

WHAT IS THE JEDI CORE COMPETENCY?

Values and supports differences in others, contributing to an inclusive work environment. Demonstrates behaviors and actions that promote JEDI in daily work habits, practices, processes, and operations. Demonstrates willingness to continue to learn about JEDI topics; attends related trainings. Consistently practices the Principles of Community in interactions with CSU community and customers.

EXAMPLES

Real examples of how FM employees demonstrate the JEDI core competency in their work.

Every year the FM Finance section writes an analysis describing the factors that drive the changes in charge rates. They intentionally use gender inclusive language and avoid masculine-driven language, such as replacing “one man shop” with “one person shop” in this analysis and other documentation. The team adds their pronouns to their email signatures and try to bring awareness to the overuse of the term “guys” when referring to a group of individuals.

The FM Logistics group offers a wide range of sizes for FM work wear (t-shirts, sweatshirts, jackets) and special orders, so that our community of employees with all body sizes can find the appropriate clothing that meets their work needs.

The FM project manager for the Temple Grandin Equine Center project partnered with users to carefully consider the impacts of visual and sound stimulation on both clients and horses. They identified a list of inclusive items that needed more deliberate planning than most projects, including choice of paint colors, type of lighting, and equipment noise levels. The PM ensured these were incorporated into project budget, planning, and design. For instance, they were intentional with how they specified mechanical equipment throughout the building regarding sound and comfort of those with sensory disorders and they chose neutral and calm colors for the walls, so as not to be too contrasting or disturbing.

FM employees worked to update Chapter 06 of the CSU Facilities Planning, Design and Construction Standards to make CSU more welcoming, inclusive, and accessible. A provision was added that specifically prohibits the use of automatic fixtures and dispensers in new all gender restrooms to support those with sensory disorders. See the [Chapter 06 Standards document](#) for more information. The all gender restroom content is located in section 605. Changing table information is located in section 606.

Employees across FM sections contributed to the topic of diversity—and how we think about it in our department—by sharing their stories in an FM Weekly communication for Women’s History Month.

FM employee intervenes when they hear a coworker using a derogatory term. Checks in with a colleague who may have been harmed after observing an incident in the workplace.

The FM HR section prioritizes Spanish translation (written and in person) for benefits, trainings, announcements from the AVP, the FM leadership academy, etc. The intent is to provide access to and understanding of department and university announcements, resources ,and opportunities.

FM employee proactively reaches out to address inaccessible infrastructure (sidewalks, bathrooms, detour routes) or materials (web, print, etc.) when encountered on campus.

FM Team starts a monthly book discussion, listens to a podcast, or watches a short video to learn more about JEDI topics, including talking about how they apply to FM and the work place. Example book: *How to Be An Anti-Racist*

The FM Environmental Graphics Designer received feedback on both signage wording and graphic from people with sensory disabilities and the Inclusive Physical and Virtual Campus Committee. She used the input to create an adult changing table sign standard for CSU, relying on the expertise of an organization called Universal Changing Places whose signage and symbology utilize a universal design language. As the adult changing tables and universal changing places become more common, these signs and symbols become recognizable to our community.

A student in their wheelchair could not move between spaces smoothly and comfortably because the timing was off between two ADA door openers. One door would open, then shut; then the next door would not open, and they would get stuck in the vestibule. The FM Lock Shop prioritized this request, adjusted the timing of the doors to coordinate with one another and solved the issue.