Why Campus Services Added Diversity & Inclusion as Part of Its Strategic Plan

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A diverse group of auxiliaries, driven by diverse groups of employees for a diverse customer base.

Our employees are specialists in their areas, with different points of reference, bringing a rich cross-section of talents and skills.
Leadership Vision

- A perspective on diversity at UC
- Why is diversity and inclusion critical to Campus Services’ success?

Strategic Planning

The process completed by Campus Services
Ground Rules

1. Every idea has merit
2. Respect all thoughts
3. Let everyone speak
4. Be creative without restrictions
5. History has its place but think of new things
6. Be present – no mobiles

Why is that important?

Creating goals that have substance, move us forward and have a major impact on the organization.
What is This?

Diversity Activity

- African American
- Hispanic
- Caucasian
- Native American
- Indian & Asian
Why Create a Diversity & Inclusion Team for Campus Services?

“**Committed to fostering** a diverse and inclusive environment.”

University-wide Focus

“The University of Cincinnati **embraces** diversity and inclusion as core values that **empower** individuals to **transform** their lives and **achieve** their highest potential.”
Diversity as One of Campus Services’ Four Top Business Priorities

One of our priorities states, “Campus Services will invest in a diverse, trained, and continuously developing team.”

It is STRATEGY

The performance of one affects the performance of all

“Whatever you do in life, surround yourself with smart people who’ll argue with you.”

– John Wooden
How can it be done? Why do it this way?

• How can an organization’s boldly stated intent to be diverse and inclusive be achieved?
• Why is there a need for a Campus Services Diversity & Inclusion Team?

Because, without a dedicated group to drive action...

Our Strategic Initiatives Align with the UC Diversity Plan

• Recruitment, retention and promotion of diverse staff
• Enhancing your personal understanding of diversity (attending training, reviewing your work climate and evaluating where changes are needed and creating new initiatives, etc.)
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- Creating partnerships (various chambers of commerce, CDO roundtable, corporations, etc.)
- Opportunities for engagement (being an ambassador for Diversity and Inclusion on campus, assist with Diversity Conference and getting to know others who may be different)

Campus Services Diversity & Inclusion Team

GOAL 1:
To cultivate a dynamic atmosphere where individuals are empowered to contribute at their full potential to advance and enrich the organization beyond the sum of its individual parts;
GOAL 2:
To serve as a communication channel, developing partnerships with organizations and other departments also focused on the work of diversification and inclusion, expanding credibility and trust within the UC community.

Website Overview

uc.edu/af/campusservices/diversity_inclusion