

FACILITIES MANAGEMENT

AT COLORADO STATE UNIVERSITY

FM WEEKLY
COMMUNICATION

July 30, 2020

Issue 68

Good Morning Facilities Management Team,

I want to share some of the efforts we're making at Facilities Management (FM) to address racial justice and equity, both areas for continual improvement that in turn make us better—as unique persons, as fellow teammates, and as a greater CSU community. As your leader and teammate, I am committed to racial justice and equity for our employees. It is simply the right thing to do. We work to make progress on this front by committing to educate ourselves and our team and taking action. This has included creating a dedicated FM Diversity Team who identifies specific goals and actions FM can take, developing tools, sharing tips, and expanding inclusive communications.

The leaders of the FM sections and I are currently having related discussions during our weekly meetings. One of my leadership team members suggested setting aside time at each meeting to view an episode of a YouTube series with Emmanuel Acho titled, "Uncomfortable Conversations with a Black Man." We find this approach to be engaging, relevant, and effective. Due to the trust among our team, it occurs in a safe space allowing us to discuss sensitive and challenging topics, and to learn—both from the participants in each episode and from each other's experiences. Our discussions involve better defining the concept of white privilege, how this type of privilege has affected our lives and of others. This series prompted a better understanding of today's protests, including the cause and message of these protests. Some of my teammates gave specific examples of racism, either what they have experienced personally, or what they did to bring awareness to another who made a racist comment. Sharing never felt awkward. Comments were heartfelt and authentic. I am inspired by my teammates and their courage in sharing personal stories of how discrimination, whether racial, gender or ethnic, has affected their families over the decades. Their courage in sharing these difficult experiences requires them to be vulnerable; fortunately, our team is trusting of each other which in turn creates a safe space. I invite you to view the first episode at <https://www.youtube.com/watch?v=h8jUA7JBkF4>, and let me know your thoughts on this approach. I support and encourage each of you to participate in similar discussions, and to seek out opportunities to learn more. I welcome your suggestions on other approaches and creative ways to engage in respectful conversations with each other. It is only through open, honest conversations that we can grow and affect change.

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The above is just one example of FM's approach to improve our work environment for all in the CSU community. Others that demonstrate our commitment to racial justice and equity at FM are:

- Tailored educational presentations: Conducted recurring FM 3-hour training (Diversity/Inclusivity, Sexual Harassment, And Interpersonal Violence) in January 2020; Climate Survey presentation to FM Supervisors; FM Townhall (Update on Diversity efforts) in September 2019.
- Incorporating equity into daily practices: FM performance evaluations for Administrative Professional (AP) and State Classified (SC) employees now include the Principles of Community (POC). Diversity is part of the Interpersonal Skill Core Competency in the SC Performance Plan. Supervisors can establish goals around POC, and also include it under the Professional Development section of the plan. AP Performance Plans include POC as one of its Core Competencies as well.
- More diverse and inclusive hiring practices: Equal opportunity member for SC selections; assembling data on demographics during the planning process; expanding recruitment through wider and targeted advertisements.

Racial justice and equity require active consideration and diligence. We must pay attention to our own words, actions, and surroundings. We must be willing to personally invest in the careful and continued effort of understanding how these topics affect our team. I am proud of FM, of the compassion and the courage you display in talking about these important issues. Keep up this important work of caring for and listening to each other!

Thank you,



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