



August 28, 2015

To: Vice Chancellor for Finance and Administration, Darrell Bazzell

From: VCFA EID Council

Re: Internal Communications Project Endorsement

Please accept this memo as a formal endorsement of the Internal Communications project. The VCFA EID Council has reviewed the Final Report and Recommendations dated June 2014, and fully supports implementation of the team's suggestions.

During the recent Engagement, Inclusion and Diversity (EID) Initiative sponsored Campus Conversations, Council members participated in and facilitated numerous table discussions regarding engagement, inclusion, and diversity. While a variety of topics were covered, a consistent theme ran throughout: the need for improved communication to employees. Many participants, particularly those in second and third-shift positions, cited the lack of communication as a source of frustration and disenfranchisement. We believe this is a major barrier in implementing a successful EID culture at UW-Madison.

In many ways, open, thoughtful communication by an employer has everything to do with creating a workplace that supports inclusion, engagement, and diversity. Regular, meaningful communication from the employer about issues and news that impact the individual can help generate the respect and sense of belonging that are keys to inclusion. When delivered in a variety of formats, as recommended by the Internal Communications team, these efforts also demonstrate support for a diverse workforce.

To be engaged, to find pride and personal meaning in their work, employees must feel valued by their employer. We believe that improved communication with employees is critical to improving current perceptions regarding employee value, and will strengthen engagement among UW-Madison faculty and staff.