

2.3.

- 1.2. Develop divisional traditions such as beginning and end of the semester gatherings, new staff meet and greets, spirit Fridays, and affinity groups.
- 1.3. Create opportunities for staff to interact outside of their units including taskforces, committee work, or social gatherings.
- 1.4. Train staff members on how to welcome students into our spaces, have intentional conversations, and create a sense of belonging.
2. Promote Staff Health and Wellbeing at all levels of the division.
 - 2.1. Create specific and appropriate options for staff work arrangements for flexible scheduling and hybrid work.
 - 2.2. Provide opportunities for staff to engage in personal learning around all tenets of wellbeing such as physical health, mental health, financial wellness, goal setting, spirituality, stress management, values clarification etc.
3. Create training for staff to increase skill development and address skill gaps.
 - 3.1. Provide progressive training, yearly training, and on demand training to increase skills and knowledge of best practices and to address skill gaps and emerging trends.
 - 3.2. Increase attendance at training or conferences on topics such as leadership, career development, financial literacy, interpersonal communication, emotional intelligence, assessment/techseM onferences on gere mlls