

March 2024 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?

"Inclusion in the workplace means that there is a seat for everyone at the table. Once you are seated at the table, despite differences in outward appearances and/or personal beliefs, you still feel valued, heard, and supported. When an employee feels valued and supported, it will reflect in their performance. They will bring their A game to work, each and every day. I believe that a positive mindset is contagious and having an inclusive workplace means everyone wins." **Valerie Castro, Human Resources Specialist**



Highlights

How we're making things happen

Inclusive Personal Protective Equipment (PPE) and Uniforms

Drawing upon the national discussion on the fire service developing more inclusive PPE and uniforms, OCFA female firefighters will be providing their insights and experiences on the topic to Fire Chief Brian Fennessy and senior management. The goal is to move from dialogue to action in finding innovative and practical ways to support our firefighters in this endeavor.

Black History Month

The OCFA continues its celebration of Black History Month with a spotlight on staff member Loren Ford, Risk Management Specialist. Loren shares her inspiring story on her foundations of building a career around service to others and the value of hard work instilled in her by her parents. Loren's video can be seen on OCFA's social medial platforms via LinkedIn, X, Instagram, and Facebook.

Women's History Month

OCFA celebrates Women's History month by recognizing our female safety and non-safety leadership and staff for their dedication and commitment to the OCFA and the communities we serve in Orange County.



Training & Development

Leading A Multi-Generational Workforce, March 25th

OCFA Managers, Supervisors, Division and Battalion Chiefs will be taking part in this training to explore commonalities and differences among the generations in our workplace, communication styles, uses of technology, workplace relationships, rewards/incentives, and legal issues.

Implicit Bias and Gender Identity, April 17th

OCFA Managers, Supervisors, Division and Battalion Chiefs will be taking part in this training to learn how to better facilitate crucial conversations on how the national discussion about diversity and inclusion, including with respect to gender identity, affects the fire service. Additionally, OCFA trainees will elevate their awareness of how implicit bias and stereotypes manifest in the fire service



What's coming in the future?

- March 4, 2024 - Beatty Middle School Career Day Presentation and Fullerton Athletic Career Expo (FACE)
- March 6, 2024 - Newport Harbor High School Career Fair
- March 7, 2024 - Portola High School Career Fair
- March 8, 15, 22, 29, 2024 - MCCS Mini Career Expo, Camp Pendleton Marine Base
- March 18, 2024 - Seal Beach Lion's Club Career Fair
- March 24, 2024 - Aliso Viejo Hiring Fair
- March 27, 2024 - University High School Career Fair