



2022 – 2023 Justice Equity Diversity Inclusion Efforts

- Rusty Pearson and Mike Shortall began terms as co-chairs of the JEDI Team summer 2023.
- Launched a collaborative effort between the JEDI Team and the FM Engagement & Recognition Committee in Spring 2023 called Facilities Friends with the goal to contribute to new FM employees' sense of community, helping them feel valued and welcomed at CSU Facilities Management.
- JEDI Team & FM leadership participated in the [Multicultural Organization Development Model](#) training offered specifically for FM by The Office of Inclusive Excellence in May 2023.
- 20 employees attended the first FM Veterans Day Lunch and Learn in Nov. 2022 and 30 employees attended the Nov. 2023 session. The sessions included a panel of FM employees who answered questions about their experiences serving in the military. Positive feedback included:
 - “Liked hearing the different perspectives and how it led them to where they are today.”
 - “This was so very meaningful, to hear personal stories of veterans who are also our co-workers.”
- Updated the [JEDI Core Competency & Definitions Tip sheet](#) to align with the new State Classified 1–5 review rating scale implemented in 2023.
- Launched JEDI BREAK spring 2023. A.M. and P.M. sessions occur on the third Wednesday of every month in Facilities Management North. Provides space for:
 - Conversations about JEDI topics and how to make JEDI initiatives relevant to FM
 - Receiving feedback on what we're doing well and what we can improve
 - Encouraging awareness, education, and allyship to diverse identities. For example, FY23 we shared information, treats, and swag on:
 - + Ramadan info & Turkish delight Asian American, Native Hawaiian and Pacific Islander Heritage Month info & Kopiko candy
 - + Pride info, stickers, buttons, and pronoun wrist bands, pride flag key chains
 - + Juneteenth info & Black Lives Matter stickers
- Launched new JEDI Resource Library – see the “resources” section of the [JEDI Team webpage](#) for the details and current items included.
- Hired third party consultant Dec. 2023 to implement JEDI audit of Facilities Management. Phases 1 and 2 of the audit will be finished in 2024. More information to be shared in 2024.