



Human Resources,
Diversity and Inclusion

Strategic Plan

2018-2023

Vision

The vision of the Human Resources, Diversity and Inclusion (HRDI) Division is to empower the CSUF community through excellent and innovative service.

Mission

HRDI's mission is to deliver valuable services to create an environment where a diverse community thrives.

Values

- People, first, contributing to a community of belonging;
- Inclusion, embracing and welcoming diversity;
- Integrity, with the aim of honesty and trustworthiness in all interactions;
- Diligence, with careful and consistent effort;
- Innovation, introducing original and creative thinking; and
- Collaboration, creating better solutions together than we could alone.

2018-2023 Strategic Plan



Strategic Direction/Goal 1 Employee Engagement: Develop and support programs and activities that foster a diverse and inclusive community and increase employee engagement.

Objectives:

1. Engage employees by celebrating their accomplishments and building community.
2. Develop and implement initiatives to support holistic employee physical and financial health and wellness.
3. Create leadership and professional development programs to further recruitment and retention of a high quality and diverse faculty and staff.
4. Support GI 2025 and student success.



Strategic Direction/Goal 2 Leveraging Technology: Pilot and adopt technology solutions to improve customer experience and service delivery.

Objectives:

1. If selected as an early adaptor to the CHRS Project, complete all implementation strategies.
2. Implement technology solutions to streamline processes and seamlessly integrate services.
3. Broaden HRDI services to include self-service options.



Strategic Direction/Goal 3 Data-based Decision Making: Use employment and customer service data to inform operational and strategic decision making.

Objectives:

1. Enhance various data reports to empower decentralized decision-making around human resource functions to increase employee recruitment and retention.
2. Employ workflow analysis methods to assess HRDI productivity and implement operating standards.
3. Assess the HRDI customer experience and implement benchmarks for increased satisfaction.
4. Develop strategies around divisional resource needs and budget stabilization.



Strategic Direction/Goal 4 Proactive Communication: Improve and streamline communication between HRDI and University stakeholders to model transparency and best practice.

Objectives:

1. Update and enhance the HRDI website to increase engagement and accessibility as a one-stop shop for HRDI services.
2. Communicate critical guidelines and processes for HRDI functions.



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

Objectives:

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