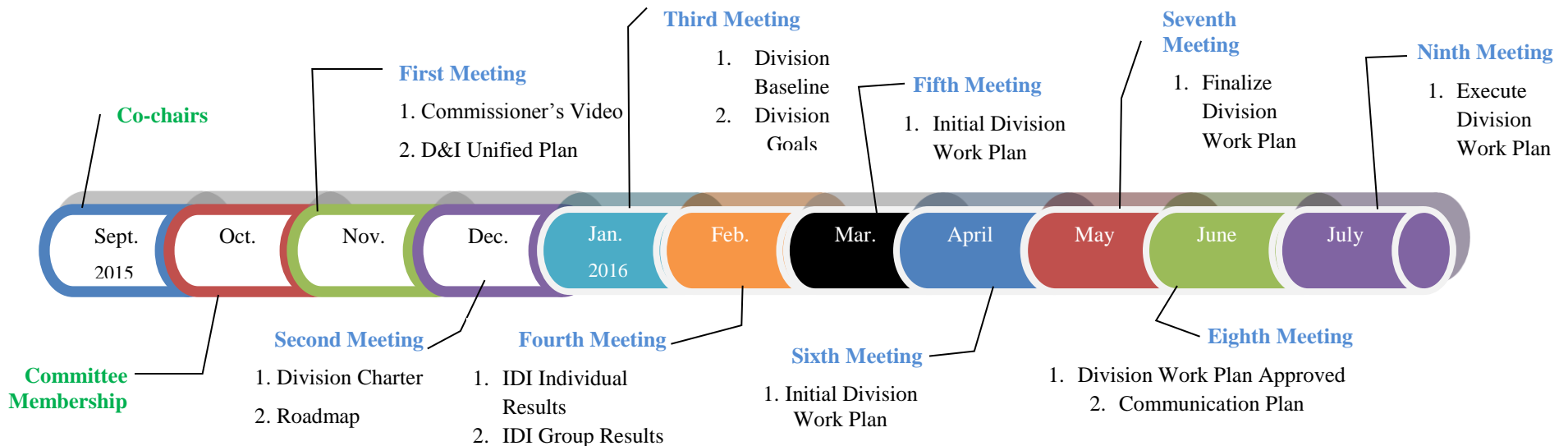


Division Diversity & Inclusion Committee

Road Map: 2015 - 2016

Purpose

- Build internal division capacity to ensure MnDOT integrate its core value of diversity and inclusion
- Promote personal work around cultural competency
- Establish baseline and gather input from within the division regarding what is currently in place and what is needed to foster a diverse and inclusive work environment
- Develop a local and fully supported division work plan that is aligned to the D&I Unified Plan
- Execute the division work plan and seek support from the D&I Unit
- Continue to seek and implement innovative ways to continuously improve D&I efforts and plans



Activities / Training	Checklist for Co-Chairs
<ul style="list-style-type: none"> • Take the IDI (Intercultural Development Inventory) • IDI Assessment and Group Results • See the Difference: Building Cultural Competency • Unconscious Bias in Every Day Work Settings • Unconscious Bias in Interviewing & Selection Process • Respectful Workplace Refresher • Supervising for a Respectful Workplace 	<ul style="list-style-type: none"> • Establish division committee members that reflect the diversity of the division • Develop charter around purpose, responsibility, communication, individual committee member's D&I developmental growth, schedule, and how to honor differing points of view, etc. • Ensure all offices within the division have the opportunity to view and discuss the D&I video from the Commissioner • Provide resources, leadership and time; promote D&I innovation; align the division's work plan with MnDOT's D&I Unified Plan • Use D&I In-Reach Coordinator as a resource to plan, innovate, and execute
<p>Note:</p> <ol style="list-style-type: none"> 1) Each division work plan will be revised and approved annually in June to ensure it is aligned with the MnDOT's D&I Unified Plan. 2) Committee members will initially have either a two-year or three-year term. Half the committee will end their term on June 2017 and the other half will end their term on June 2018 to ensure continuity on the committee; during transition, only half of the committee members will be new. 	