



Hello,

The Justice, Equity, Diversity, & Inclusivity (JEDI) Team is happy to welcome new employees to Facilities Management (FM). Facilities Management is committed to ensuring CSU and our department is a rewarding, inspiring, productive, and inclusive community for all employees, students, and visitors. Since 2018, the JEDI Team has advanced small and large action items that focus on themes such as the Principles of Community, inclusive communications including access, developing core competencies of equity and inclusion through training and education, and recruitment and retention of employees.

The JEDI Team is open to employees of any level (with their supervisor's approval) interested in or wanting to learn more about diversity/inclusion and current initiatives, goals, and objectives at FM. More about our diversity plan, accomplishments, and current/ongoing action items can be found on our webpage: <https://www.fm.colostate.edu/diversity>.

We meet on the third Wednesday of the month from 1:30-3:00. In between monthly meetings, the JEDI Team works individually or in breakout groups to move identified initiatives forward. Meetings are typically in-person; however, virtual hybrid options are available depending on the needs of the team and individuals. If you need to join virtually, but don't typically have access to a smart phone or computer with a mic, we can help facilitate access to technology, so you are able to participate.

If you are curious or interested in joining the JEDI Team, please share with your supervisor and contact us at fac_diversity_team@mail.colostate.edu. If you have questions or would like to gather more information prior to attending a meeting, we're also happy to meet individually, in person, over the phone, or on Microsoft Teams.

Thank You,


Rusty Pearson, Co-Chair of JEDI Team
Mike Shortall, Co-Chair of JEDI Team
Julia Innes, Program Assistant for JEDI Team
fac_diversity_team@mail.colostate.edu

What level of involvement is best for you?

1. Be a JEDI ally – Offer support through listening and learning.
2. Be a JEDI contributor – Volunteer occasionally for events, activities, panels; share your voice, experiences, and perspective with others to broaden our understanding of diversity; actively seek out and engage in learning opportunities.
3. Be a JEDI champion – Involve yourself more in depth by regularly attending JEDI Team meetings, join a working group to strengthen JEDI initiatives, or share back material that you learned at a training.

What are some ways to engage with the JEDI core competency?

Engagement Opportunities	Estimated Time Commitment
<input type="checkbox"/> Intentionally think about and be able to communicate how JEDI intersects with your work.	Minimal but ongoing and intentional
<input type="checkbox"/> Listen to and consider other experiences and perspectives in the workplace. Share a few examples with your supervisor in your review. Reflect on how this alters or doesn't alter how you interact within the CSU community.	Minimal but ongoing and intentional
<input type="checkbox"/> Show up to a JEDI Break. Ask questions. Get to know a colleague from a different section or group. Brainstorm ideas.	10 minutes or more
<input type="checkbox"/> Go to a JEDI-related event, activity, or training.	1–3 hours once a year or more
<input type="checkbox"/> Take your training a step further and pass it along. Share what you learn by giving your team a mini training based on something JEDI-related that you learned.	15 minutes or more
<input type="checkbox"/> Attend a JEDI Team meeting as a guest. Listen and share your voice.	1.5 hours or more
<input type="checkbox"/> Contribute to a JEDI activity. Add your experiences to the conversation.	1.5 hours or more
<input type="checkbox"/> Read a book from the JEDI Resource Library. Offer feedback on resources.	1–4 hours or more
<input type="checkbox"/> Update a process, procedure, or program in the workplace to be more inclusive, just, or equitable.	1–4 hours or more
<input type="checkbox"/> Volunteer on a JEDI working group.	1–3 hours per month
<input type="checkbox"/> Become a Facilities Friend—introduce a new employee to CSU through the Facilities Friends program.	1.5–3 hours per month
<input type="checkbox"/> Become a JEDI Team member—attend meetings regularly. Add your perspective and contribute to initiatives.	1.5–4 hours or more per month



less time & energy

more time & energy