



# UNIVERSITY of WASHINGTON

## FY2024 Operating Budget Development Narrative Prompts

### 209 - UW Human Resources

#### Programmatic & Academic Vitality Narratives

- 1) Please briefly summarize your unit's/campus's strategic plan and how your FY24 operating budget proposal (as submitted in Workday Adaptive Planning) connects to your campus/unit strategic plan. *Word Limit: 500*

In FY24, UWHR's strategic areas of focus align with institutional priorities:

- **The stabilization of Workday governance and sustainment model:** As a key business owner for the HCM module, UWHR is partnering closely with UW-IT to ensure the governance model shifts to allowing the business owner greater connection to and influence over the tool used to complete HR business processes. With the ISC Benefits specialist team (8 FTE) reintegrated into UWHR Benefits as of March 16, 2023, our FY24 operating budget will be inclusive of our focused effort on Benefits team stabilization, process improvement and delivering enhanced customer service.
- **Continued impact on Diversity Blueprint Goals 1 and 4:** UWHR is dedicated to a future where all staff are valued, and inclusive and equitable practices are embedded in the culture of who we are as an employer. Our department provides resources, tools and training to support staff, hiring managers, HR administrators and leaders across the institution. UWHR supports our clients by delivering enterprise-wide policy, training, and data-driven solutions that will help increase workforce diversity, foster a welcoming and inclusive workplace, and establish accountability through data-driven metrics and strategies. Our operating budget includes three dedicated DEI staff provided through Provost Reinvestment Funds that have allowed us to bring additional resources and expertise to the UW community. In addition, our operating budget now includes funding for Campus Recruitment to execute a strategy to attract and build more diverse candidate pools with access to recruiting tools like the Direct Employers, a diversity recruiting network and LinkedIn recruiter tools.
- **Maintaining productive and positive relationship with union partners:** Labor Relations is constantly balancing competing interests and navigating complex legal and political environments. Guided by the responsibility to uphold the integrity and financial viability of the University and doing right by our employees, the team fosters long-term and productive working relationships with labor unions. We anticipate union demands for significant salary increases will be an ongoing theme along with work stoppages and new unionization efforts—all of which create significant workload spikes across UWHR in order to assess and respond. Our FY24 operating budget includes the two Labor Relations FTE granted in FY23 which have been critical to sustaining union relationships, fulfilling intensive bargaining schedules and supporting managers of contract covered employees.
- **Enhancing the UW employee experience:** Continued focus on recruitment and retention remains critical as UW continues to see smaller applicant pools, and within the hospital system ongoing turnover concerns. Funding provided in FY23 allowed us to stabilize the Campus Recruitment and Compensation teams through retention efforts and by adding 5 FTE as well as expand access to career development and employee engagement activities through the BIPOC Staff Development Program, the POD Scholarship fund and The Whole U's wellness offerings customized to the department level.



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- 2) Building on the responses your campus/unit submitted during the FY23 annual review cycle ([posted here](#)), how has your unit/campus integrated the themes and goals of [the 2022 – 2026 UW Diversity Blueprint](#) into your campus's/unit's ongoing work to take actions towards access, inclusion, and equity? *Word Limit: 750*

UWHR is dedicated to a future where all staff are valued, and inclusive and equitable practices are embedded in the culture of who we are as an employer. In alignment with the 2022 – 2026 Diversity Blueprint and UWHR's own strategic priorities, our department provides resources, tools and training to support staff, hiring managers, HR administrators and leaders across the institution.

Many of UWHR's teams contribute to this work:

- The UWHR DEI team provides best practice expertise across campus through coaching and training, engaging with DEI leads and networks across the institution, developing HR-related tools and resources to help advance DEI efforts, evaluating demographic data, and helping to amplify the voices and experiences of BIPOC staff.
- Professional & Organizational Development (POD) offers over twenty diversity-related courses dedicated in whole or in part to deepening the understanding and cultivating an inclusive and equitable workplace and develops and manages the BIPOC Staff Development Program. POD also maintains the Consulting Alliance to bring outside expertise to consult on DEI and other organizational development efforts.
- The HRIS team provides access to data and develops reporting tools that serve as the foundation on the Staff Diversity Profile.
- HR Policy & Workforce Strategy is charged with ensuring HR policies are reviewed for bias and equity.
- UWHR's employee engagement teams, The Whole U, The Combined Fund Drive and WorkLife, enhance belonging by providing events and activities that celebrate diversity and increase understanding of DEI-related concerns.
- UWHR's Diversity Committee brings ongoing DEI education to our own department.
- The HR Community of Practice creates a safe space for HR practitioners from across campus to collaborate on DEI-related efforts and advocate for best practice.

The following is a snapshot of current and upcoming DEI-related efforts linked to the Diversity Blueprint.

#### GOAL 1: CULTIVATE AN ACCESSIBLE, INCLUSIVE AND EQUITABLE CLIMATE

##### To benefit managers

- Events and resources for supporting neurodiversity in the workplace (collaboration with WorkLife and Disability Services Office).

##### To benefit HR administrators

- HR Community of Practice meetings dedicated to discussing diversity-related HR topics and informing best practice. Also, includes a standing committee dedicated to HR diversity matters.

##### To benefit the UW community

- Launching a 12-month effort, we are reviewing all UWHR policies from both a work/life and DEI lens, utilizing rubrics to evaluate the policies as part of ongoing maintenance.
- Additional DEI offerings through POD: Beyond Checking a Box: An Introduction to Intersectionality; Reimagining Racial Inclusion.



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- The Whole U continues to grow the UW Discount Network by inviting minority and women-owned businesses to participate.
- The Whole U produces three or more free events or articles per quarter that celebrate cultural diversity or are specific to deepening understanding of how racial disparities impact our society.

##### **To benefit UWHR**

- UWHR's Diversity Committee continues to conduct department-level pulse survey, lunch-and-learns and other activities.
- The Equity & Inclusion HR working group launches this September and to bring together UWHR leaders and practitioners to serve as a sounding board and incubator for policy, practice and program enhancements through a DEI lens.

#### **GOAL 4: ATTRACT AND RETAIN DIVERSE STAFF**

##### **To benefit leaders**

- UWHR's DEI team continues to meet with organization leaders to share department-level Staff Demographic Profile reports that now includes a longitudinal analysis.
- Support leaders seeking to offer recruitment and retention incentives.

##### **To benefit hiring managers**

- Continue to offer expanded visibility of job postings through Direct Employers to ensure job postings reach veteran and BIPOC job boards and forums.
- Ongoing effort to improve process and stabilize service levels during time of increased hiring demands.
- In-person outreach at community job fairs.

##### **To benefit job applicants**

- Implementation of changes to the Equal Pay Opportunities Act requiring that the starting wage range be posted for UW job openings.

##### **To benefit current staff**

- Host the BIPOC Staff Development Program designed to foster community, advance professional development and increase engagement and retention of BIPOC staff.
- Intentionally bringing forward equity, diversity and inclusion related articles, panels and giving opportunities through the UW Combined Fund Drive.
- Pilot new caregiving supports to support UW's working families.