

March 2023 DE&I Status update

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



"Share our similarities, celebrate our differences."

– M. Scott Peck

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



Highlights

How we're making things happen

In 2022, Corporate Communications launched the first ever year-round social media campaign focused exclusively on diversity, garnering 630K impressions and over 52K engagements across all platforms



The DE&I Climate Survey was completed in April 2022 and results presented to the Board of Directors in February 2023



DE&I core concepts, practices and curriculum on how to implement DE&I are now part of the FC/BC academy curriculum



69% of OCFA fire stations have completed gender inclusive facilities enhancements with continued progress being made

DE&I Tile on the Hive

A DE&I tile has been created on theHIVE as a one-stop reference library containing information on best practices, current research, and online training and development opportunities. We encourage all staff to utilize this valuable resource to increase your understanding of this important work at the OCFA.

Around Town

We are meeting prospective applicants at regional career fairs including in the following cities:

Buena Park, Camp Pendleton, Cypress, El Monte, Fort Irwin, Garden Grove, Irvine, La Palma, Los Alamitos, Santa Ana, Stanton, Tustin, Ventura



What's coming in the future?

- Development of an Outreach & Recruitment annual campaign targeting underrepresented communities in and around the O.C.
- Aligning the Outreach & Recruitment teams efforts to support the OCFA's Corporate Communications DE&I Strategy
- Deploy DE&I training to leadership to increase subject matter expertise
- Partner with cultural, educational, and community entities to increase our awareness of community issues and trends
- Creation of a DE&I Committee Task Force