

## FINANCE AND OPERATIONS

# DIVERSITY, EQUITY AND INCLUSION ACTION PLAN

## COMMITMENT TO DIVERSITY, EQUITY AND INCLUSION

Finance and Operations is committed to fostering advancement and respect for equity, diversity, and inclusion for all staff. We strive to create a climate that celebrates differences and lets individuality thrive. As part of this commitment, we actively value diversity in our workplace and learning environments as we seek to take advantage of the rich backgrounds and abilities of everyone. The diverse voices of our staff represent an invaluable resource for Finance and Operations in its efforts to fulfill its mission and strive to be an example of excellence in higher education.

## GUIDING PRINCIPLES

- Our division will continually seek ways to remove barriers that challenge us and stand in the way of our personal and professional growth.
- The contributions of all members of our workforce will be maximized and appreciated in a way that creates an even playing field for everyone to do their best work.
- We will be mindful of the potential impact of our actions and how it affects those around us to ensure consistency and patience as we learn.
- We will work hard to have real conversations about DE&I with honesty, integrity, and courage.
- We understand that incidents will still occur, but we must improve our institutional position in support of our diversity efforts and use those incidents as teachable moments that influence and drive awareness, sensitivity, and cultural change.



Finance and Operations  
Human Resources

## GOAL #1: INCREASE F&O CULTURAL VERSATILITY

*This goal is designed to establish a high-functioning workplace that embraces many different background and traditions represented in our community. The goal focuses on ensuring consistency in our communication of our shared challenges and responses to first impulse reactions. We want to identify and heighten our cultural awareness of DE&I sensitivities in the workplace and establish a greater understanding of all forms of oppression and inequities (e.g., racism, sexism, classism, etc.) that inhibit full workplace participation in our F&O organization and business units.*

- Strategy 1: Establish methods of capturing the employee experience and create a more inclusive cultural workplace.
- Strategy 2: Increase our DE&I aptitude, cultural versatility, and cultural awareness levels within the F&O organization.

## GOAL #2: ESTABLISH METRIC & GROWTH DRIVERS

*Create metrics that define the dimensions of DE&I and offer F&O data that reflects progress towards our DE&I mission and strategy. The goal is to uncover the disparity in our data and locate areas needing improvement and present to leadership for review. Targets will also reflect actionable items of how leadership/management can establish accountability in the development of a more inclusive workplace experience.*

- Strategy 1: Define internal data and highlight inequitable systemic inequalities in our organizational workforce targeting (pay, promotions, hiring practices, job opportunities etc.)
- Strategy 2: Work with leadership and directors to define measures that uncover inequitable data by business unit

## GOAL #3: SUSTAINMENT

*Cultivate efforts that support a growth model and positions F&O as an organizational leader in DE&I. Sustain efforts that promote the authentic employee experience where individuals feel seen, heard, and appreciated.*

- Strategy 1: Internalize/externalize our communications strategy that clearly reflect F&O commitment to DE&I
- Strategy 2: Execute a comprehensive program designed to provide advanced DE&I learning options and education that focuses on (learning/recognition/listening).

## GOAL #4: STRUCTURAL ALIGNMENT

*Implement a structure that supports the mission, values, policies, and inclusive practices that allow for easy pivoting and introduction of resources that reinforces the general university DE&I Plan. Establish methods that infuse accountability in our performance evaluations and enhance the understanding and meaning of DE&I stated in our universal competencies. Create overarching strategies that support the University of Iowa as a Destination University where all individuals feel appreciated and included.*

- Strategy 1: Operationalize the F&O DE&I plan and the universities DE&I integration efforts to ensure alignment and consistency in strategy.
- Strategy 2: Partner with DE&I leadership to incorporate best practice values into our organizational framework.



For more information contact:

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