

Finance and Administration Division Support of Diversity, Equity and Inclusion:

- All policies and procedures intentionally use non-gendered language.
- Employees are able to use a chosen name for email, student and employee ids and directory purposes.
- Benefits eligibility includes domestic partners and married same-sex couples.
- The Office of Diversity and Equity consults with Human Resources on requests for Reasonable Accommodations, where appropriate.
- Facilities Services in conjunction with other campus offices co-created the Multicultural Center.
- Facilities, in collaboration with other departments, added the LGBTQ+ lounge for an inclusive space for students
- Facilities Services - the doors in College Union are new for accessibility.
- Facilities Services works to create accessibility for individuals with disabilities by providing accessible entryways, bathrooms, improved sidewalks, braille signage, and audio-visual update in dormitories.
- Implemented over 70 All-Gender bathrooms.
- Implemented lactation rooms
- The Facilities Master Plan studied accessibility issues on campus.
- Campus Auxiliary Services awards Catering Grants for Multicultural student groups.
- Campus Auxiliary Services supports diversity through a myriad of programs that include cultural representation, allergens awareness and responses, religious observation and many others.
 - Some examples are:
 - Nabali - Kosher food station following all regulations of a parve kitchen and working with local grocer: Lipmans in Brighton
 - Dining operations use halal products in many stations
 - Supporting Ramadan
 - Offers multiple 'Clean Eats' stations with focus on avoiding the top 9 allergens, and labeling all stations with allergens for awareness
 - Offers vegetarian station and vegan stations
 - Works with campus groups to celebrate variety of events through food/menus

Advancing Diversity

- FA Staff members maintain membership on the President's Commission on Diversity and Community, Title IX Advisory, and the LIVES Advisory Board.
- Human Resources maintains an exit survey tool with targeted questions relative to diversity and equity. The format and process increased the response rate by 28% and provides data to Human Resources and campus leadership for further process and program enhancements.
- Human Resources completes a fair and equitable analysis and compensation review to all new and existing positions and facilitates the Pay Equity Study in collaboration with

the NYS Department of Civil Service for positions in the Classified Service. These processes are used to determine if employees are properly compensated, regardless of race or gender; and provide information for addressing wage disparities.

- The creation of the Internal Career Advancement policy supports a new path for underrepresented individuals to be promoted to higher level positions.
- Campus Auxiliary Services created and fosters the Three Values of CAS (Community, Acceptance, and Success)
- Campus Auxiliary Services holds meetings with student groups to incorporate awareness into services provided.
- Campus Auxiliary Services works with multiple student groups in supporting campus programming.
- Human Resources offers a Leadership Development program, with specific components on DEI.
- Human Resources in partnership with Institutional Research launched an employee opinion survey with questions related to diversity, equity, inclusion, and belonging.

Diversity in Employment

- Staff serve on the ProdiG team, which focuses on the recruitment of Underrepresented Minority (URM) faculty and women faculty in STEM (WSTEM).
- Departments regularly employ interns from the LIVES program, ArC of Livingston County, and Hilltop-Program. These programs provide people with intellectual and/or other developmental disabilities the opportunity to become more independent, as well as learn vocational and educational skills within an inclusive community.
- Campus Auxiliary Services and Facilities employ a significant number of students from a diverse population
- Facilities Service Pilot Program supports current employees training for career advancement opportunities to broaden the pool of eligible candidates for higher level positions.

Commitment to Diversity in Hiring Practices

- All prospective employees are required to demonstrate a commitment to the campus values of diversity and inclusion during the interview process.
- A commitment to diversity and inclusion is a required qualification for **all** positions.
- All campus job postings are circulated widely to attract a diverse applicant pool.
- All search committee members are trained on the recruitment and hiring process with portions on diversity and inclusion best practices and non-discrimination.
- Campus Auxiliary Services and Human Resources regularly attend job fairs to attract a diverse candidate pool.

Supplier Diversity

- The FA division and CAS utilizes Minority/Women owned Business Enterprises (MWBE), Disabled, and Veteran suppliers. Consistently exceeds the benchmark and guidelines for MWBE utilization provided by SUNY.

FA Diversity Training

- Multiple FA Staff have completed training in the Advancing Cultural Competency Certificate program, the Safe Zone training program, Equity Minded Search Practices and Mental Health First Aid.
- Along with Cabinet peers, the Vice President of Finance and Administration participated in the Advancing Cultural Competency (ACCC) training program
- Multiple FA Staff participated in the 21-day Racial Equity Challenge. Multiple FA Cabinet direct reports participated in the campus inaugural campus leadership training program, which included a major component on equity-minded leadership.
- CAS employee participated in the DIAL Leadership program
- F&A employees presented at the Diversity Summit and attended sessions
- CAS employees participated in mandatory training from the Chief Diversity Officer.