



Navigating the Changing Inclusion Landscape

APPA Institute for Facilities Management
June 2024



Credit(s) earned on completion of this course will be reported to American Institute of Architects (AIA) Continuing Education Session (CES) for AIA members.



Certificates of Completion for both AIA members and non-AIA members are available upon request.

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Questions to specific materials, methods or services will be addressed at the conclusion of this presentation.



Course Description:

This course is designed to provide you with tools, resources, and knowledge to effectively navigate the changing inclusion landscape actively impacting higher education.

Learning Objectives

1. **Understand** *the reality of your state and institution.*
2. **Shift** *your focus to what language is appropriate to use to advance inclusion work.*
3. **Learn** *how to keep inclusion efforts steady in the face of uncertainty.*
4. **Utilize** *shared resources to build community.*





APPA Statement of Commitment to DEI

APPA is committed to the intentional and ongoing pursuit of a welcoming environment where diversity of thought and perspective is highly valued, free from barriers, and seeks to correct conditions of disadvantage.

To fully represent the people and places of the educational communities we serve, APPA will empower its members through the provision of its resources and services in a fair and impartial manner.

Our strength stems from the dedication, experiences, unique attributes, and talents of every member.

Approved February 2022



Learning Objective 1

Understand *the reality of your state and institution.*



The world we're in today...



Updated May 24, 2024.

We are tracking **85** bills in **28** states and the U.S. Congress. Since 2023,

85

have been
introduced.

14

have final
legislative approval.

14

have become
law.

49

have been tabled,
failed to pass, or vetoed.

What Would the Legislation Restrict?



DEI Offices & Staff

Alabama, Arizona, Congress,
Florida, Iowa, Missouri, Ohio, Texas,
Utah Wyoming

Mandatory DEI Training

Alabama, Arizona, Congress,
Florida, Iowa, Louisiana, Missouri,
North Carolina, North Dakota, Ohio,
Pennsylvania, Tennessee, Texas,
Utah

Diversity Statements

Arizona, Congress, Florida, Idaho,
Indiana, Iowa, Kansas, Louisiana,
Missouri, North Carolina, North
Dakota, Ohio, Texas, Utah

Identity-Based Preferences for Hiring and Admissions

Alabama, Arizona, Congress,
Florida, Iowa, Louisiana, Ohio,
Texas, Utah, Wyoming



Learning Objective 2

Shift *focus to what can still be done to advance inclusion work.*

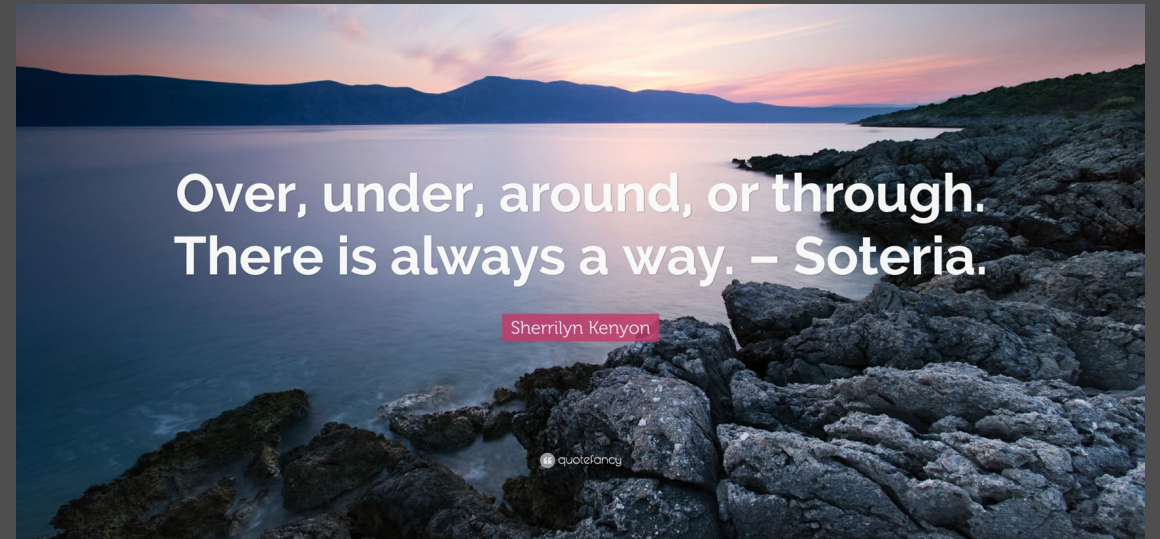


WELLNESS TIP

**Shift your focus
from what you
can't control to
how you will
respond. That's
where the
power is.**

PLANOLY

WELLNESS TIP

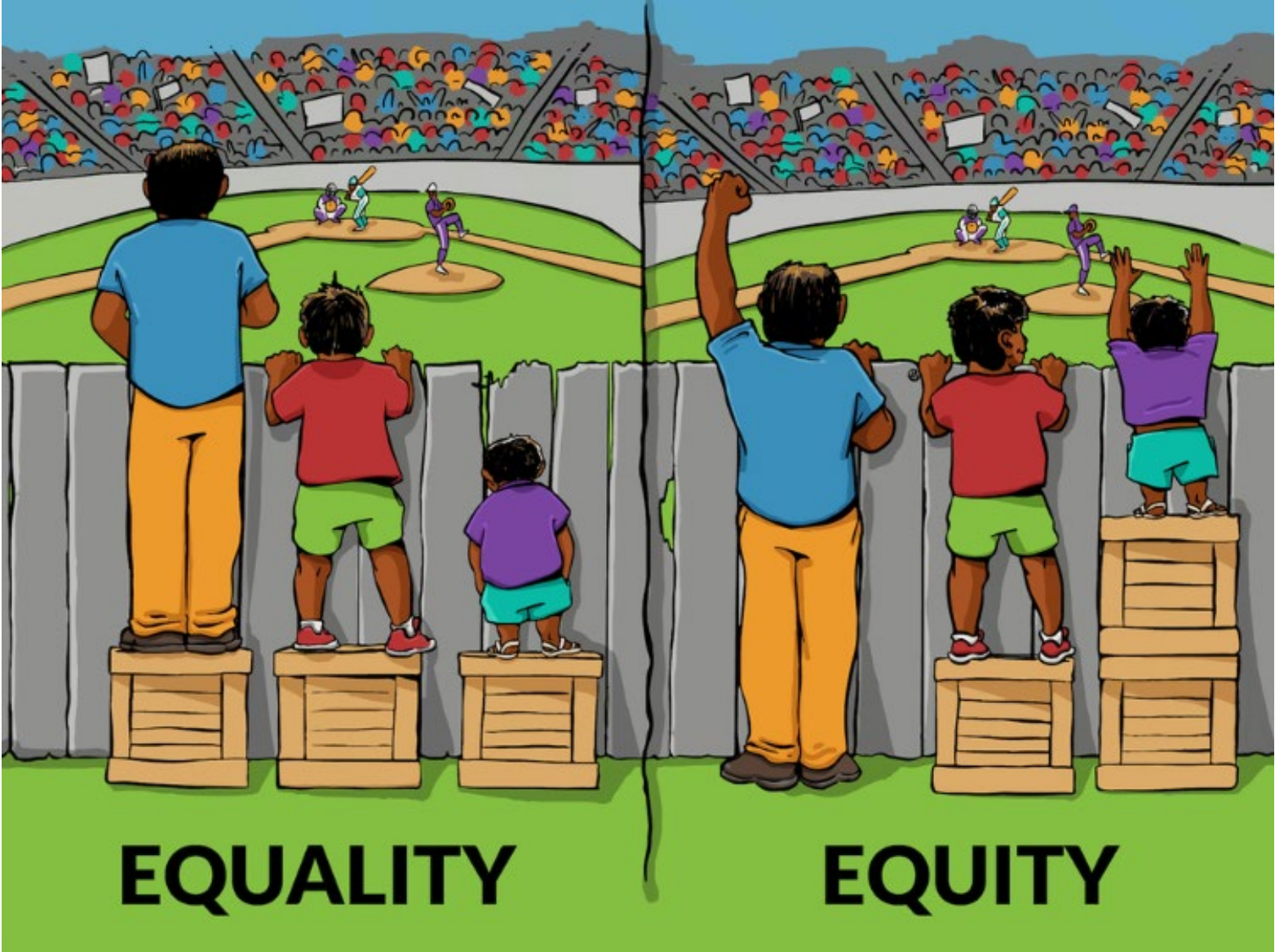


Moving to Equitable Outcomes

Rooted in the principle of fairness and achieving equality.

Recognizes that people start from different positions or face different barriers.

Seeks to address these disparities to ensure everyone has a fair chance to succeed and enjoy positive outcomes.



EQUALITY

EQUITY

Managing With Humanity



Communication



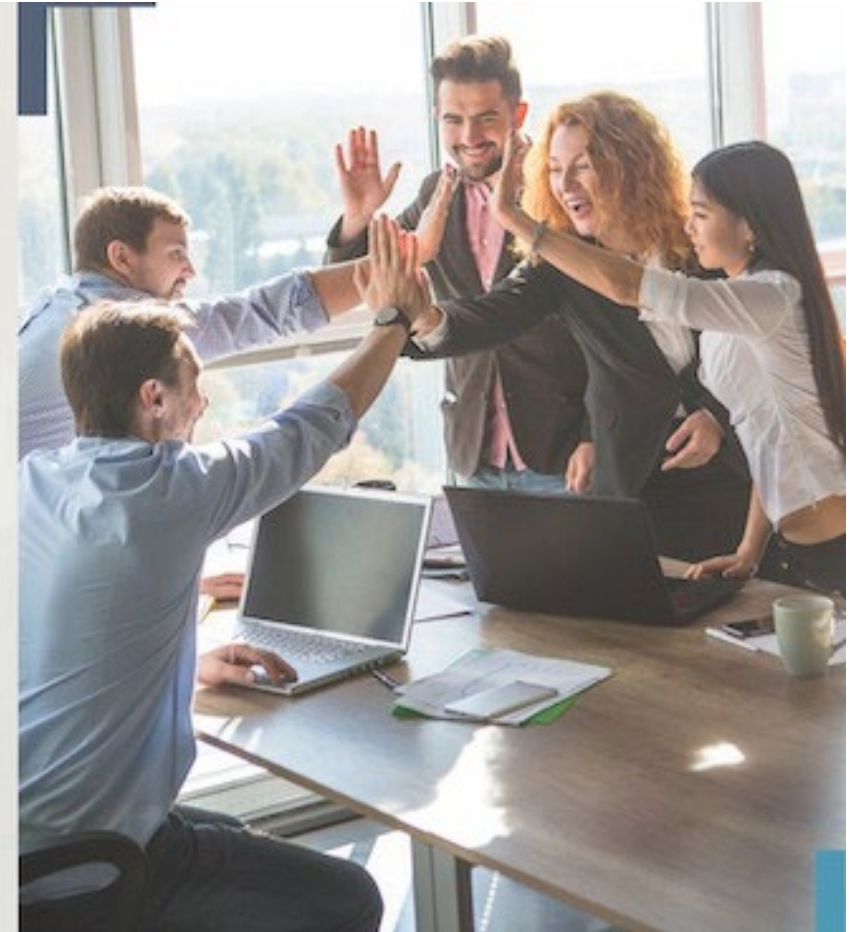
Respect

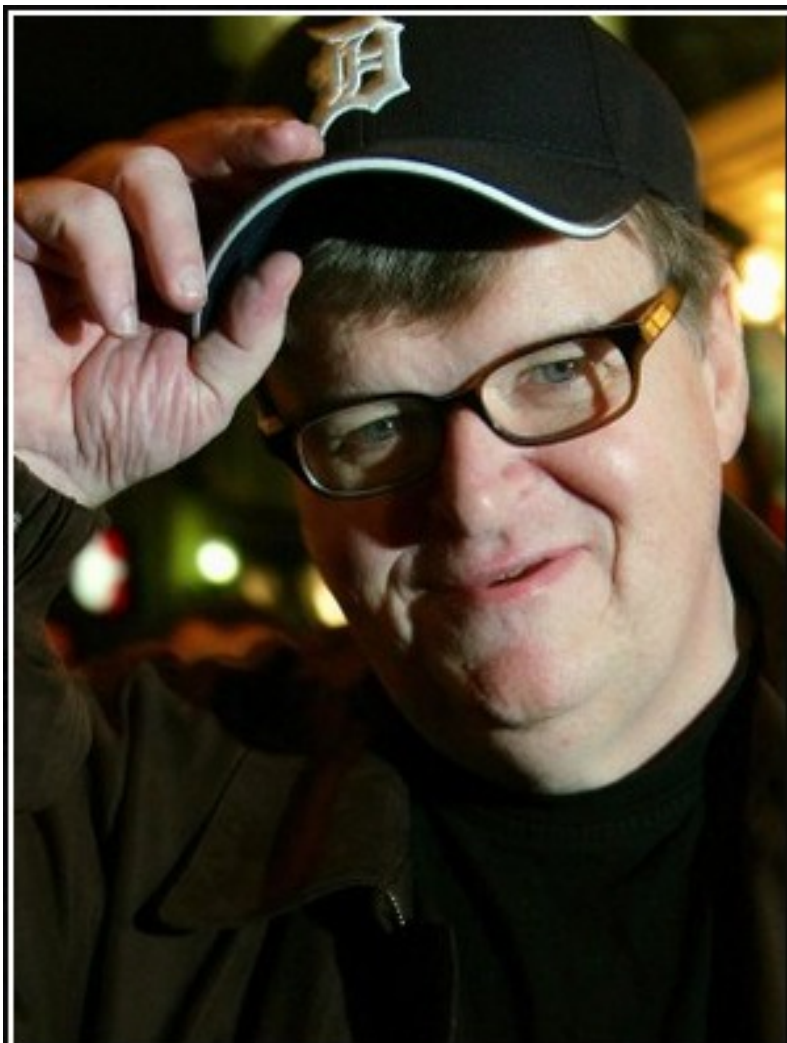


Empathy



Willing Attitude





The highest courage is to dare to be yourself in the face of adversity. Choosing right over wrong, ethic over convenience, and truth over popularity... these are choices that measure your life. Travel the path of integrity without looking back, for there is never a wrong time to do the right thing.

— *Michael Moore* —

AZ QUOTES



Learning
Objective 3

How to keep inclusion efforts steady in the face of uncertainty.





*Commitment is defined by both
our decisions and our actions.*

MARTAWILSON.COM

Ensuring Leadership Commitment

**Seek to meet people
where they are rather
than insisting that
they be where you
want them to be.**

HOLD STEADY

- Lean on experts to cut through the noise
- Promote equity by de-biasing practices
- Strengthen authenticity and belonging through your leaders.



It's about
the Long
Game





Learning
Objective 4

Utilize *shared resources to build community.*



FROM THIN WORDS TO THICK ACTION:

**DIVERSITY,
EQUITY
&
INCLUSION**

THOUGHT LEADERS SERIES 2022



APPA 2022 Thought Leaders Report: *From Thin Words to Thick Actions*

The **2022** Thought Leaders Report, *From Thin Words to Thick Action: Diversity, Equity & Inclusion*, focuses on today's demands for truly inclusive institutions, and that diversity, equity, and inclusion (DEI) are rooted in the deepest-held values of higher education: excellence, integrity, respect, responsibility, and community.

Yes, DEI benefits the institution by increasing innovation, boosting productivity, and preparing students for a global economy. A classroom of students from diverse backgrounds with a variety of life experiences is an electric environment, snapping with energy and ideas.

But DEI isn't a priority because someone ran a cost-benefit analysis and diversity came out with a higher ROI. We value diversity, equity, and inclusion because it is the right thing to do.

Member Cost is \$0

Published Summer 2022

From Thin Words to Thick Action: Diversity, Equity and Inclusion

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FACILITIES MANAGEMENT

DIVERSITY, EQUITY, AND INCLUSION

SUPPORTING THE FM MISSION AND VISION WITH A FOCUS ON OUR PEOPLE, CULTURE AND COMMUNITY



Welcome to UVA Facilities Management Diversity, Equity, and Inclusion (FM DEI). Our program focuses on:

- People - Facilities Management employees and community members
- Culture - Our workplace values
- Community - Our neighbors outside of FM that we partner and collaborate with

University of Virginia

<https://diversity.fm.virginia.edu/>

Project Name	Status	Partners
Mental Health Awareness	Current/Ongoing	UVA FM Occupational Health & Safety, UVA Faculty & Employee Assistance Program (FEAP)
FM Inclusive Excellence (in general)	Ongoing	FM IE Page
FM Employee Resource Group - Tradeswomen	Ongoing	Led by FM Plumber, Ryan McCarthy
Appreciation Event (IE/DEI)	Ongoing	Led by FM Event Team representatives
FM Language Program	Ongoing	Speak! Language Center, UVA Center for American English Language & Culture (CAELC)
Promotion Working Group (IE)	Current	Representatives from across the SVPO (Senior Vice President of Operations), HR Business Partners, UVA Office for Equal Opportunity and Civil Rights (EOCR)
Accessibility App	Current/Ongoing	SVPO IE Committee
Snack Drawer	Current	FM CFO, Ryan McCarthy (FM Plumber, Newcomb Zone), UVA Community Food Pantry



Questions, ideas, or feedback for the team on past, current, and future JEDI Team initiatives?

Please

email Fac_diversity_team@colostate.edu to share your thoughts.

2024 current efforts include:

- **JEDI BREAK** – connecting with FM employees on how to make JEDI goals & initiatives relevant to FM, have conversations about JEDI topics, receive feedback on what we're doing well and what we can work to improve (more info below).
- **FACILITIES FRIENDS** – a collaboration between the JEDI Team and the [FM Engagement & Recognition Committee](#) that welcomes new employees to FM (more info below).
- **JEDI RESOURCE LIBRARY** – see the “resources” section of this page for all the details.
- **UNDERSTANDING, PREVENTING, AND SUPPORTING AROUND MICROAGGRESSIONS** – Training for FM, facilitated by Naomi Nishi, Assistant Dean of Diversity, Equity, and Inclusion for CVMBS –
- **VETERANS DAY LUNCH & LEARN** – November 2024 – Featuring a conversation with FM employees who were in the U.S. military before FM.
- **JEDI AUDIT** – The JEDI Team worked with a third-party consultant on an audit for our department, Facilities Management. The purpose was to (1) Evaluate successes and areas for improvements in implementing 2018 Division of University Operations established diversity goals. (2) Establish a current baseline assessment to provide to the incoming AVP of FM. (3) The baseline benchmark allows FM to review JEDI objectives and initiatives without bias. (4) Develop data-driven plan with relevant and tangible goals for FM for the next three to five years. (5) Assess department rating for Multicultural Organizational Development (MCO) model.



COLORADO STATE UNIVERSITY

FACILITIES MANAGEMENT

The IU Capital Planning & Facilities Diversity and Advocacy Team (CPF DAT) is in the middle of a redesign due to changes in organizational structure and leadership.

Resources and information are available upon request.

Please contact cpfcares@indiana.edu or seldrake@iu.edu.



In conclusion...



“All too often we think of racial justice or equity as something we do in response to social unrest or unease—something we do to stay in compliance...”

“We rarely see DEI as a constitutive value, as a critical measure of whether we are succeeding as a university.”

Source: Dr. Eddie Glaude, Jr

Contact Information:

Jamie K. Gayer

PHR, SHRM-CP

Senior HR Director

Indiana University

Tel: 812-856-0716

jkgayer@iu.edu

[LinkedIn](#) – Jamie Gayer



This concludes The American
+ Institute of Architects Continuing +
• ◦ Education Systems Course • ◦