

Diversity Development OMF Cross-Functional Team

Quarterly Status Report March 2013

Team Sponsor(s)	Team Lead	Date of Last Report	Date of this Report
Thomas Lannom Jane Braaten	Abby Coppock	December 2012	March 2013
Project Purpose	The OMF Diversity Development Committee helps ensure that the culture and workplaces of OMF embrace diversity and OMF employees have the tools available to practice inclusivity.		
Goals and Deliverables	<p>The OMF Diversity Committee's draft action items for 2013 include:</p> <ul style="list-style-type: none"> ▪ Pilot social and cultural opportunities for OMF employees to build cross-bureau relationships, increase team work, and celebrate cultural diversity (On-going). ▪ Coordinate with the new Office of Equity and Human Rights (On-going). ▪ Have all diversity reps attend all modules for BHR cultural competency training (On-going). ▪ Coordinate two OMF-wide employee training events in Spring 2013 and begin planning for training in Fall 2013 (Spring 2013). ▪ Pilot a coffee hour for new OMF employees (Spring and Fall 2013). 		
Project timeline	Ongoing.		
Team members	Financial Services - Peter Scherer Human Resources - Christopher Parra BIBS CityFleet – Kim Epling BIBS Facilities – Shoshanah Oppenheim BIBS P&D - Matthew Spitulski BIBS Procurement - Theresa Green BIBS Risk – Viki Bisby Revenue Bureau – Lauren Wolf Technology Services - Penelope Luedtke Business Operations - Abby Coppock (Chair) Enterprise Business Solution - Jen Clodius		
Other changes	Kim Epling became the new member from BIBS CityFleet, replacing Dan Smith. Shoshanah Oppenheim became the new member from BIBS Facilities, replacing Danielle Brooks. Lauren Wolf became the new member from Revenue, replacing Kita Xayachack.		
Current Status	<p>The first new OMF employee welcome event took place in early April 2013. About 50 new OMF employees were invited (those hired from July 2012 – present) and 27 employees attended. Each OMF diversity rep worked with their bureau to provide resources and answers to commonly asked questions at an informal tabling event. Anecdotal feedback from employees has all been positive.</p> <p>The topic selected for the spring 2013 training series is equity. The OMF Diversity Committee and Chair have been working with the Office of Equity on the training format and content. A pilot training is taking place April 23 and the OMF, BTS, and Revenue Bureau Diversity Committees, in addition to the Citywide Equity Committee representatives from OMF and the Training Manager from BHR and several managers are all invited to participate. Based on feedback from the initial pilot, the training is scheduled for the larger OMF organization for May 2, 8 and 13.</p>		

	<p>The OMF Diversity Committee drafted the attached action items for 2013. These actions are very similar to the 2012 action items, with the addition of all committee members attending the BHR cultural competency training series. It is requested that the Extended Leadership Team approve these draft action items.</p>
Next Step	<p>The committee will be advertising the upcoming equity training in May to all OMF employees. This is the same training offered three times. The committee decided to move the training series to the fall in 2013 to align better with workload and busy seasons for OMF groups that can conflict with holding the trainings in the spring. The next welcome event for new OMF employees will be offered again in the fall to ensure a critical mass of participants. The committee will begin to transition to the OMF Equity Committee, pending direction from the Office of Equity and Human Rights.</p>