

FINANCE

POINT OF CONTACT

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ACTION STEPS

- * Hold more community building events (such as retreats or potlucks) to provide opportunities for engagement and discuss topics specific to DEI.
- 📄 Communicate and encourage attendance of trainings/workshops offered by ODEI and other professional development trainings.
- * Communicate consistently across the whole division on our commitment to DEI.

1 2 3 4 5 6 7 8

SYSTEMIC ANALYSIS STEPS UTILIZED

PROCESS ■ ISSUES ■ ACTION STEPS ■ OUTCOMES

PROCESS

The Finance Division discussed the systemic analysis process and the unit is committed to the following process. This process is adaptable and may change as we further engage members of the division. a. Engage members of the Finance Division in listening sessions and survey (step 1). b. Review the Finance Division infrastructure, approaches, policies, processes, and the scope and content of the division's services (step 2). c. Evaluate structural diversity of staff and populations served (step 4). d. Evaluate the values reflected in the Finance Division vision/mission statement (step 6). e. Identify training needs and opportunities to create learning discussions Step 7). f. Create a process for accountability and assessment of inclusive excellence (step 8).

OUTCOMES

- * Foster a culture that provides for an inclusive work environment and community.
- 📄 Staff is trained and knowledgeable about DEI topics
- * Staff awareness of LMU's and Finance's commitment to DEI.

ISSUES IDENTIFIED

- A need to foster a space for community building that would create awareness, celebrate and recognize the diversity of staff and perspectives, and engage in active dialogue with each other. This need is particularly heightened as many of the staff are in a hybrid work modality and opportunities to engage are more limited than in the past when everyone was in-person together.
- More opportunity in professional development and trainings in general to the employee's specific area and specifically around DEI workshops/trainings.
- A collective tone at the top across the division as there may be disparity within the units about how individual departments engage on the topics of DEI with the staff.

NEXT STEPS

- A survey was administered at the end of Spring 2023 that gauged areas of strength as well as areas for improvement related to DEI (step 1).
- The structural diversity as well as perceptions of structural diversity were also examined (step 4).
- Next, policies will be reviewed.

SYSTEMIC ANALYSIS STEPS: QUICK REFERENCE

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|---|--------------------------------------|
| 1. Listen to your team and constituents | 5. Analyze strategic partnerships |
| 2. Review infrastructure and policy statement | 6. Evaluate vision/mission statement |
| 3. Review scope and content of programs | 7. Identify training needs |
| 4. Evaluate structural diversity (data) | 8. Accountability and Assessment |

LEGEND FOR PRESIDENT'S COMMITMENTS

- 📄 Hiring
- * Culture and Climate
- 📄 Education