and Inclusion update at the September 2011 BOT meeting
- Members of the FSU Executive Council agreed to serve as Champions for each Key Focus Area
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Introduction of Subcommittee Champions

Mary Coburn
Vice President for Student Affairs
Champion for Leadership, Faculty, Staff and Student Involvement
Subcommittee Champions

Kirby Kemper
Vice President for Research
Champion for Education, Training and Development
Subcommittee Champions

Garnett Stokes
Provost and Executive Vice President for Academic Affairs Champion for Recruitment and Retention
Subcommittee Champions

Thomas Jennings
Vice President for University Advancement
Champion for Community Relations
Subcommittee Champions

Liz Maryanski
Vice President for University Relations
Champion for Communications
Subcommittee Champions

John Carnaghi
Senior Vice President for Finance and Administration
Champion for Policy and Program Development
Subcommittee Champions

Robert B. Bradley
Vice President for Planning and Programs
Champion for Measurement and Reporting
Subcommittee Champions

Carolyn Egan  
Interim General Counsel
FSU Diversity and Inclusion Initiative

Subcommittee Champions

Randy Spetman
Athletics Director
Diversity:

Face to Face
Diversity and Inclusion Cameos

Jose Rodriguez
Lindsay Stratton
Megan Darris
Randy Spetman
Maxine Montgomery
Next Steps:
• Information Packet
• Training for all Council Members
• Website Development:  http://hr.fsu.edu/diversity
• Climate Survey
• Begin Subcommittee Work
• Create 12-Month Operating Plan
• Ongoing Implementation and Development
• Plan Review and Update at September 2012 BOT Meeting
Thank you!