

# Director's Office Diversity, Equity & Inclusion Council

## Vision

**Foster a diverse workforce** by attracting, advancing, and retaining talent that is, at a minimum, representative of the pool of candidates. Create a welcoming, transparent, and empowering environment.

**Create an equitable environment** by identifying and eliminating barriers that prevent the full participation of diverse communities with diverse needs, and by providing everyone with the support and access to the resources needed to be successful.

**Cultivate an inclusive workplace** where all individuals are valued, respected, and provided an opportunity to contribute their talents and unique perspectives to the direction and decisions within the Director's Office organizations. Create and promote a work environment where staff of all identities (e.g., gender, race, sexual orientation, age, cultural background), levels and experiences are afforded equal opportunities for professional development and career advancement.

## Role

To advise the Director's Office and help develop and implement strategies to improve Diversity, Equity & Inclusion (DEI) within the Director's Office organizations.

Although the Council's primary scope is the Director's Office organizations, opportunities for broader institutional improvements will also be considered.

## Strategies

- **Commitment and goals**
  - Consistent communication for all levels of staff, supervision and management
  - Recognition of individual and group achievements and efforts
  - Engagement (e.g. other DEI Councils, Employee Resource Groups, etc.)
- **Building community**
  - Relationships among Director's Office organizations
  - Engagement opportunities
- **Talent acquisition**
  - Recruiting and hiring practices – identify areas for improvement and advise
  - On-boarding – identify issues and solutions, and advise
- **Staff development and retention**
  - Leadership development
  - Training and mentoring
  - Clear expectations
  - Career paths and transparency

- **Work-life balance**
  - Flexible work arrangements which consider the diverse needs of the workforce and offer creative and supportive solutions
- **Consult**
  - Provide independent feedback to the institution, management and other groups (as requested) regarding ideas/initiatives being developed

## Members

- Kathi Barkigia (Co-chair) - Planning, Performance and Quality Management,
- Karl Clarke - Stakeholder & Community Relations,
- Espie Fallon - Quality Management Office,
- Christine Herbst - Project Management Office,
- Ishani Jayasinghe - Project Management Office,
- Jaclyn Jones - Project Management Office,
- Diana Murphy - Stakeholder & Community Relations,
- Maria Ohlsen - Director's Office,
- Laurie Peragine - Computational Science Initiative
- Dorene Price - Legal Office,
- Stasia Scocca (Co-chair) - Quality Management Office

Membership Term: 2 years (terms for initial members will be staggered)