

Office of Human Resources – Diversity Action Plan

April 26, 2006
Version 1.0

		Action	Responsible Parties	Desired Outcomes	Status
Goal 1: Increase Diversity Awareness and Understanding	1.1	Staff members participate in additional diversity training beyond Diversity 101 (i.e. Diversity 102 and 103).	Individual Employee >> Manager/Supervisor	TBD	
	1.2	Staff members identify one activity per quarter that they will participate in or lead as a development opportunity to enhance and develop their understanding of diversity and its importance in their work environment (activity can be within our outside OHR).	Individual Employees >> Manager/Supervisor	TBD	
	1.3	Incorporate diversity-related goals and measurements in the OHR employee performance appraisal form.	Management Team >> All Department	TBD	
	<hr/>				
Goal 2: Create and Sustain a Healthy Work Environment	2.1	Continue to nurture a healthy and safe environment in which OHR employees can work and thrive by: 1) identifying ways to keep our current momentum in this area going and growing and 2) identifying ways to “take our temperature and assess our wellness” periodically.	Employee Team >> All Department	TBD	
	2.2	Revisit the OHR Teamwork Guidelines and identify: 1) how we will incorporate our commitment to valuing diversity into the guidelines and 2) ensure the guidelines are understood and incorporated into our interactions with each other and our customers as a way of being.	All Department	TBD	
	2.3	Identify ways that we can sustain and keep lines of communication, understanding, and appreciation open between the two office suites that comprise OHR.	Employee Team >> All Department	TBD	
	<hr/>				
Goal 3: Attract, Retain and Develop Top HR Talent	3.1	Identify and implement recruitment strategies to increase ethnic and racial diversity in the department.	Employee Team >> All Department	TBD	
	3.2	Develop and implement a template for new employee orientation within OHR; place an emphasis on the department’s commitment to enhancing and embracing our diversity and that of our customers.	Employee Team >> All Department	TBD	
	3.3	Identify and implement ways to increase recognition of department employees.	Employee Team >> Management Team	TBD	
	<hr/>				