

Human Resources, Diversity and Inclusion (HRDI) Strategic Plan *Strategic Direction (Goal) 1 Highlights*

Strategic Direction (Goal) 1: Employee Engagement

Develop and support programs and activities that foster a diverse and inclusive community and increase employee engagement.

A. Objectives to Achieve the Goal:

1. Engage employees by celebrating their accomplishments and building an inclusive 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 GI2025 and student success

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

1. Engage employees by celebrating their accomplishments and building an inclusive community.
 - A. Increased capacity of the Faculty and Staff Associations (FSA) by collaborating to provide ongoing, consistent engagement activities. Hosted inaugural FSA events, Welcome Back reception in fall 2018 and a networking event in spring 2019. Developed protocol for establishing new FSAs which led to two new associations on campus – Veterans FSA and Undocumented and Ally FSA.
 - B. Created new programs and enhanced existing employee engagement and recognition opportunities.
 - Vice President engaged with campus employees by achieving the goal to visit all employees on campus in their work areas.
 - HRDI hosted a successful University Awards Program (988 attendees) and 491 employees were honored for their years of service. A new component this year was building the new Titan Excellence Awards and Titan Recognition Week into the program allowing for a week of employee recognition activities. While some events were more successful than others, we saw employee engagement and appreciation throughout the week.
 - C. Build and support annual programs that enhance a sense of belonging and community and develop deep and meaningful CSUF presence throughout the region.
 - Hosted a MLK recognition celebration and activities that included a day of service project.
 - Invited the campus community for a free family style lunch to promote diversity and community building. Guests of the Titan community were encouraged to Reach Higher and across difference by learning more about someone new. The “What Brings Us Together Luncheon” exceeded registration expectations of the anticipated 400 guests, approximately 510 were in attendance. A few testimonials received:
 - *“I really liked making personal connections with staff members that I wouldn’t have the chance to interact with on a normal day.”*
 - *“I am thankful to work on a campus that that appreciates the faculty and staff members.”*

- *"I liked meeting new people from various parts of the campus and why they strive to reach higher each day."*
 - Cross-divisional collaboration and planning led to a successful Bring a Child to Work Day on April 25 that aligned with the National day. 175 employees participated with a count of 232 children who visited our campus to participate the day of activities. Participants that responded to the event survey shared that they feel valued on campus and said that their children 'can't wait to be a Titan one day.
 - *"As an employee, this allowed me to see colleagues with their children, converse in shared experiences, see another side of who we all are and what we bring when we show up here at CSUF. It makes me proud that the University would make this possible."*
 - *"My son wants to be a Titan!"*
 - *"This was my daughter's first time on a college campus. She told me at the end of the day that she wants to work at a college too when she grows up!"*
 - *"I walked away with a greater sense of community and pride."*
 - D. Worked with campus partners to assess campus climate that will provide information to improve retention.
 - In consultation with Ryan Gottfredson, surveyed CSUF employees in summer 2018 to assess the workplace and to help leadership understand the state and the workplace environment of CSUF. Survey outcomes will also help to make more informed decisions and take more strategic action for improving our employees' work experience. Knowing that employees' work environment shapes the quality and productivity of their efforts, the results of this survey will allow campus leaders to know how and where to improve the work experience to better accomplish CSUF's mission and goals of better serving CSUF students and the local community. Individual meetings were held with Cabinet members and Deans to discuss the findings for their respective areas and identify opportunities in which HRDI can partner to help improve retention and make CSUF a great place to work.
2. Develop and implement initiatives to support holistic employee physical and financial health and wellness.
- A. Increased employee utilization of the Employee Assistance Program (EAP) and actively promoted the program during New Employee Orientation, Benefits Orientations, and during one-on-one meetings with employees. HRDI will continue the work to educate our employees and work with our campus partners to promote the program and the resources available.
 - B. Promoted and established new wellness events and programs to include:
 - Offering a successful Weight Watchers program on our campus.
 - Hosting a first ever Healthy Campus Week, September 24-28. The weeklong schedule of 19 events brought awareness to healthier choices. The event was promoted campuswide to faculty, staff and students.
 - Partnered with Kaiser Permanente to offer a flu shot clinic in October.
 - C. Increased financial awareness opportunities for our employees.
 - In partnership with SchoolsFirst, established a program to help our employees buy homes, assist with homebuyer affordability and other opportunities to increase financial awareness. A website URL and promotional materials were developed.
 - HRDI partnered with Fidelity offering 10 monthly 1:1 sessions for private consultation,

as speaker for the campus Communications week in April 2019. Both sessions focused on job interview attire and personal branding.

- D. Created and onboarded a new Academic Diversity Officer position that focuses on recruiting a diverse and culturally competent tenure and tenure track faculty.