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## Diversity Action Plan

1. Communication
  - a. Community Council
    - Focus Group will draft mission statement
    - Next step is to have a contest to name the council
  - b. Distribution of information on training opportunities
    - Website listing, posting and distributing flyers
    - Beth to emphasize training in working with Direct Reports
  - c. Create employee blog
2. Community Building/Recognition
  - a. Acknowledgement meeting 5/15
  - b. Retreat/service project in September-October
  - c. Ice cream social
  - d. YEC celebrations
3. Training
  - a. Must become part of annual review - professional development plan
  - b. Focus group will review Business Affairs' Professional Development Policy
    - Will recommend changes to Direct Reports if necessary
  - c. Each supervisor will have a professional development plan that includes supervisor training
  - d. Beth reviews professional development plans for all staff

## Determining Success

- a. Focus Group to finalize action plan May 31, 2006
- b. Community Council to be established 2<sup>nd</sup> quarter FY07  
*Mission statement draft completed September 2006*
- c. Focus Group reviews, revises if necessary and submitted to Direct Reports  
*Policy authorized and communicated to all staff 2<sup>nd</sup> quarter FY07*
- d. Retreat held in September 2006
- e. Focus Group defines employee blog sufficient to begin development of work order for Community Network creation during FY07