



Have you added your voice! Year 3 Culture and Employee Belonging Survey

SEE THE CHANGE, BE THE CHANGE

From real-time updates to enhanced newsletters, your feedback drives our evolution. Let's keep the momentum!



You can take the survey at this link.

Join Us for the Year 3 Campus Services Culture and Climate Survey and Listening Sessions - March 2024



Julie Findley, CFAO and Deputy SVP, welcomes Campus Service employees to take part in the Year 3 Culture and Employee Belonging Survey.

Please watch the video at this [Link](#)

The survey is conducted online in SurveyMonkey which is strictly confidential. Responses cannot be traced back to the individual completing the survey. Results are collected and presented to Deo Mwano Consultancy as a group, ensuring individual identities are not revealed.

Please consider taking part in the Listening Sessions for the Culture and Employee Belonging Survey. The survey will also be available to complete in paper at the Listening Sessions.

You can find the dates and times for the listening sessions on the next page.

Remaining Listening Sessions for the Year 3 Culture and Employee Belonging Survey

Listening Sessions are confidential and are being facilitated by the Deo Mwano Consulting team.

Supervisors and managers should not attend Listening Sessions with their employees. Supervisor and manager sessions are on Tuesday, March 26th and are listed below.

| Custodial and Residential Operations | | |
|---|---------------------|---------------------------------------|
| Tuesday, March 19 | 11 am – 12:15 pm | 53 Commons, North Dining Room |
| Tuesday, March 19 | 10 pm - 11:15 pm | Cook Auditorium, Murdough |
| Wednesday, March 20 | 8 pm - 9:15 pm | Hanover Inn, Ford Sayre/Brewster Room |
| Maintenance Services | | |
| Monday, March 18 | 10:30 am – 11:45 am | 53 Commons, North Dining Room |
| Wednesday, March 20 | 8 pm - 9:15 pm | Hanover Inn, Ford Sayre/Brewster Room |
| Grounds and Woodland Services | | |
| Wednesday, March 20 | 10:30 am – 11:45 am | 53 Commons, North Dining Room |
| Engineering | | |
| Friday, March 15 | 9 am – 10:15 am | Zoom |
| EHS | | |
| Monday, March 25 | 9 am – 10:15 am | EHS Conference Room |
| Dartmouth Dining | | |
| Monday, March 18 | 9 am – 10:15 am | 53 Commons, North Dining Room |
| Supervisors and Managers in Business and Hospitality Services | | |
| Tuesday, March 26 | 9 am - 10:15 am | 53 Commons, Room 204 |
| Supervisors and Managers in FO&M | | |
| Tuesday, March 26 | 2 pm - 3:15 pm | 53 Commons, Room 204 |

March to June 2024 Leadership Job Shadowing



Josh Keniston's leadership team will be shadowing various departments during the months of March through June. Shadowing will be about 2.5 to 3 hours.

Goals

- Increased visibility of Campus Services Leadership
- Build relationships
- Understand the challenges and triumphs our employees face on a daily basis



What it is NOT

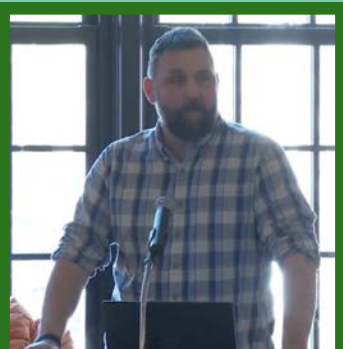
- Punitive
- Monitoring or judging work

Event Corner

| | | |
|---|--|--|
| <p>Culture and Employee Belonging Survey</p> | <p><u>Friday, March 1</u> to <u>Sunday, March 31</u></p> | <p>Have your voice heard. Help CS create a culture where all are heard & appreciated!</p> <p><u>Participate here.</u></p> |
| <p>March Lunch and Learn</p> | <p><u>Thursday, March 21</u> 12 pm to 1 pm Goldstein 105, Occom Commons 6 pm to 7 pm, McKenzie Room 203</p> | <p><u>International Womxn's Month</u> A Platform for Celebrating Femininity, Addressing its Challenges, and Building a Supportive Community</p> <p><u>Register Here.</u></p> |
| <p>Solar Eclipse and Ice Cream Social</p> | <p><u>Monday, April 8</u> Around 2:30 pm Details to follow</p> | <p>Join Campus Services to watch the solar eclipse. Glasses will be provided and ice cream novelties will be served!</p> |

23 days until the solar eclipse!
Join Campus Services for
glasses and ice cream novelties!
Details to come!





March Town Hall

Our March Town Hall had a great turnout! Julie Findley, CS CFAO and Deputy to Josh Keniston, welcomed everyone and got us off to an energetic start as we learned about new employees, a new shadowing program, training initiatives and upcoming events. Delicious blueberry and apple crumble were served and fun raffle prizes were given away! Folks at the information tables provided materials and assistance as well as awesome swag! Thank you to all who planned, setup, and staffed the Town Hall. Thank you to all who attended, took part in games, socializing, information gathering, and added to the fun atmosphere.



[If you missed the Town Hall you can watch the video here.](#)



Culture and Employee Belonging (CEB) in Your Corner

Dependability

Diamonds are only chunks of coal
that stuck to their jobs.

-Minnie Richard Smith

Dependability is crucial in the workplace because it builds trust among colleagues and ensures smooth workflow. When team members can rely on each other to consistently deliver and meet deadlines, projects progress efficiently, leading to greater productivity and success for the organization as a whole and greater satisfaction for everyone.

Moment of reflection:

How do you personally prioritize dependability in your work?
Are there strategies you use to remain dependable?



[This being International Womxn's Month](#)
[check out this news report about the Dartmouth Skiway](#)
[celebrating women on and off the slopes.](#)

International Womxn's Month

**A Lunch and Learn Dedicated to
Celebrating Femininity, Addressing its
Challenges, and Building a Supportive
Community**

Date: March 21st

Location: Goldstein 105, Occom Commons

Time: 12:00 pm - 1:00 pm

Location: McKenzie Room 203

Time: 6:00 pm - 7:00 pm

[Sign up](#)
[for](#)
[March's](#)
[Lunch](#)
[and Learn](#)
[here.](#)



RSVP here: ymani.s.hawkins@dartmouth.edu

Appreciation can be deliciously delightful!



At our workplace, we're not just about saying "thank you" – we're about saying it with a sprinkle of sweetness! Dartmouth Dining thanked Campus Services employees with amazing donuts from NH Donut Company.



Thank You

Here's to Employee Appreciation Day and a huge amount of appreciation to Dining for filling our day with sugary sensations and glazed gratitude. Saying "thank you" with donuts isn't just a treat – it's a tradition worth celebrating!



What is the difference between the CEB Council and the Culture of Caring Committee?

Culture and Employee Belonging Department and Council

After the Year 1 Culture and Climate Survey in 2021, Campus Services created the Culture and Employee Belonging (CEB) department and the Diversity, Equity, and Inclusion (DEI) Council (now CEB Council) to address areas employees identified as needing improvement.

The collaborative efforts of the CEB department, now headed by Ymani Hawkins, and the CEB Council, made up of employees throughout CS, have been significant. Together they've created policies and initiatives, outlined the need for training and career development, created support networks, and determined ways to improve work-life balance. They work to increase a sense of belonging and provide access to resources and tools for every employee to excel. They've just begun a new Liaison Program to welcome and provide ongoing support to new employees.

Recognizing the significance of the combined work of the department and council, it was decided to align their names to help folks have a clearer understanding of their mission and emphasize their joint work. The CEB Department and Council remain committed to creating a culture where all employees feel valued and feel a sense of belonging.

Culture of Caring Committee

The Culture of Caring Committee is also made up of members from across Campus Services. The committee is devoted to establishing a more positive and caring culture and is responsible for putting on divisional events, helping with communication, and promoting CEB initiatives. The council works hard to provide holiday gifts and events such as the Town Halls, ice cream socials, summer picnics, end of year celebration, etc. The Council has developed employee appreciation programs such as "Above and Beyond" and employee milestone recognition.