



VISION

*A diverse, inclusive,
and thriving
community*

MISSION

*Create spaces to learn and grow,
celebrate and advance diversity and
inclusion, and give back to our
community.*

VALUES

*Diversity, Equity,
Integrity, Passion,
Bayanihan**

STRATEGIC INITIATIVES 2021-2023



ADVANCE DIVERSITY, INCLUSION AND EQUITY

*Strengthen multicultural awareness and
support for diversity, inclusion and equity.*

- Raise awareness about the history and heritage of Filipino-Americans.
- Support diversity, inclusion and equity.
- Promote and support a diverse workforce in the County of San Diego.



CULTIVATE THE BAYANIHAN SPIRIT

*Give back to the community and build
partnerships to achieve common goals.*

- Engage members in community service and charitable efforts.
- Connect and collaborate with County of San Diego departments, Employee Resource Groups, and community-based organizations to achieve common goals.
- Support local Filipino-American students in their pursuit of higher education.



FOSTER PERSONAL GROWTH AND WELLNESS

*Promote and support professional development
and physical/mental wellness.*

- Create opportunities that support individuals' pursuit of advancement and achievement.
- Create opportunities that support individuals' pursuit of physical and mental wellness.
- Promote the *Live Well San Diego* vision of a healthy, safe, and thriving community.

**Bayanihan means community in Filipino*



OPERATIONAL OBJECTIVES 2021-2023

ADVANCE DIVERSITY, INCLUSION AND EQUITY



- Create spaces to learn about the perspectives and experiences of communities of color by hosting six *Embracing the World* events annually.
- Increase awareness about Filipino-Americans by recognizing and promoting Philippine Independence Day and Filipino American History Month annually by hosting events and social media awareness campaigns.
- Increase awareness about the socio-economic, cultural, and public health wellbeing issues faced by historically marginalized communities by showcasing these issues on social media and advocating to dismantle systemic racism and anti-Asian sentiment.
- Promote the Filipino-American vote during elections.
- Support a diverse workforce in the County of San Diego by promoting job recruitments on social media on a weekly basis.

CULTIVATE THE BAYANIHAN SPIRIT



- Create opportunities for CSDFEA members to give back to the community by coordinating four community service and/or charitable giving efforts annually and fundraising for the Larry Itliong Scholarship Program annually.
- Support local Filipino-American students via the Larry Itliong Scholarship Program annually.
- Increase sense of community within the County of San Diego by promoting membership and support for CSDFEA and the other County Employee Resource Groups (ERGs).
- Collaborate with four community-based organizations annually to achieve common goals.
- Collaborate with County ERGs throughout the year to achieve common goals.

FOSTER PERSONAL GROWTH AND WELLNESS



- Support professional growth by hosting four professional development seminars / workshops annually and offering resume review and mock interview opportunities throughout the year.
- Support personal wellness by hosting four physical and/or mental wellness activities annually.
- Develop the leadership skills of CSDFEA Board of Directors during their tenure.
- Promote County of San Diego programs and resources that promote healthy, safe and thriving communities on social media.