



Diversity and Human Resources

FY 2018 Toward New Destinations Diversity Goals for HR:

HIRING: *(Year 2 of ongoing initiative)* Cultivate successful partnerships with identified organizations; implementation of tool for translating military occupational specialty codes; development of a process map and designated audit points for the search process; pilot of tool to write more inclusive position descriptions; an increase in the number of postings sent to organizations for advertising; an increase in the number of applicants from these populations; an increase in hires made from these populations.

INTERGENERATIONAL PROGRAM: *(Year 2 of ongoing initiative)* Using feedback and lessons learned from last year's pilot programs, programs will focus more on understanding the business case for hiring and retaining millennials, reviewing workforce trends both nationally and at Cornell, and identifying specific actions that HR professionals should take in order to ensure they are creating a welcoming workplace environment for millennials.

DISABILITY PROGRAMS: *(Year 2 of ongoing initiative)* Using data from last year's survey, we will design a training program for all HR staff focused on understanding invisible disabilities and creating a more welcoming workplace. Additionally, we will develop and implement a set of standard procedures to be followed for all division-wide or large meetings within HR to proactively ensure we are creating an inclusive environment for individuals with disabilities.

The HR community plays an important role in supporting a culture of inclusion in our workplace and at Cornell, which enables each and every one of us to flourish.

More information at
hr.cornell.edu/hr-diversity-council



HR Diversity Council