

DIVISION OF INFORMATION TECHNOLOGY  
**3 Pillars of Inclusive Excellence**

WORKING TOWARDS DIVISION-WIDE EXCELLENCE

**INCLUSIVE EXCELLENCE**

- Continue to offer DEI resources for inclusive language, gender decoder, and more
- Make progress towards eliminating the gender gap
- Maintain division-wide transparency
- Continue to advance ubiquitous communication within IT and across the University

**PROFESSIONAL DEVELOPMENT**

- Mandate cultural competency training
- Host diversity workshops
- Encourage staff to attend campus DEI workshops

**ASSESSMENT FOR THE FUTURE**

- Climate Survey on assessment within the division
  - Identify and implement engagement strategies
- Inclusive Customer Service Survey
- Utilize DEI Rubric for all recruitments

SPEAKER SERIES ONCE A YEAR

**2022 - 2023 Action Plan**

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| <ul style="list-style-type: none"> <li>• Increase the number of CSUF Inclusive Champion Certificate Program (ICCP) completion within the IT Administration team and IT Managers</li> <li>• Establish an IT Social Justice committee to help identify relevant and impactful learning opportunities for IT staff</li> <li>• Conduct quality control of IT Communications to ensure our communications and marketing materials are culturally sensitive</li> <li>• Continue to implement procedures to eliminate gender bias during recruitments by removing applicant names from resumes, writing job descriptions that are neutral by using gender decoder, and diversifying where we post job recruitments</li> </ul> | <ul style="list-style-type: none"> <li>• Analyze results of the climate survey within the division and implement changes</li> <li>• Continue to be transparent in hiring efforts by announcing open positions internally, creating diverse hiring committees, and maintaining an inclusive hiring process; encouraging internal candidates to apply</li> <li>• Continue to enhance the IT Connects program to foster an inclusive environment and cultural awareness</li> <li>• Continue to incorporate Diversity, Equity, and Inclusion training into divisional onboarding process for new employees</li> <li>• Continue to plan and host fun and inclusive team building activities</li> </ul> |
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**VISION FOR EMBRACING DIVERSITY:**

As a technology leader, serving a campus of over 60,000 diverse students, faculty, and staff we value and advocate for inclusive practices and education. Our three pillars exemplify our efforts in providing staff with the tools to reflect inclusive excellence. This roadmap is intended to guide our efforts to ensure that the key components of our DEI Plan align with divisional strategies and goals.

**ADVOCACY:** In the Division of Information Technology, we advocate DEI practices by:

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| <ul style="list-style-type: none"> <li>• Continue to ensure search committees are diverse and inclusive in their demographic characteristics as well and in their expertise</li> <li>• Continue to advertise on diverse and inclusive job boards as well as in publications aimed at women</li> <li>• Continue to mandate Cultural Competency 101 Training for new employees</li> <li>• Continue to bring awareness to our use inclusive language to bring everyone into the group and exclude no one</li> </ul> | <ul style="list-style-type: none"> <li>• Continue to participate in educational programming led by HRDI</li> <li>• Continue to commit to Educause DEI along with other system-wide CIOs<br/> <a href="https://www.educause.edu/about/cio-commitment">https://www.educause.edu/about/cio-commitment</a></li> <li>• Continue to monitor and evaluate diversity goals and achievement to improve our practices in managing DEI</li> </ul> |
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**CORE VALUES:** Diversity, Equity and Inclusion is at the core of who we are, as highlighted in Goal 3 of the IT Strategic Plan. We recognize and celebrate the diversity amongst us. Goal 3 objectives include:

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| <ol style="list-style-type: none"> <li>1. Examine the existing IT climate to identify and implement engagement strategies.</li> <li>2. Broaden the current professional development program.</li> </ol> | <ol style="list-style-type: none"> <li>3. Establish workplace transparency across the Division.</li> <li>4. Advance ubiquitous communication within IT and across the University.</li> </ol> |
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