

**From:** [Admin HR Services](#)  
**Subject:** Important Message: Campus Services DEI Initiative  
**Date:** Tuesday, October 12, 2021 4:47:43 PM

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To: Campus Services employees

This is an important message of where we are in the first information-gathering phase of our Campus Services DEI initiative.

**Survey:** Through Sunday, just over 100 surveys have been collected through the on-line website. There are also paper-based surveys which have yet to be entered into the survey tool. Thank you to everyone who participated thus far! We hope to hear from many more of you, so please take time from your workday to complete the survey this week. The survey deadline is extended to accommodate those who need more time.

**Listening Sessions:** A range of dates for small-group and 1:1 listening sessions are being confirmed for each department and will be shared with you in the next week or so. Skiway employees are meeting this week with Deo Mwano via a Zoom link. These listening sessions will be offered in any format that works for you, as Deo and his team are available to meet in person, via Zoom meeting links, or by phone. Sign-up sheets will be available for employees to indicate their interest in attending these sessions, but it's fine to just drop-in the small-group sessions, too.

Employees who wish to schedule their own conversations are invited to contact Deo and his project manager Ben Pasley directly at [Info@deomwano.com](mailto:Info@deomwano.com) or [ben.p@deomwano.com](mailto:ben.p@deomwano.com) or by phone at 603-703-1922. Just leave a voicemail indicating you are from Campus Services and provide your name, contact information, and interest.

### **We want to hear from you!**

We hear that many are finding our current situation with COVID and staffing shortages challenging and that it feels like everything is a struggle right now. It is important for us to hear about these issues and what is causing the greatest challenges for you in your work. The DEI survey and upcoming listening

sessions are a perfect opportunity for you to speak up, to share your candid thoughts, and make any suggestions about how to improve the workplace. The goal statement developed by our leadership team—specifically for this DEI Initiative—is *“to create a work 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 equal access to resources and tools for every employee to excel.”* We can’t make this change without listening and learning from you.

Please know that surveys and discussions during the 1:1 listening sessions are completely confidential. No individual conversation will get back to any manager. Deo Mwano and his team will analyze and consolidate the information that will be shared with all divisional employees. The small-group sessions are a good option, too, to discuss your thoughts amongst several of your peers.

I am personally committed to this initiative and commit to bringing about positive change within the division. I encourage everyone to participate, to be open and honest with your thoughts and suggestions. We all bring something unique to Dartmouth, and it is this diversity we want to recognize and celebrate.

Sincerely,  
Josh

**Josh Keniston**

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