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.

Committee Members

inside.fpm.wisc.edu/eid

Facilities Planning & Management
UNIVERSITY OF WISCONSIN–MADISON

Alicia Meyer
Human Resources

Alex Frank
Office of Sustainability

Allison Bua-Demus
Marketing & Communications

Andrew Powers
Physical Plant

Bryn Scriver
Office of Sustainability

Carrie Ensrud
Environment, Health & Safety

Dar Ward (Co-Chair)
Transportation Services

Donovan Kron
Campus Planning & Design

Dwayne Williams
Capital Project Delivery

Jason Rusch
Environment, Health & Safety

Margaret Tennessen (Co-Chair)
Office of the AVC

Paul Phommasack
Physical Plant

Roger Rothrock
Physical Plant

Sam Lawrence
Physical Plant

Sean Kypreos
Transportation Services

Sue Fritts
Human Resources

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 2021 – Summer 2023:
EID committee and FP&M staff work through plan implementation.

2022 – 2023
Supported Climate Survey launch and data distribution and integrated survey results into FP&M Strategic Prorities.

Find the full report and plan: visit
inside.fpm.wisc.edu/eid

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& Management
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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 and Nov. 2023 All-Staff meetings
- 2022: Coffee with Cindy and Jim Bogan events

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

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.
- Integrated EID competencies into the updated FP&M Criteria for Success for supervisors and employees.