University Information Technology supports the University of Rochester’s commitment to diversity and inclusion through its URValued initiative. As Vice President for IT and Chief Information Officer David E. Lewis states, “In University IT, we want to inspire team members to embrace each person’s unique set of talents and skills as we work together to create opportunities for world-class collaborations involving information technology.”

University IT’s URValued program builds diversity and inclusion into the organization’s culture by encouraging people to bring their whole selves to work, by developing staff, and by building community.

URValued provides opportunities for employees to showcase their diverse skills, talents, and passions at work. Recently, seven staff members shared their passion for acting, screen writing, and video production by creating a video that celebrates their colleagues’ accomplishments.

Employees are encouraged to take an active role in their professional development by participating in informal brownbag sessions, formal training, and other events. These sessions are led by University IT employees or other University partners, such as Human Resource Development and Strong EAP, to provide a broad range of learning experiences. More than 200 employees have attended at least one of the 65 sessions offered thus far.

University IT demonstrates its commitment to the greater Rochester community by volunteering with the United Way, organizing food and clothing drives, and donating computers to local nonprofits. Employees have also participated in a charity bike ride for the past three years in honor of a colleague’s family.

Involvement in these and other events, such as the Chase Corporate Challenge, University IT’s annual History Hunt, which is organized in collaboration with Rare Books and Special Collections, as well as a book fair and a springtime plant exchange, strengthens relationships and fosters team spirit.

At its core, URValued sustains University IT’s commitment to diversity and inclusion through the dedication and efforts of its employees.

www.rochester.edu/it/diversity/