

# Inclusive Excellence Strategic Plan -

## Finance and Auxiliary Enterprises Division

As an integral part of Gonzaga University's framework, the Finance and Auxiliary Enterprises Division acknowledges the essential role of nurturing an atmosphere of inclusivity, equity, and diversity throughout our institution. We are committed to advancing the goals set forth in the Office of Inclusive Excellence Strategic Plan. Our commitment to inclusive excellence extends beyond mere acknowledgment; it manifests in actionable steps within the Division's diverse disciplines aimed at creating a campus culture where every member feels valued, a sense of belonging, respected, and empowered. To this end, the Division has created the following divisional objectives that align with and support the Office of Inclusive Excellence Strategic Plan.

Responsible Party – Joe Smith, CFO

Planning Lead – Suzie Mize, AVP Auxiliary Enterprises

Planning Team -Nathan Albano – GUEST, Jack Guth – Auxiliary Enterprises (AE), Deena Presnell – Controller's Office, Elysa Doss-Reichert – AE, Madison Seiple – Purchasing

### Planning Process Summary

- Idea generation activities - Our planning team reviewed the OIE Strategic plan in detail and from there evaluated departmental duties, processes, and desired outcomes to begin brainstorming on areas and functions that we could reimagine for positive impact and support of the overarching OIE Strategic Plan.
- Summary of engagement activities – Our planning team conducted bi-weekly meetings January through May 2024. During these meetings we brainstormed and created a plan that focuses on our disciplines where we felt we can make a positive impact.

### Objectives:

Supporting Priority #1 – Recruit, retain, foster the success of a diverse community

1. Conduct stay interviews with an intentional focus on inclusion and belonging.
  - a. To be conducted with all staff on a yearly basis.
  - b. Key Results: - Increase job satisfaction for team members within the Finance Division
  - c. Detailed actions planned: Additional detailed actions will be developed by our implementation team
    - i. Work with OIE to train all supervisors on how to conduct stay interviews with annual refresher sessions
  - d. Group Accountable: Leadership & Implementation Team
  - e. Associated IE Tactic(s) Action(s): Detailed tactics and actions will be developed by our leadership and implementation team

## Supporting Priority #2 – Nurture an inclusive campus climate and intergroup relationships

1. Ensure representation by the Division on the following committees & opportunities:
  - a. Disability Awareness & Access committee, and Inclusive Excellence Leadership Academy
  - b. Key Results: Greater Connectedness to peers, students, faculty, and staff.
  - c. Detailed action planned. Appoint one member of the Division to serve on the Disability Awareness & Access Committee. Ensure that 1 to 2 members of the Division each year is nominated to attend the Excellence & Leadership Academy each year.
  - d. Group/Persons accountable: Leadership & Implementation Team
  - e. Associated IE Tactic(s) Action(s): Detailed tactics and actions will be developed by our leadership and implementation team
  
2. Create clear path to institutional resources, ensuring all team members have the necessary information to report challenges with climate concerns and biases.
  - a. Key Actions: To increase staff awareness of support and resources available to them and reporting of issues in the climate to be addressed.
  - b. Detailed Actions Planned:
    - 1 Inform members about the GU OIE BIAS Team and the Reporting form.  
Provide training from OIE on the BIAS Team.
  - c. Group/Person Accountable: Leadership & Implementation Team
  - d. Associated IE Tactic(s) Action(s): Detailed tactics and actions will be developed by our leadership and implementation team

## Supporting Priority 3- Promote inclusive teaching scholarship & service

1. Provide staff with various incentives (funds for diversity conferences, professional development, awards/recognition) to pursue diversity, equity, inclusion, belonging, and social justice activities.
  - a. Key Results: increase staff involvement in advancing diversity, equity, inclusion and belonging.
  - b. Detailed action planned:
    - i. Provide \$ each year to staff for DEI professional development.
  - c. Group/Persons accountable: Leadership – implementation team
  - d. Resources needed: Funding
  - e. Associated IE Tactic(s) Action(s): Detailed tactics and actions will be developed by our leadership and implementation team

## Supporting Priority 4 – Build capacity through education, training and development.

1. Identify and schedule annual training and or involvement opportunities for Division staff focused on DEI & SJ as a part of the annual development plan cycle.

2. Create opportunities to engage with vendor partner teams in workshops and trainings to foster a sense of belonging and inclusivity drawing upon global partner knowledge of DEI & SJ works.
  - a. Key Results: Increase division staff cultural competency.
  - b. Detailed actions planned: All staff will take the Intercultural Development Inventory (IDI) and create development plans. The division will develop language working with OIE to include in performance meetings and stay interviews. Ensure annual DEI training for all staff (i.e. internally or externally with consultants and/or vendors).
  - c. Group/Persons accountable: Leadership & Implementation Team
  - d. Resources Needed: Funding for external training
  - e. Associated IE Tactic(s) Action(s): Detailed tactics and actions will be developed by our leadership and implementation team

Supporting Priority 5 – Strengthen and deepen community relationships and partnerships

1. Encourage participation in and recognition of efforts to engage in community-based programs and advisory committees focused on advancement of inclusive excellence to strengthen bonds and outreach into our greater Spokane and WA State communities.
  - a. Key Results: Increase staff participation and engagement with the local community.
  - b. Detailed Action Planned: Share community opportunities with staff during staff meetings. Encourage staff to sign up for the OIE’s Diversity Digest newsletter which lists community events and programs on a monthly basis.
  - c. Group/Persons responsible: Leadership & Implementation Team
  - d. Associated IE Tactic(s) Action(s): Detailed tactics and actions will be developed by our leadership and implementation team
  
2. Develop a set of recommendations and objectives that create a more inclusive and equitable procurement ecosystem with a focus on sourcing/fulfillment from minority and underrepresented business owners.
  - a. Key Results: Increase GU’s utilization of underrepresented and minority businesses.
  - b. Detailed Actions Planned: Develop a process or guidelines for including minority and underrepresented businesses.
  - c. Groups/Persons responsible. Purchasing
  - d. Resources Needed – none needed at this time
  - e. Associated IE Tactic(s) Action(s): Detailed tactics and actions will be developed by our leadership and purchasing team

Supporting Priority #6 - Develop university infrastructure to assess, report and ensure accountability

1. Create a Finance and Auxiliary Services Division Inclusive Excellence Strategic Plan committee with the responsibility of coordinating, monitoring, and reporting activities and accomplishments of the Finance and Auxiliary Services Division specific Inclusive Excellence Strategic Plan.
  - a. Key Results: Improved monitoring, and coordination, and implementation of the Division IE Strategic Plan.
  - b. Detailed Actions Planned: Assemble the committee by fall 2024 and develop a committee charge. Determine the meeting schedule and reporting steps.
  - f. c. Group/Persons Responsible: Leadership & Implementation Team
  - d. Associated IE Tactic(s) Action(s): Detailed tactics and actions will be developed by our leadership and implementation team