

FACILITIES MANAGEMENT

AT COLORADO STATE UNIVERSITY

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With the launch of the new year, the FM Diversity Team met to reflect on our purpose and vision for 2021 and beyond. We discussed the growth and prioritization of our goals, and voted to change our name to the FM Justice, Equity, Diversity and Inclusivity Team—or JEDI Team for short. We feel that this better encompasses the charge of our group and aligns with the CSU Principles of Community.

As our new name indicates, we work on efforts and initiatives around justice, equity, diversity, and inclusion for our department and across the CSU campuses. Of course, justice and inclusion do not happen overnight. Small and detailed actions lead to accomplishing larger goals, like constructing a building brick by brick or laying a foundation. We move forward gradually but deliberately because we know that “your focus determines your reality,” in the words of Qui-Gon Jinn (Star Wars Episode I: The Phantom Menace). As JEDIs, we want to make significant changes that benefit our FM community while recognizing that FM is made up of diverse groups with different work circumstances. To make those substantial changes, we have to commit to take the time to understand issues from varying perspectives, synthesize the feedback we receive, and develop resolutions that can integrate employee experiences with JEDI intent.

Since fall 2018 when we formed, we have advanced action items that focus on the Principles of Community; inclusive communications like improving access; and recruitment and retention of employees. Here is a little more info on our webpage: <https://www.fm.colostate.edu/diversity>.

We meet on the first Thursday of the month from 10:30-12:00. With the current COVID restrictions on group gatherings, we have been meeting virtually through Microsoft Teams. If you do not typically have access to a smart phone or computer with a mic, we can help facilitate access to technology through Computer Services, so you are able to join virtually. In between our meetings, we work individually or in small working groups to move identified initiatives forward.

Holly Ritzman from Central Receiving joined our committee in January, and we want to invite FM employees of any level to get involved and participate on this committee. If you feel a connection with the Force, please let your supervisor know of your interest, so they can help you get involved. If you have questions or would like to gather more information prior to attending a meeting, we are also happy to meet individually over the phone or on Teams.

May the Force be with you,

FM JEDI Team

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