

Human Resources, Diversity and Inclusion (HRDI) Strategic Plan
Strategic Direction (Goal) 5 Highlights

Strategic Direction (Goal) 5: Collaborative Partnerships: Pursue strategic collaborations with University partners to strengthen diversity and inclusion and scale University initiatives.

A. Objectives to Achieve the Goal:

1. Unite campus partners around initiatives to positively impact compositional diversity and an inclusive climate in support of University Strategic Plan.
2. Collaborate with University partners to develop or revise key initiatives, policies, and procedures.

B. Measurements/benchmarks that prove the goal was accomplished:

1. Unite campus partners around initiatives to positively impact compositional diversity and an inclusive climate in support of University Strategic Plan.
 - A. Worked with selected committees to complete all year two deliverables for the strategies related to Goal 3 of the University Strategic Plan
 - Work in Q4 will be reported in June. HSI Inventory Survey was launched to divisions in May. Information on this survey will assist in gathering information about employee engagements on campus. Meeting with all co-chairs and key implementers will be set for July to review year two items and review strategies for year three.
 - B. Create a plan to conduct campus climate surveys that includes a campus communication campaign
 - During this fiscal year the committee has discussed the scope of the climate survey which shifted due to the BSU Town hall meeting and the information gained from students/faculty/staff. There is a list of potential vendors for the committee to review as we continue to move forward with the climate survey. It was determined that we should conduct a road show in order to gain the buy-in needed for the survey to be a success. The group also looked at the possibility of conducting diversity mapping. The committee has developed a recommendation document that will be shared with strategy leaders.
 - Developed the Campus Climate Team to revise our campus protocols on how the campus responds to bias and bias-related incidents. The revised protocol will be submitted to President Virjee's cabinet members. This will help our campus be streamline their response to campus incidents.
 - C. Establish cross-divisional taskforces to develop guidelines for marginalized populations
 - Engaged Veteran's Resource Center to explore initiatives targeting veteran employees to include guidance for the recruitment process and engagement. Diversity Inclusion and Equity Programs intern conducted research for content to be included in a guide for supporting Veterans and Individuals with Disabilities in the CSUF workforce and broader community in January 2020. Next steps will be to solicit taskforce members from related campus offices and FSAs to develop content into guidelines. Will begin work in late May for summer taskforce work.
 - D. Collaborate with Faculty Development Center (FDC) and Academic Affairs to examine workload assignment practices impacting faculty from underrepresented groups
 - The review of information regarding the effectiveness of implemented process during the prior hiring cycle is pending. Process has been placed on hold as a result of COVID-19.

2. Collaborate with University partners to develop or revise key initiatives, policies, and procedures.
 - A. Collaborate with Faculty Senate D&I committee to close UPS equity gaps identified by AY 2018- 2019 cohort of Faculty Diversity and Inclusion Fellows
 - Academic senate and the DEI committee drafted a new University Policy Statement (UPS) to incorporate additional equity practices throughout the entire search process by including more opportunities for intervention and accountability from the deans, departments, and HRDI. A revised UPS 210.001 went before academic senate in the final marathon meeting of the academic year. Senate executives will resume review of the document over the summer and will provide their feedback to the committees in the new academic year.
 - B. Collaborate with UPD and Information Technology to complete the HRDI business continuity plan.
 - Completed the first stage to support the development of HRDI's business continuity plan. The first stage of the plan identified the business impact analysis and the maximum acceptable down time for each. On 8/29 the COO met with UPD's Sue Fisher to review progress thus far. The COVID-19 situation put the HRDI plan in action.
 - HRDI identified employees that were essential to the payroll operation and developed a rotating schedule for these employees to work in office and telecommute. All remaining HRDI employees including some students were able to work from home using VPN, Dropbox, Zoom and Microsoft Teams. Payroll was also able to utilize an email process for student timesheet approvals and implemented a plan to verify I-9's for employees remotely by using Zoom.
 - The HRDI business continuity plan document will be reviewed by HRDI leadership team in June.
 - C. Engage President's Commission on Equity and Inclusion (PCEI) as thought partners around the university strategic plan implementation of strategies
 - The chairs of the initiative met to discuss group composition; it was determined the majority of the work has been allocated to key implementers of the campus strategic plan. Will continue this work through the strategic plan.
 - D. Explore options to create assessment to address faculty pay equity
 - Plans and processes have been established and implemented with both faculty and staff employees. Currently on hold due to COVID-19 will pick-up research once the capacity of the team becomes more available.
 - E. Establish a taskforce to examine the feasibility of incorporating an equity advocate on tenure and tenure track faculty searches – also included in goal 2 objective 3.
 - This work is part of the campus strategic plan. The key implementers for that work are continuing to explore the equity advocate model with the assistance of an advisory committee. The advisory committee is working on creating a recommendation proposal, with a completion date anticipated for the end of this quarter.
 - F. Review and suggest revisions to campus directive 8 (university policy around violence in the workplace) and the policy around animals on campus
 - Developed with campus partners the draft Workplace Violence Directive and Program, which was reviewed at the cabinet level. Developed an implementation plan for rolling out the new Directive 8 with revisions due to remote learning. Directive and program finalized; implementation on hold due to COVID-19.
 - G. Review and assess current campus practices concerning after-hour access to campus labs and studios
 - Risk Management met with the associate deans from ECS, COTA and NSM to discuss current procedures and ways to implement improvements for after-hour access to campus labs and studios. Developing policies and procedures work will continue into the next year.

