



DIVERSITY, EQUITY, INCLUSION, AND BELONGING

CALACT Conference

Speakers



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OCTA's DEIB Journey

2020 CEO Initiative

- Select cross-divisional team
- Enhance workforce diversity
- Create an inclusive work culture
- Support employee voices throughout the organization



Together We Move Orange County Forward

OCTA embeds diversity, equity and inclusion into everything we do.

Our five pathways – people, programs, projects, policies and partnerships – lead to reliable, accessible and balanced transportation choices for everyone in Orange County.



Small Group Discussion

- What does Diversity, Equity, Inclusion, and Belonging mean to you?

Defining DEIB

DIVERSITY:

Variety of characteristics and perspectives that promotes the inclusion of diverse individuals and their backgrounds

EQUITY:

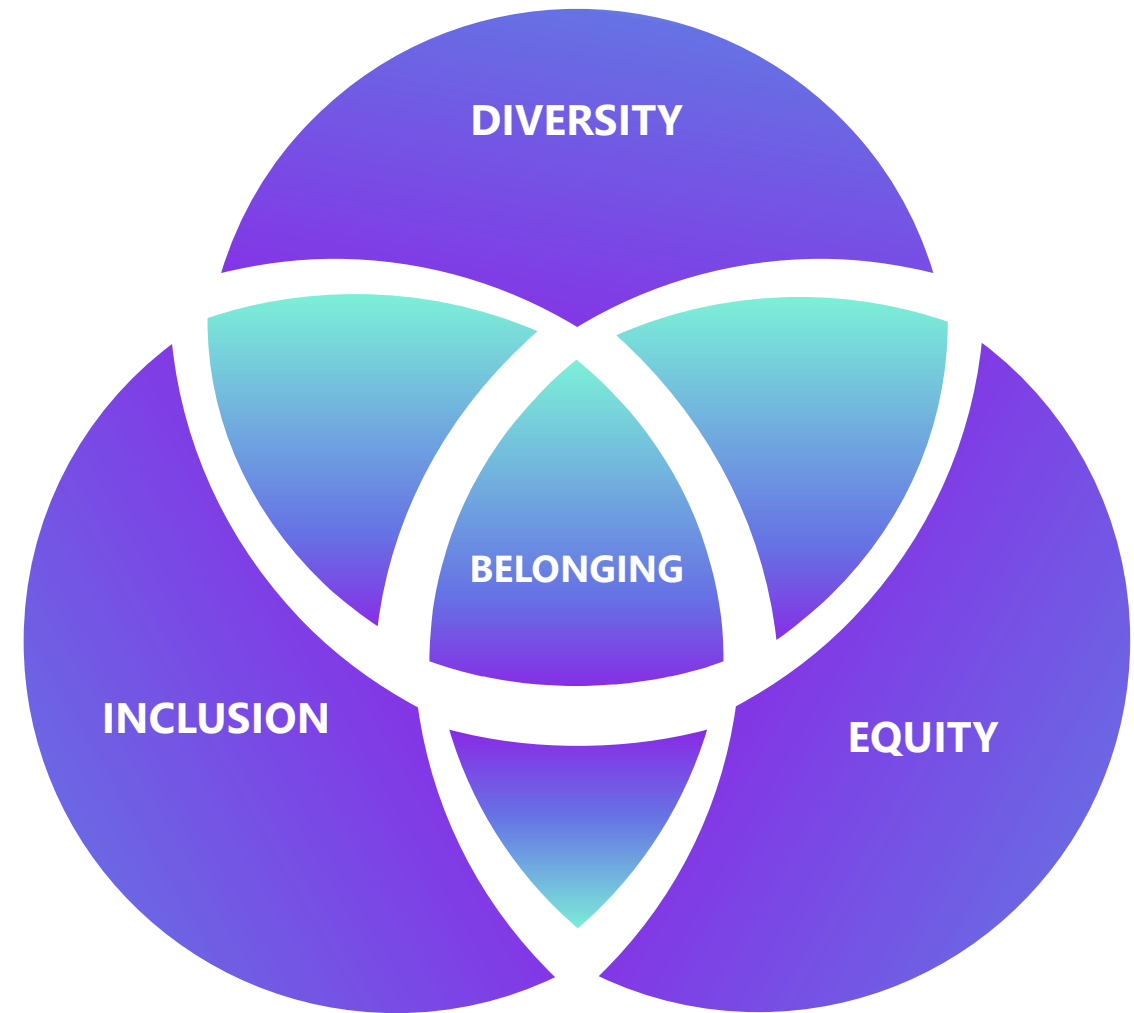
Ensuring fair access to opportunities and resources, addressing systemic barriers; striving for justice and equal treatment

INCLUSION:

Creating a welcoming, supportive environment that values diverse perspectives and encourages active participation

BELONGING:

Feeling integral and accepted in a group, organization, or community. Fosters deep connection, recognition, and authenticity



Understanding DEIB



Equality is everyone getting a pair of shoes.



Diversity is everyone getting a different type of shoe.



Equity is everyone getting a pair of shoes that fits.



Acceptance is understanding we all wear different kinds of shoes.



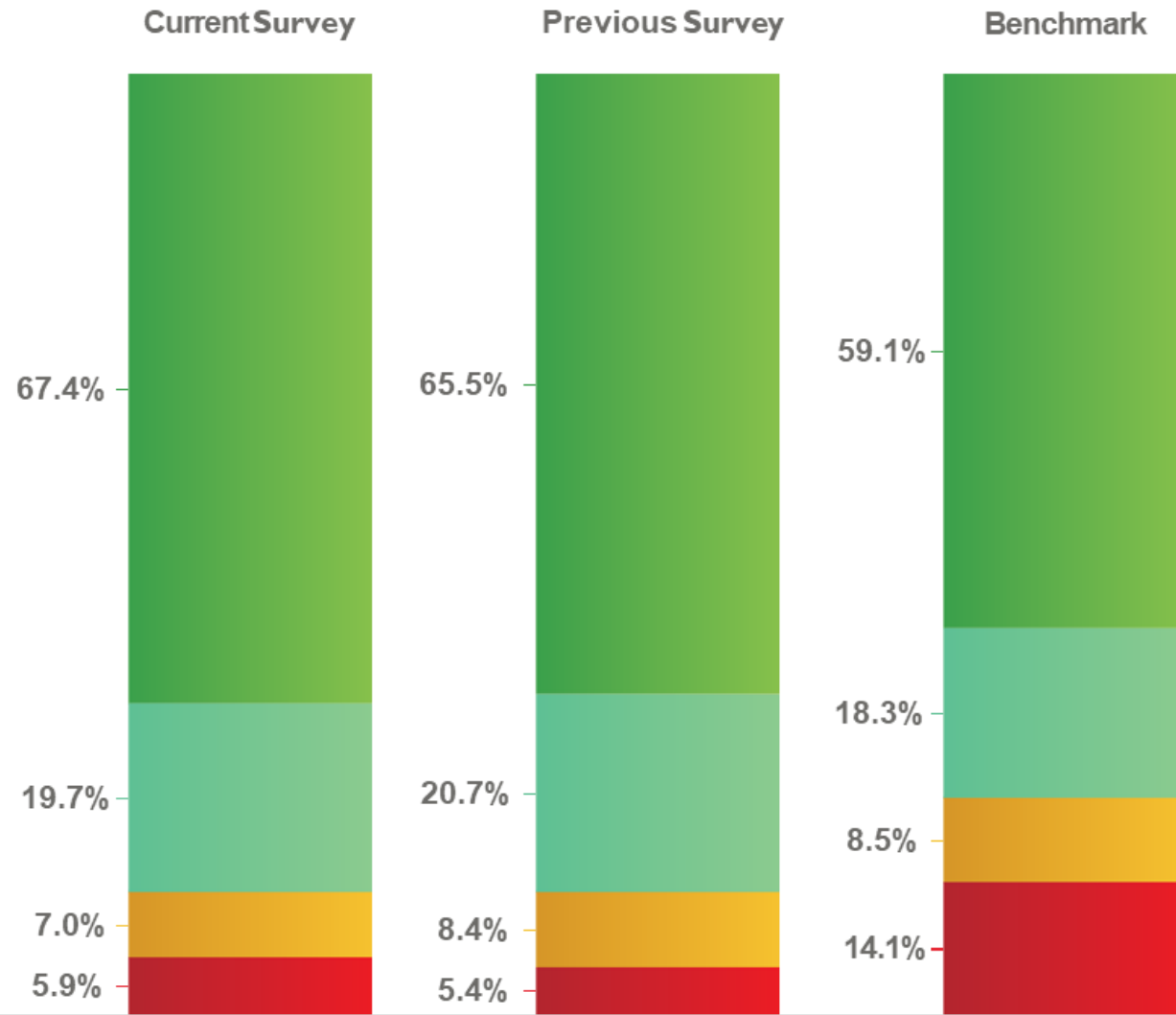
Belonging is wearing the shoes you want without fear of judgment.

It's a Marathon... Not a Sprint

- Hired an external equity consultant
- Formed an equity task force
- Studied what other agencies were doing
- Developed a DEIB mission statement
- Created a roadmap and milestones
- Conducted a DEIB survey



DEIB Survey Results



ENGAGED

Engaged employees consistently exceed expectations. They are energized and passionate about their work, leading them to exert discretionary effort to drive organizational performance.

ALMOST ENGAGED

Almost engaged employees sometimes exceed expectations and are generally passionate about their work. At times they exert discretionary effort to help achieve organizational goals.

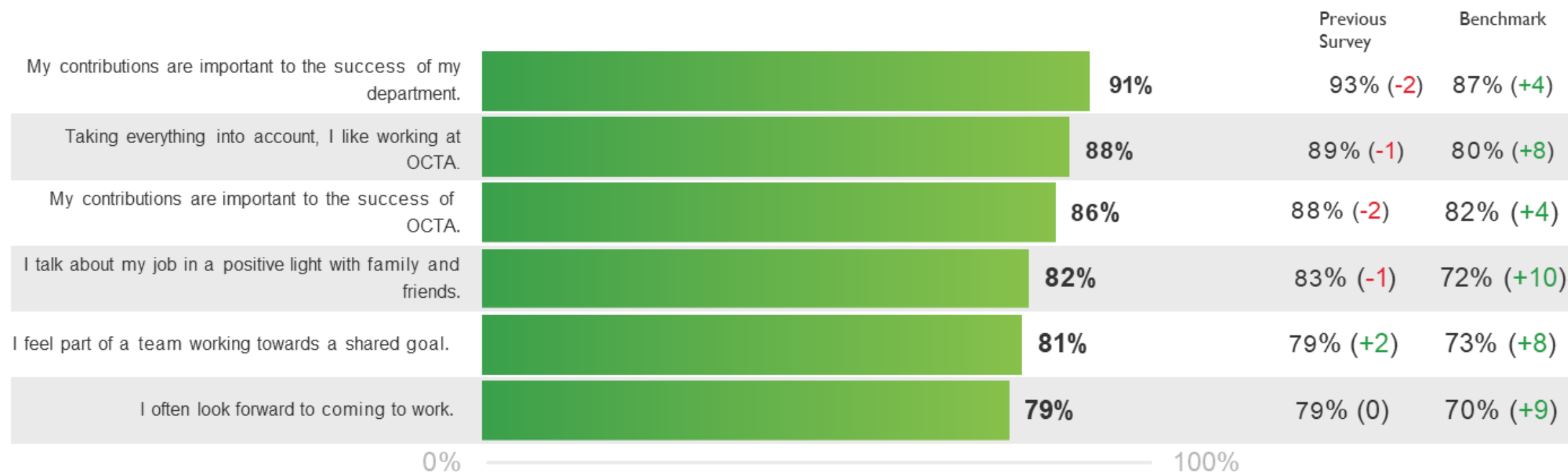
INDIFFERENT

Indifferent employees are satisfied, comfortable and generally able to meet minimum expectations. They see their work as "just a job," prioritizing their needs before organizational goals.

DISENGAGED

Disengaged employees usually fail to meet minimum expectations, putting in time rather than effort. They have little interest in their job and the organization and often display negative attitudes.

Engagement Measure

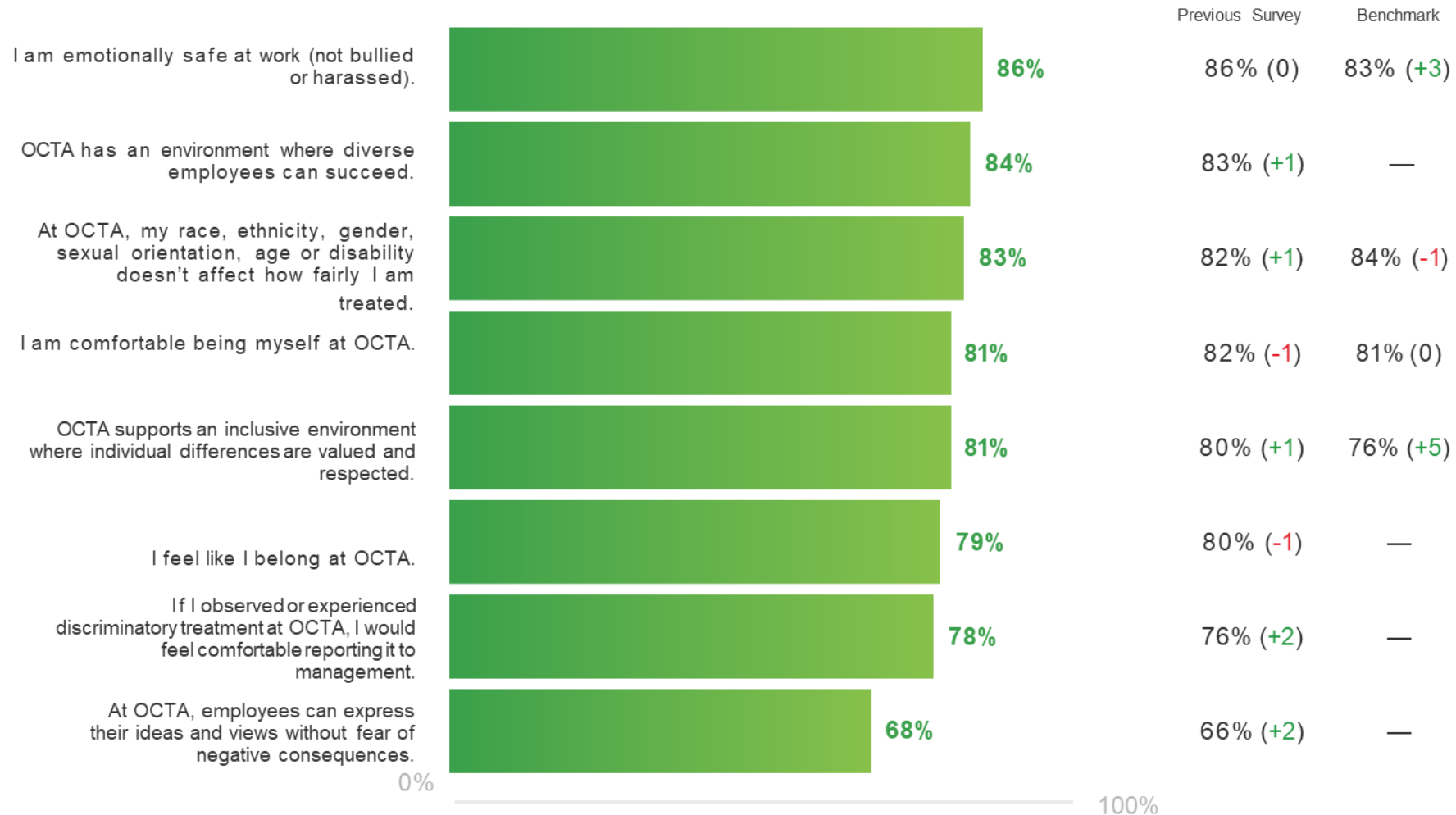


■ < 40% Low Performing ■ 40% - 59% Average Performing ■ ≥ 60% High Performing

Inclusion Score



OVERALL DRIVER AVERAGE SCORE: **80%**



■ < 40% Low Performing ■ 40% - 59% Average Performing ■ ≥ 60% High Performing

Accomplishments

- Created cross-divisional team
- Educated the team
- Conducted Unconscious Bias Training
- Redacted information for internal program selection
- Incorporated DEIB content into development programs
- Implemented interview panel training

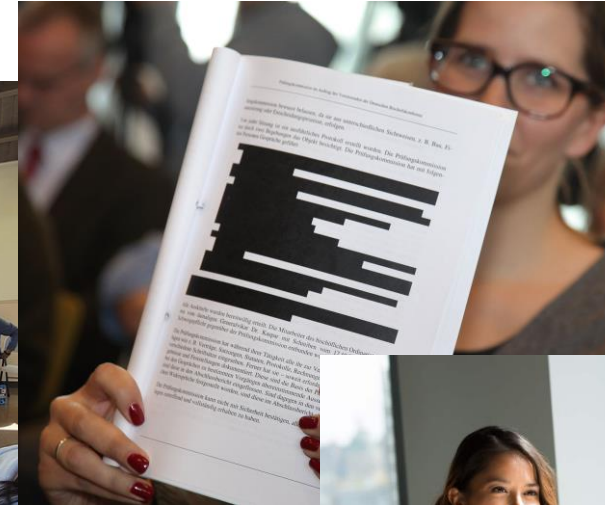
Education



Unconscious Bias training for all employees



Diversity education for the DEIB team



Redacted program applications



Interview panel training

Accomplishments

- Encouraged use of optional pronouns
- Started Employee Resource Groups
- Reviewed and update job descriptions
- Celebrated cultural events / holidays

Tony A.

Manager, Learning and Development
Orange County Transportation Authority
Pronouns: he / him

Anthonie L. (they/ theirs)

Orange County Transportation
Authority

Toni G.

Orange County Transportation
Authority
Pronouns: she/her

Employee Resource Groups

Attend the launch of OCTA's new employee resource group

Working Parents Resource Group

All employees are welcome



Wednesday, November 1, 2023
12 p.m. - 1 p.m.

Orange Administration Building
550 S. Main Street / Conf. Rm. 08

Connect with coworkers, learn about personal and professional resources and provide support to parents at OCTA.

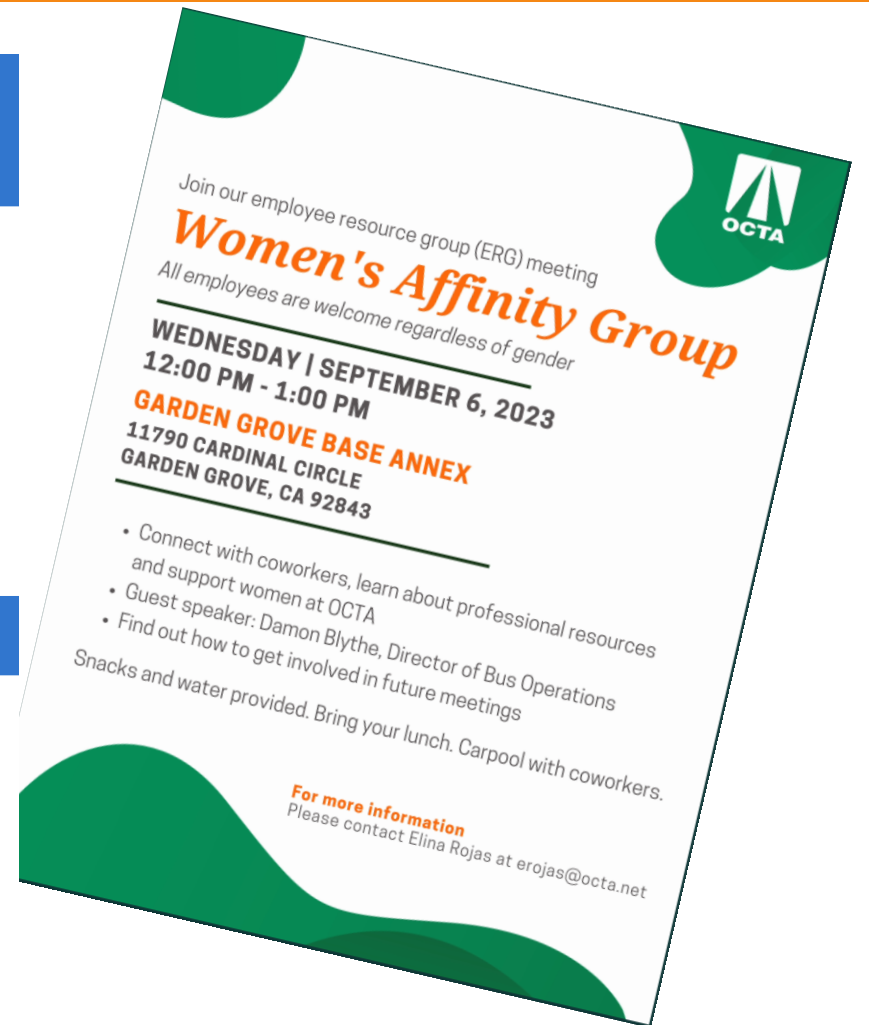
Guest speakers:

- CEO Darrell E. Johnson
- Kelly Hart, Project Manager, Operations
- Maria Brennan, Wellness Coordinator

Helping you balance work and family.

Snacks and water to be provided.

For more information, contact Eric Moritz at emoritz@octa.net.



Challenges

- Getting buy-in
- Lack of participation
- Sensitive issues
- Budget
- Lack of experience/knowledge
- Incorporating represented employees



Working with Represented Employees

- Employee engagement
- Survey and polls
- Enhancing credibility
- Microaggression training



Moving Forward

- Lunch n Learns
- Additional Employee Resource Groups
- Continued education for DEIB team
- Training administrative staff
- Communicating DEI efforts to public



Questions?

Takeaways

- Get back into your group
- What are your takeaways?
- What would you like to add?