

FA 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 and directory purposes.
- Benefits eligibility includes domestic partners and married same-sex couples.
- Human Resources consults with the Office of Diversity and Equity on all requests for Reasonable Accommodations.
- Facilities Services in conjunction with other campus offices, recently identified options for more multicultural space for students and expects to have a campus progress update by the end of the summer.
- Facilities Services - doors in College Union are currently being evaluated for improved accessibility
- Facilities Services ensures accessibility for individuals with disabilities by providing accessible entryways, bathrooms, improved sidewalks, braille signage, and an audio-visual update in dormitories.
- Recent implementation of 74 All-Gender bathrooms.
- Implementation of lactation rooms is planned for the Milne and Sturges redesign.
- Facilities Master Plan scheduled for 2021-2022 will assess/study 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 observance 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
 - Providing Halal products within dining operations
 - Supporting Ramadan with meals to go
 - Offer several concepts which focus on Clean Labels - avoiding the top 9 allergens
 - Offer a vegetarian station and a vegan station
 - Work 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 Committee, and the LIVES Advisory Board.
- Human Resources developed a new exit survey tool with targeted questions relative to diversity and equity. The new 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 [Seven Values of CAS](#) (We Embrace Diversity)
- Campus Auxiliary Services held meetings with student groups such as (Alliance for Community Enrichment (ACE) to incorporate awareness into services provided
- Campus Auxiliary Services works with student groups in supporting campus programming. An example would be offering menu items during Pride month to promote LGBTQ+ awareness.

- Human Resources has developed a Leadership Development program, with specific components on DEI.

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).
- Human Resources hosts interns from the [LIVES](#) program. The LIVES Program (Learning Independence, Vocational, and Educational Skills) is a four-year transition program located on the campus of the State University of New York College at Geneseo. The LIVES Program provides students 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 employs individuals in a partnership with the Arc of Livingston-Wyoming.
- Campus Auxiliary Services has a strong record of being one of the largest employers of diverse students on our campus.
- Facilities Services has employed diverse students for summer employment in the past and plans to do so post-covid.
- Facilities Services regularly employs diverse students for Grounds-Spring Cleanup.
- Facilities Services contracts employees through LIVES and the Hilltop-Program for people with disabilities.
- 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 is working with the Livingston County Chamber of Commerce / Education Alliance to offer opportunities for employment, for example the High School to the World of Work program.
- Campus Auxiliary Services and Human Resources regularly attend job fairs targeted to diverse individuals.

Supplier Diversity

- The FA division utilizes Minority/Women owned Business Enterprises (MWBE), Disabled, and Veterans suppliers. This includes food and related products, INSERT SIMILAR CATEGORIES HERE.
- Attendance at NYS Small Business Matchmaking event for the GLOW with a focus on MWBE, V, D businesses.
- Facilities Services contracts employees through the Hilltop-Program for people with disabilities.
- On a New York state fiscal year basis Campus Auxiliary Services had a 41 percent MWBE utilization rate, which is the third highest among SUNY Auxiliary Service Association (SASA) members and is particularly notable due to constraints caused by the pandemic.

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 with targeted completion to occur during summer 2021.
- Multiple FA Staff participated in the 2020 event, the 21-day Racial Equity Challenge.
- 3 FA Cabinet direct reports participated in the campus inaugural campus leadership training program, which included a major component on equity-minded leadership.