

02
JUNE
2022

FACILITIES MANAGEMENT

AT COLORADO STATE UNIVERSITY

FM WEEKLY
COMMUNICATION

Issue 159

Creating Inclusive Excellence Certificate Program – Facilities Management Cohort

CSU Facilities Management is offering a Creating Inclusive Excellence Program (CIEP) specific to FM employees. To participate in the July cohort and earn a CIEP certificate, submit a paragraph that addresses your interest, previous experience with diversity training, and skills you would like to learn.

The program is 15 hours total, occurring on the following dates:

- July 11 9:00 to 3:00 p.m.
- July 12 9:00 to 3:00 p.m.
- July 13 1:30 to 4:30 p.m.

The goal of this CIEP FM Cohort is to encourage JEDI practices to influence the climate and culture of FM and CSU towards Inclusive Excellence. FM's mission follows the university's diversity and inclusivity strategic plan to create a campus where all members feel welcomed, valued, and affirmed and to enhance a multicultural competent and appreciative workforce. The CIEP FM Cohort seeks to develop awareness, knowledge, and skills around issues of diversity and inclusion at CSU.

The CIEP is a Certificate Program that consists of 6 core topics over three days, listed below, which explore topics such as Inclusive Excellence, bias and language, power structures in society, and tools to recognize and intervene in acts of oppression. Spanish translation is available for these sessions, if needed.

- [Diversity, Equity, and Inclusion Foundations \(CIEP 1\)](#)
- [Uncovering Bias \(CIEP 2\)](#)
- [Social Construction of Identity \(CIEP 3\)](#)
- [Understanding Oppression \(CIEP 4\)](#)
- [Microaggressions and Inclusive Language \(CIEP 5\)](#)
- [Tools for Bystander Intervention \(CIEP 6\)](#)

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How to apply

- Full-time FM State Classified and Administrative Professional employees who have been in their position for a year or more may apply to the CIEP cohort.
- Anyone at any level of their career in all of the FM sections and groups may apply.
- State Classified employees must have a satisfactory review of 2 or above. Administrative Professional employees must have a review of 3 or above.
- The application consists of submitting a few sentences that describe your interest in the cohort, prior experience with diversity training, and skills you would like to learn. Please include your name and FM section or group.
- Supervisor approval is required. This can be indicated through a signature on the application if returned in hard copy or through copying your supervisor on the application if submitted via email.
- Return applications in print to the HR/Personnel Office, room 114, in FM North or via email to Michelle.Tate@colostate.edu no later than **Wednesday, June 22, 2022**.

A selection committee, chaired by Michelle Tate, will choose FM employees to participate in the summer. FM's JEDI Team will also participate in this session for a total of 40 FM employees. We hope you will take advantage of this professional opportunity by submitting your application today.



Tom Satterly, P.E.
Associate Vice President for Facilities Management

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