

Question	Answer(s)
<p>With the level of inflation at its highest in 39 years, is there any possibility that UC will consider July 1 across the board increases vs. the usual merit program for staff? Many are acutely feeling the pinch of substantial increases in consumable and transportation costs.</p>	<p>This topic has been in discussion with the University leadership system</p>
<p>What is the expected timeline for the rest of us getting these recommended implementation steps to improve DEI in recruitments? We are all very busy in recruitment efforts literally right NOW. It is great that the Council is giving serious consideration to this issue.</p>	<p>We are already implementing several initiatives for integrating DEI in our recruiting efforts. This includes "blinding" details on resumes, training to avoid bias on selection committees, ensuring diverse committees, and more. Our HR folks continue to improve these processes as we move forward. Recommendations from the DEI Council will help us with that.</p>
<p>Thanks. I've seen those for Academic recruitments, but for staff I'm not seeing the same things being implemented, at least so far (blinding of information, etc).</p>	<p>We are working through finalizing recommendations as quickly as possible. We will get feedback next week and hope to finalize shortly after for leadership consideration. Leadership, HR, and Council are working hard to ensure that we are developing thoughtful steps that reach the desired outcomes. When we move too quickly, we can inadvertently create more barriers. Feel free to reach out to discuss more after the townhall.</p>