




# What is EID?

## Engagement, Inclusion & Diversity

-  **Engagement:** Employees feel valued by their organization, find pride and personal meaning in their work, and are willing to go “above and beyond”
-  **Inclusion:** Employees have a sense of belonging and of being respected for who they are and as a contributing member of the team. Barriers to contribution and negative biases are eliminated, allowing employees to feel respected and give their personal best.
-  **Diversity:** Employees possess the range of human qualities that impact and influence how people are perceived and how they behave, including (but not limited to) age, gender, race, ethnicity, color, physical and mental attributes, sexual orientation, marital status, spirituality, education, values and beliefs.

## Who is your EID team?

The FP&M Engagement Inclusion and Diversity (EID) team is a cross section of employees representing all departments within FP&M.

This team works to:

- Ensure employees understand the role of FP&M
- Improve connections and communication across the organization.
- Strengthen relationships between management and staff
- Create an environment of respect and inclusiveness.



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## What has happened since the last EID survey?

**Feb/March 2020:** Survey administered

**Summer 2020:** Data analyzed and reported out to employees (via email)

### Fall 2020

- Department leaders reviewed departmental survey data and made priorities
- EID team consolidated priorities, reviewed survey data and discussed known gaps in order to develop a plan of action
- Leadership approved EID plan

### Winter 2020-2021

- EID team developed an implementation timeline and details
- Implementation plan approved by AVC

**Spring 2021:** Presented final plan and implementation plan to FP&M Core and Extended leadership teams

**Summer/Fall 2021:** EID committee and FP&M staff work through plan implementation.

**Status of 2022 EID Survey:** Due to leadership changes at the VCFA level, the survey is on hold. FP&M continues its current plan implementation.

**Find the full report and plan:**  
visit [inside.fpm.wisc.edu/eid](https://inside.fpm.wisc.edu/eid)



## Successes from EID Action Plan



### Promote affinity groups and campus cultural awareness through communications to FP&M employees.

- Share cultural awareness connections and classes via FP&M Employee Newsletters, Training Updates, and along with information for new employees.

### Hold listening sessions: leadership team answers employee questions.

- Two virtual All-Staff meetings 2020
- Nov 2021 All-Staff meeting

### Make hard copy postings available for important communications

- FP&M newsletter is posted
- Campus level communications were translated and distributed

### Provide translations

- Provided Recognition Awards video with captions in 6 languages

### Recognition elevated on Inside FP&M and employee communications

- Employee Recognition nominations promoted year-round
- Recognition awards video and prizes honoring FP&M employees
- Leadership and supervisors held watch parties in the absence of an in person event due to Covid-19.
- Created an easy to use Shout Out submission button on Inside FP&M.  
[inside.fpm.wisc.edu/employee-recognition](https://inside.fpm.wisc.edu/employee-recognition)

### Make career development opportunities available

- Launched the FP&M Position Specific Training tool
- Announced in FP&M Employee & Training newsletters, bi-monthly Supervisor Update meetings and integrated into new employee onboarding.