Chapter 8.3: Diversity Plan - Staff

Colorado State University’s Area 5: Diversity

Objective: Colorado State University is committed to enhancing its diversity through the inclusion of individuals reflective of characteristics such as: age, culture, different ideas and perspectives, disability, ethnicity, first generation status, familial status, gender identity and expression, geographic background, marital status, national origin, race, religious and spiritual beliefs, sex, sexual orientation, and socioeconomic status, and veteran status. The University’s commitment to diversity is a longstanding one that reflects the essential function a diverse community, spanning international boundaries, plays in the furtherance of its role and mission as a land-grant institution.

Goal 37 Campus Climate: Colorado State University will continue to shape and maintain a campus climate designed to welcome, encourage, and embrace differences so all community members are recognized, affirmed and valued.

COE Goal 1: College Climate

The College of Engineering work place environment will welcome, encourage and value diversity among its employees.

Strategies

1.1 Encourage respectful and meaningful interactions in the work place environment and communal college spaces to promote a welcoming college climate.

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• Raise awareness about inclusive-language and diversity-related topics. Help identify and promote participation in and utilization of university educational resources on diversity topics that contribute to the development of a welcoming environment and enhance appreciation and understanding of diversity.
• Identify and, as needed, develop college, department or unit-level or targeted audience programs or trainings in order to address specific needs or topics of interests related to diversity.
• Encourage, support, recognize and value staff participation in diversity-related activities, particularly in the supervisor to employee relationship.

1.2 Improve the physical and technological accessibility and safety of our college facilities as well as computer-related technologies. 
• Ensure through the college’s Strategic Communications unit that the college website meets internet accessibility standards and also routinely communicates those guidelines to our college department and unit web masters. Report any apparent accessibility issues to COE Strategic Communications Director.
• Report any apparent issues of physical accessibility to our central college Facilities Coordinator as well as through appropriate resources such as central facilities and Equal Opportunity/ADA contacts.
• Assist in communicating university information about campus accessibility and gender-neutral/unisex restroom locations. Consider structures that may accommodate diverse populations in planning and design of new and refurbished engineering facilities.

**Metrics**

• Staff will demonstrate progress towards enhanced understanding and appreciation of diversity.
• Survey and assessment data the university gathers on our employees will demonstrate continuous improvement in the work environment climate and enhanced appreciation and understanding of diversity.
• Annual Evaluations/Performance Planning will reflect support of professional development on diversity topics such as those offered during CSU’s “Annual Diversity Summit” as well the Annual “Professional Development Institute (PDI)”, as well as service on committees and task-forces related to diversity.
• Nomination and selection of college employees for university and community diversity-related awards.
• Communication of details and visibility of campus maps to identify accessible and disability-friendly spaces.
**Goal 39 Employees:** The diversity among the employees across the various employment categories at Colorado State University should be reflective of the diversity within the population of persons qualified for these various categories of employment.

**COE Goal 2: Employees**

2.1 The College of Engineering’s diversity among various employee categories should be reflective of the diversity within the populations of qualified individuals.

**Strategies**

- Identify and implement recruitment strategies for search committees and hiring authorities including, but not limited to, mentoring opportunities and alternative appointment/search waiver requests in order to maximize the opportunity to hire individuals from traditionally marginalized and/or underrepresented groups.
- Accommodate as able spousal/partner hires in order to enhance the competitiveness of offers and retention, especially of individuals who are members of traditionally marginalized and/or underrepresented groups.
- Encourage and target participation in training, professional development, mentoring and leadership opportunities to enhance the professional growth of all employees, especially those from traditionally marginalized and/or underrepresented groups.
- Establish a resource base to provide support for employee participation as well as leadership in external programs, diversity conferences, workshops and related trainings.
- Retain through different measures employees from traditionally marginalized and/or underrepresented groups in order to achieve meaningful representation.
- Develop and maintain comprehensive job descriptions that accurately classify positions within the university HR system and appropriately reflect minimum qualification requirements.
- Demonstrate continuous improvement in the representation of members from traditionally marginalized and/or underrepresented groups throughout the college employee base.
- Request supervisors of permanent positions to include in his/her own annual performance evaluations metrics related to efforts s/he has made to increase diversity and its appreciation within his/her unit.
- Provide and refer employees to resources and mechanisms for employee support and advocacy, such as university orientation, Employee Relations, Equal Opportunity, Organizational Training & Development, Ombuds and Employee Assistance Program (EAP) and ensure supervisors support employee attempts to utilize these resources and make use of these opportunities.

**Metrics**

- Collect statistical data to the extent possible with regard to the diversity among employees in the college, including data on recruitment, hiring and retention, to document progress with regard to following strategies and achievement of goal.
• Request survey and data results from university sources that measure college climate and employee attitude toward diversity and analyze in relation to strategies and achievement of goal
• Annual performance evaluations of supervisors of permanent positions should reflect diversity goal metrics and efforts