

December 2023 DE&I Status update

– Brought to you by Julian Velarde, Diversity and Inclusion Coordinator



Follow this newsletter for updates on the OCFA's progress in the work of diversity, equity, and inclusion. We are creating a framework for how we can carry out this work at the OCFA. Do you have a suggestion or know of a community opportunity we can participate in? Send them to julianvelarde@ocfa.org

What does inclusion in the workplace mean to you?

"A work environment where I am respected, accepted, supported, and valued. I am regularly called upon to assist in decision-making processes that significantly impact our folks in the field." **Anjan Purohit, Management Analyst**

"Collaboration of all team members to solve a challenge. The best teams get to know each other, which embraces differences and allows each member's strengths to be utilized. Every team member has equal opportunity to participate and knows they are part of the team." **Assistant Chief, Shane Sherwood**



Highlights

How we're making things happen

Anaheim Unified High School District (AUHSD)

The OCFA will be partnering with AUHSD to host 50 high school students on 01/22/24 as part of AUHSD's Public Safety Pathways career readiness program. Students will be given an overview of the OCFA highlighting safety and non-safety career pathways, an RFOTC tour, and conclude with lunch.

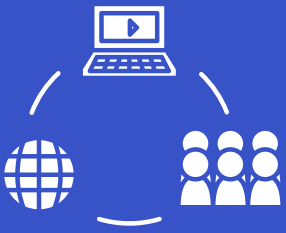


Empowering Leadership in Latina Athletes (ELLA) Foundation Career Workshop

OCFA's Candice Acosta, FAE, and Shafali Grewal, Senior Accounting Specialist, shared their journey to the fire service with a group of high school female athletes. The workshop kicked off a partnership between ELLA and the OCFA to connect their female athletes to career opportunities with the OCFA. ELLA seeks to develop strong Latina leaders that will proactively impact their communities while establishing their own legacy.

Women's Wellness Weekend

The OCFA hosted its first O2X Workshop on December 15-16, an all women's program focused on boosting cognitive function and energy through nutrition, improving training protocols to reduce injury risk, mastering skills to optimize mental health, manage fatigue, and build overall readiness and resilience. O2X provides customized programs for public safety departments, the military, federal agencies, and top tier organizations that enhance every aspect of their most valuable resource: people.



Training & Development

Courageous Conversations Training

Safety and Non-Safety Managers/Supervisors took part in the Courageous Conversations training on 11/13/23 that focused on how to have meaningful conversations to avoid complaints of harassment, isolation, and/or discrimination. The training also demonstrated how leaders and others in an organization can influence people positively. To date, over 80 OCFA safety and non-safety leaders have taken the training with over a 90% approval rating.



What's coming in the future?

- January 20, 2024 - US Army Private-Public Partnership Career Fair
- January 26, 2024 - Boys and Girls Club of Anaheim-Cypress Mentorship Brunch
- February 8, 2024 - Cabrillo Point Academy College and Career Fair
- February 27, 2024 - Transition Assistance Program (TAP) Career Fair
- March 11, 2024 - Mission Vista Academy College and Career Fair
- March 25, 2024 - Leading A Multi-Generational Workforce Training for Ops/Non-Ops Leaders