

## We Value Our Employees!



*Nothing beats the ANR community.*

### Development Opportunities

- Approved 180 new positions, including supervisory roles and higher-level professional positions
- Implicit Bias training provided for all managers, and supervisors
- Hiring Committee Best Practices training provided for search committees
- Collaborated with workgroups to develop growth opportunities

### Compensation

- Coming Soon: 2022 Policy Covered Staff Market Adjustment Program
- Reinstated 4<sup>th</sup> year of Cooperative Extension equity adjustments (2021)
- Coordinated ANR Employee Recognition events

### Employee and Organizational Wellness

- Increased promotion of wellness and self-care across ANR (town halls, meetings, email)
- Increased Wellness support; Weekly Wellness newsletters
- Under Recruitment: Director of Diversity, Equity, Inclusion & Belonging
- Coming Soon: Ombuds Services

## We Engage and Include Our Employees!



*Berry happy to hear your thoughts.*

### Outreach and Listening Opportunities

- Supported the establishment of Staff Assembly Council
- Sponsored Diversity, Equity & Inclusion (DEI) Alliance engagement
- Established Diversity, Equity & Inclusion (DEI) Advisory Council
- Provided support and budget for Employee Resource Groups
- Launched the ANR Customer Service Survey

### Events and Activities

- Leadership engagement in monthly DEI sessions
- Supported and organized cultural monthly events
- Facilitated quarterly conversations with senior leadership
- Held ANR Strategic Plan engagement sessions
- Convened monthly ANR Town Hall Meetings and issued ANR Update newsletters
- Continuing engagement with Staff and Academic Assembly