

September 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



Women's Fire Alliance (WFA) Summit

9 OCFA female safety and non-safety staff attended the Women's Fire Alliance (WFA) Summit in San Diego focused on developing key communication skills to overcome barriers in male industries. The summit included training on how to resolve conflicts between co-workers, build strong relationships with leadership, and how to diffuse and navigate difficult conversations and build trust with those around you.



Highlights

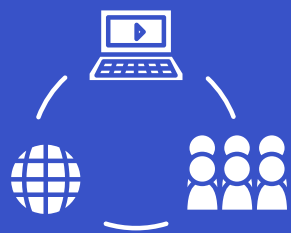
How we're making things happen

Civil Rights Staff Ride in Selma, Alabama

16 OCFA staff will be taking part in the Selma Staff Ride on October 10th-11th, walking to historic sites such as the Edmund Pettus Bridge and Brown Chapel AME Church, both pivotal locations during the Civil Rights Movement. The focus of the Selma Staff Ride is for participants to increase their cultural competency and awareness, apply historical lessons from this period to their own leadership values, challenges, and successes, and to create a network of fellow committed learners.

FIRST Center Fire Service DE&I Dictionary of Terms.

The FIRST Center has created a DE&I Dictionary of Terms (both contextual and in alphabetical order) as part of its overall effort in creating a national DE&I toolkit for the fire service. The terms are provided by the latest research and scholarship in the DE&I space. We encourage all OCFA staff to review the documents on theHIVE.



Training & Development

Courageous Conversations Training Fall 2023

OCFA non-safety managers will take part in the Courageous Conversations training on November 13th. The training will be focused on how to have meaningful conversations on difficult topics in the workplace to avoid complaints of harassment, isolation, and/or discrimination. The course will also demonstrate how leaders and others in an organization can influence people positively.



What's coming in the future?

Outreach and Recruitment Team

- Marine Corps Mud Run, 09/29-09/30, 2023
- SVUSD College and Career Fair, 10/11/23
- Mater Dei High School College and Career Fair, 10/18/23
- Century High School College and Career Fair, 11/15/23