

## OMF Diversity Committee Action Items for 2012

	<b>Action Item</b>	<b>Goal it Meets</b>	<b>Estimated Date of Completion</b>
1	Monitor percentage of OMF employees who have signed workplace expectations on harassment and discrimination, completed 2.2 training, and attended City-sponsored diversity training.	OMF Affirmative Action Plan – Training  OMF Strategic Plan	On-going
2	Monitor percentage of OMF managers who have attended City-sponsored diversity training and Rule 2.2 training.	OMF Affirmative Action Plan – Training  OMF Strategic Plan	On-going
3	Pilot social and cultural opportunities for OMF employees to build cross-bureau relationships, increase team work, and celebrate cultural diversity. Activities would be on employee's own time. Potential ideas include: <ul style="list-style-type: none"> <li>• Meet together for lunch at nearby food carts.</li> <li>• Organize an OMF team in a local recreational league like bowling, kickball, or soccer.</li> <li>• Attend a free movie or concert in the park together after work.</li> </ul>	OMF Affirmative Action Plan – Employee Retention	On-going
4	Coordinate with the new Office of Equity and Human Rights.	Citywide Diversity Strategic Initiative	On-going
5	Coordinate two OMF-wide employee training events in 2012, begin planning for training in 2013.	OMF Affirmative Action Plan – Training  OMF Strategic Plan	Spring 2012
6	Review and update content for the OMF Diversity web page.	OMF Diversity Development Plan – Service Delivery	Summer 2012
7	Pilot a coffee hour for new OMF employees (hired July-Sept 2012).	OMF Affirmative Action Plan – Employee Retention	Fall 2012
8	Recommend to the OMF Leadership Team that an OMF employee survey be conducted in preparation for the next OMF Diversity Plan to identify organizational strengths, opportunities for growth, potential training topics, etc.	Citywide Diversity Strategic Initiative – Assessment	Fall/Winter 2012