

An Introduction to Campus Services' Diversity, Equity, and Inclusion (DEI) Initiative

Fall, 2021

What is Diversity, Equity and Inclusion?

Diversity: the range of different characteristics/identities and lived experiences that makes each of us unique.

Diversity may include, but is not limited to, race, gender, religion, sexual orientation, gender identity and expression, ethnicity, nationality, socioeconomic status, language, ability, age, religious commitment, or political perspective.

Equity: the process to ensure fair access to the resources you need to achieve individual and shared goals.

Inclusion: occurs when each person feels welcome and valued; they have a sense of belonging within their organization.

What is the Goal of this DEI Initiative?

Our goal is to create a culture in which we listen and learn from employee experiences to make positive changes that will increase a sense of belonging, celebrate diversity and provide access to resources and tools for every employee to excel equitably (fairly).

We recognize that not every issue can be fixed right away, but we promise to listen and to engage with everyone. We'll prioritize and act collaboratively with you throughout the solution process, and we'll discuss openly with you the things we may not have the capacity to change now.

Who Will Do the Work?

This initiative is being led by Deo Mwano Consultancy (DMC) whose founder is Deo Mwano, a social-impact innovator. Check out DMC's work at: deomwanoconsultancy.com and meet Deo through this brief [video](#).

ALL Campus Services employees will be involved!

This is a collective effort, and we need everyone to participate in order to make a stronger culture of belonging, opportunity, and celebration.

Sponsor: Josh Keniston

Leadership Team:

Julie Findley (Operations)

Mary Frailey (Institutional Projects)

Dan Justynski (Real Estate)

Dave Newlove (Business & Hospitality Svcs)

Jessica Nylund (Office of General Counsel)

Frank Roberts, FO&M)

Peter Schneider (EHS)

Joanna Whitcomb (Planning)

Facilitator: Lisa Celone

What Work Has Happened Thus Far?

Deo and the Campus Services leadership team having been working together on DEI work throughout the summer.

The team was challenged to step out of their comfort zone and reflect personally on what inclusion and equitable culture looks like. Through those introspective reflections they identified 7 elements that describe how they want to interact with and treat one another. These elements are:

Respect

Fair

Inclusive

Considerate

Dependable

Vulnerability

Empathy

Why? Why Now?

The experiences of the last year—the pandemic, along with heightened racial and political divisions —have dramatically impacted the workplace.

This is especially true for the diverse staff of the Campus Services Division, which, given its deep involvement in many of Dartmouth's operations, has had to adapt to ever-evolving COVID policies.

The goal of this initiative is to acknowledge our differences, enhance our inclusivity, celebrate our diversity, and ensure equal access to the resources to excel.

What?

This initiative is for all employees within the Campus Services Division.

It will include an anonymous survey, as well as small group listening sessions facilitated by the Diversity, Equity and Inclusion consultant Deo Mwano Consultancy.

You will be asked to share your thoughts on the current work atmosphere, and your ideas to strengthen our community and improve the way we respect and include one another in day-to-day work.

How?

With the goal of ensuring everyone has an opportunity to provide feedback, employees will have a variety of options to contribute, including paper or online surveys (15 minutes), in-person conversations or phone calls (15-30 minutes), facilitated listening sessions (60-90 minutes) and other methods by request.

We look forward to engaging with you.

When?

There are four phases to this project.

Phase 1:

The first phase, information gathering, will take place between October and December 2021.

You will receive the all-staff survey in the first week of October. The listening sessions and individual interviews are voluntary and will take place over the following weeks and months, coordinating with each department. Managers will make the time needed if you want to participate.

Overall, this phase should take less than two hours of each employee's time.

Schedule for DEI Data-Gathering Interactions

	Date Range	Sept	Oct	Nov	Dec
Business & Hospitality Services					
Dartmouth Dining	Nov. 26-Dec. 8				
Dartmouth Skiway	Oct 13 - 19				
DPMS & Hinman Mail	Oct. 26 - Nov. 5				
Transportation Services	Oct. 26 - Nov. 5				
Campus Planning	Oct. 26 - Nov. 5				
Campus Services Operations	Oct 13 - 19				
EHS	Oct 13 - 19				
FO&M Areas					
Custodial Services	Nov. 29 - Dec. 15				
Engineering & Utilities	Oct. 20 - 25				
Grounds & Labor Shop	Nov. 29 - Dec. 15				
Maintenance Services & Science Facilities	Nov. 29 - Dec. 15				
Project Management Services	Oct. 26 - Nov. 5				
Residential Operations	Nov. 29-Dec. 22				
Woodlands Office	Oct. 26 - Nov. 5				
Work Control	Oct. 26 - Nov. 5				
Real Estate Office	Oct. 20 - 25				



= Survey will be completed by all Campus Services employees

= Individual and group Listening Sessions will be held when it is most convenient for each department

Next Steps

Phase 2:

The second phase is to analyze the information and provide recommendations for changes. We will share what we have learned and ask for additional feedback on recommendations between Feb. and May of 2022.

Phase 3

The third phase is implementation where we'll incorporate the recommendations into our work practices, keeping in mind the overall goal to increase a sense of belonging, celebrate diversity and provide access to resources and tools for every employee to excel equitably (fairly).

Phase 4

The fourth phase is a continuous cycle in which we evaluate our progress against goals and recommendations, hold follow-up sessions to gain input, and make further changes, as necessary. In this phase, we should recognize a culture that is welcoming and open to engaged dialogue.



Do You Have
Any
Questions?
