# Facilities Management Employee Council Meeting Minutes

Thursday, Aug. 19, 2021

Attendance: Christine Alencar, Randy Campbell, Joe Gitz, AJ Young, Keona Loving, Jon Bruneau

Special Guests: Emily Douglas (DEI)

## Agenda:

* Meeting with Emily Douglas, topic: Diversity, Equity and Inclusion

## Discussion:

* Sheet rock ceiling at AFC caved in with torrential rain.
* Diversity Committee in FM has been doing DEI work in FM for some time. Emily Douglas' position was created in June 2020 around the same time as the greater UVA DEI office (Kevin McDonald) being created. Kevin M. is collaborating with VA Governor's office to create state/government DEI plans.
* DEI Office pulling in all unit DEI plans to post on their website. DEI Office created framework for unit-level plan-building.
* EOCR (Employee Relations, HR) office and Jennifer Harmon: connecting with her to track complaints/reports in FM.
* DEI current projects:
  + Five DEI areas: access and success, climate and intergroup relations, education and training, infrastructure and investment, community and partnership.
  + Rewriting mission.
  + Exploring DEI training for FM. DEI central office new education director creating content.
  + Working to make trainings more accessible to everyone in FM. Language barriers, technology barriers. Testing translation ear buds and discussing how such resources could be leveraged.
  + Collaborating with tradeswomen to test [Dovetail trades clothing](https://dovetailworkwear.com/). Trades clothing/uniforms designed just for women (includes maternity trades clothing).
  + New approval for FM-issued cell phones for anyone in FM who wants one to carry out job duties.
* New Employee Assistance fund and Stuart Munson.
* [UVA Edge Program](https://edge.virginia.edu/).
* Diversity isn't more work, it's better work.
* Randy, idea: Funds for "corporate meal" will pay back through building community in workplace. Providing occasional meals (once per month) improves productivity.