

June 19, 2020

FACILITIES MANAGEMENT

AT COLORADO STATE UNIVERSITY

FM DAILY
COMMUNICATION

Issue 55

Dear FM Team,

Diversity and equity are essential to the Principles of Community. Recent events, however, have laid bare systemic issues that stand in the way of equity and justice for all. These events, including the horrible incident in Loveland involving one of our own student athletes this past week, have been a wake-up call for many, a call to action, reminding us that working for inclusion and diversity in our workplaces and communities is absolutely necessary. We recognize that many injustices have been carried out against Black people and people of color not only by civilians, but by a justice system sworn to protect everyone. The FM Diversity Team and I would like to express our solidarity with the African American and Black community and with people of color within our Ram family. It is requisite that we work to make CSU and FM a place where we all feel welcomed, valued, and affirmed.

Today is a key date in our nation's complex history: June 19, 1865. This day of remembrance is known as Juneteenth or Freedom Day. It commemorates the emancipation of the last remaining enslaved African Americans, which occurred when they finally heard of their freedom more than two years after President Lincoln signed the Emancipation Proclamation. It is important now more than ever to recognize that there is a lot of work still to be done. This will take time, difficult conversations, and even more difficult internal reflection on everyone's part.

As our nation remembers George Floyd, Breonna Taylor, and so many countless others, let's acknowledge some statistics. People of color account for about 12% of the U.S. population, but occupy only 3.2% of the senior leadership roles at large companies in the U.S. and just 0.8% of all Fortune 500 CEO positions ([source](#)). Additionally, in 2018, the average Black worker earned just 62% of what the average white worker made ([source](#)). We know that changing this system must happen through our commitment to inclusion and diversity, including being aware of explicit and implicit biases in hiring and workplace practices—efforts that the FM Diversity Team is currently engaged in, among other action items. It means understanding that people are treated differently based on skin color, even when we wish this was not the reality. It is our duty to recognize how that privilege benefits our lives, so that together we can work for equitable changes and demonstrate respect to all within our community. Those of us coming from positions of privilege must stand against these injustices. It requires a commitment to discuss these topics, to listen to those who experience systemic racism, and to not ignore the painful or uncomfortable parts of our country's history and current realities, to say **Black Lives Matter**.

June 19, 2020

FACILITIES MANAGEMENT

AT COLORADO STATE UNIVERSITY

FM DAILY
COMMUNICATION

Issue 55

To our colleagues of color, please know that we are here for you. No words or actions can ever be enough to erase the pain of racism, but we want you to know that we commit to listening to your voices and raising them up. We have the responsibility to educate ourselves, to amplify marginalized voices, and to be humble. It is one of our FM values to be experts, but we recognize that the work for social justice requires ongoing learning. Some members on the committee will never deeply understand the lived experience of people of color because we have not ourselves experienced it. However, we are committed to being a resource for others, ready to listen, ready to learn, and we invite all FM employees to join us in being a progressive department. The FM Diversity Team realizes that FM employees will have strong, complex, and varied feelings about today's message and recent local and national events. We are committed to learning and growing with you, and want to remind all our FM colleagues about the following resources:

- [Office of Ombuds](#): a voluntary, confidential, informal and impartial office, here to assist and support you.
- [Office of the Vice President for Diversity](#): training and educational resources on topics of anti-racism, updated daily.
- [Employee Assistance Program](#): offering on-site support for employees who may be struggling, including confidential mental health counseling and resources for financial, legal and other concerns.

If you have a need that is not met by the resources listed above, the FM Diversity Team welcomes feedback at Fac_diversity_team@colostate.edu.

Our call to action is to ask everyone to see what is going on around you and across our country. Never forget that part of learning is making mistakes. It is okay to admit that we are all coming from a place of limited perspective.

Sincerely,



Tom Satterly and the FM Diversity Team: Terry Adams, Zane Bamesberger, Erika Benti, Mark Breuer, Jamie Cardenas, Drew Douglas, Jasmine Hatten, Julia Innes, Jessica Kramer, Leon Major, Robert Sanchez, Jr., Matt Smith

<https://www.fm.colostate.edu/fmDaily>

fac_news@mail.colostate.edu