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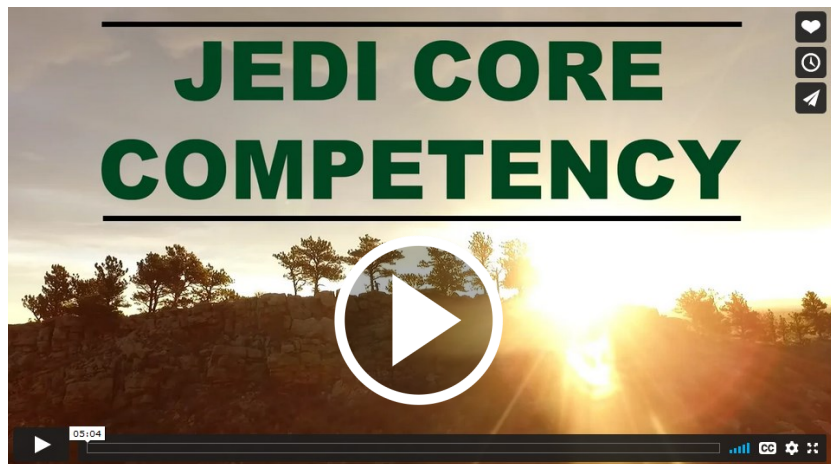
Greetings, FM Team.

By now you may have heard about the new JEDI (Justice, Equity, Diversity and Inclusivity) core competency that was incorporated into employee performance plans this last April 2021. Let me remind you of what it is:

“Values and supports differences in others, contributing to an inclusive work environment. Demonstrates behaviors and actions that promote JEDI in daily work habits, practices, processes, and operations. Demonstrates willingness to continue to learn about JEDI topics; attends related trainings. Consistently practices the Principles of Community in interactions with CSU community and customers.”

This JEDI Core Competency is five percent of your overall annual performance review. The objective of this competency is to initiate discussion on how we commit to behaviors and actions that promote, support, and demonstrate justice, equity, diversity, and inclusivity, including how we put the Principles of Community into practice. I see FM employees demonstrating their commitment to JEDI on construction sites and when performing essential operations, in team conversations, and during trainings. I am confident that there are many diverse ways to not only meet, but to exceed this core competency in relation to your unique positions.

Please begin to think about how you would like to approach this requirement in your work—or how you can continue to do so. Watch this 5-minute video to hear from fellow FM colleagues describing their experiences incorporating this into their daily job. This video is intended as an introduction to the many ways the JEDI core competency shows up within FM as we accomplish our different tasks. Attached is a tip sheet that offers additional examples of how FM employees across FM sections fulfill this expectation. Finally, there is an attachment with basic definitions of the terms Justice, Equity, Diversity, and Inclusivity in relation to what it means for our work at CSU.



Mid-year performance reviews will be conducted in October, which provides you an opportunity to discuss the JEDI Core Competency with your supervisors, and define what it might mean for you. During your annual performance review in spring 2022, you will be rated on the JEDI competency, along with your other core competencies. I hope these resources help guide that conversation.

In appreciation for all that you do,

A handwritten signature in blue ink that reads "Tom".

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

Video available with subtitles: English (<https://vimeo.com/601317197>) Spanish (<https://vimeo.com/609923954>)

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