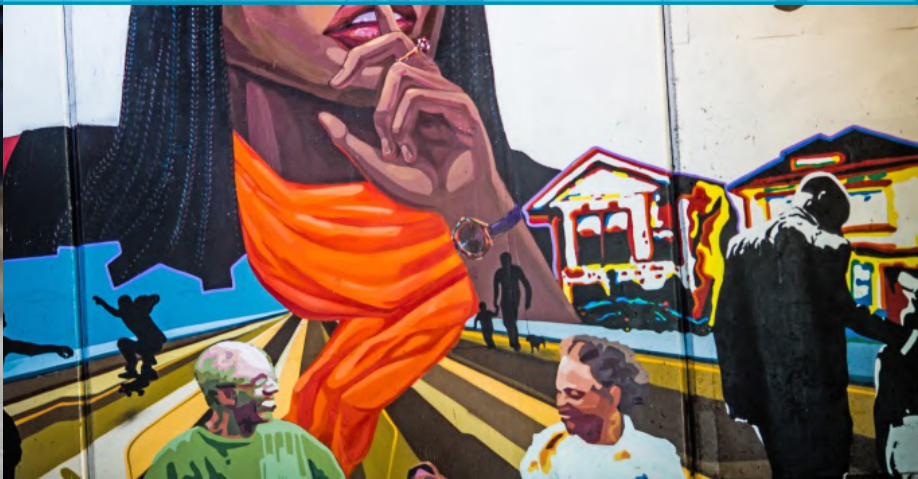




DIVERSITY, EQUITY, INCLUSION BUILDING A BETTER AGENCY TO SERVE THE BAY AREA



TODAY'S MENU

1. Bay Area Air Quality Management District's Office of Diversity, Equity & Inclusion
2. What is Diversity, Equity & Inclusion? Why is it important?
3. Key Approaches Undertaken to Advance DE&I
4. Diversity, Equity & Inclusion in Practice
5. Conclude with Consideration for Developing a Program

OFFICE OF DIVERSITY, EQUITY & INCLUSION

The Office reflects the Air District's commitment to improve public health outcomes, economic opportunities and environmental injustices in historically marginalized communities of color and that benefit the entire Bay Area.

Vision and guiding principles of the Office are a commitment by the Air District to:

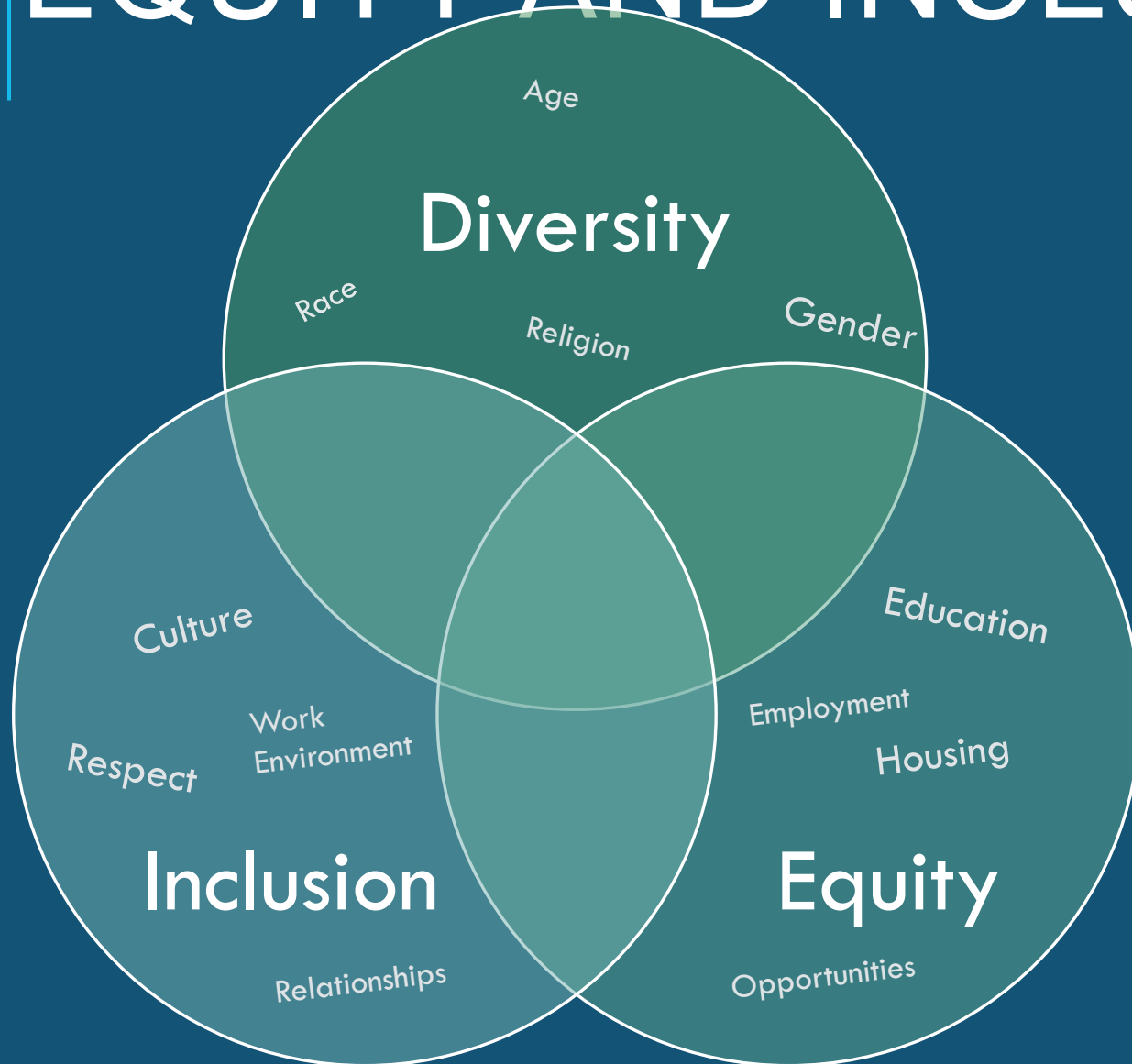
- Value diversity, equity, and inclusion at the agency and throughout the Bay Area;
- Using diversity, equity and inclusion as part of: decision-making strategies, policies, procedures, funding initiatives, public outreach, planning and recruitment;
- A zero tolerance of all forms of discrimination and harassment;
- Workplace with programmatic practices that exemplify these principles

DEFINING DIVERSITY...AND EQUITY AND INCLUSION

DIVERSITY: is the collection of everything that makes us different.

EQUITY: is the creation of equal access to opportunities that close demographic disparities.

INCLUSION: is the state of being valued, respected and supported.



KEY APPROACHES USED TO ADVANCE DE&I

Framework

- Development of Vision, Guiding Principles
- Brochure to Drive Narrative
- Developed Action Plan
- Government Alliance on Race and Equity (GARE)

Internal Assessment

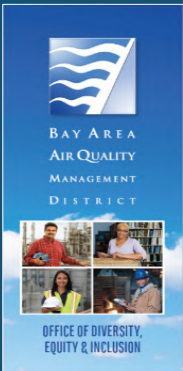
- Engaged consulting firm Cook Ross
- Internal Leadership Assessment
- Conducted Listening Sessions with employees
- Demographic analysis

Implementation

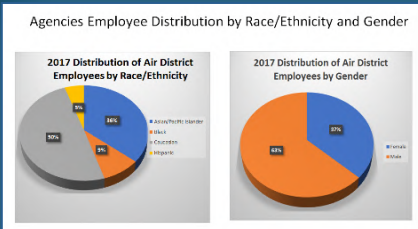
- Began to Normalize discussion of DE&I
- Speaker Series
- Cultural Awareness Events
- Trainings
- Community Events
- Development of Strategies and Initiatives with internal Departments/Sections

VISUAL REPRESENTATION OF DE&I IN PRACTICE

Brochures



Demographic Analysis



Awareness Months



Community Meetings/Events



Listening Sessions

Bay Area Air Quality Management District

WE WANT TO HEAR FROM YOU!

The Bay Area Air Quality Management District's Office of Diversity, Equity & Inclusion (DE&I) would like to hear your perspective on:

- What does diversity, equity, and inclusion in the workplace mean to you?
- What would you like to see from this office?
- Other diversity trending topics

Keep in mind there are no **RIGHT** answers. There are no **WRONG** answers. We also want to provide information on the Office of DE&I!

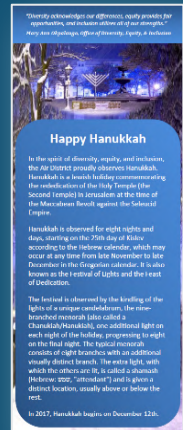
Light refreshments provided.

Session Options:

DATE	TIME	CONFERENCE ROOM
Tuesday, February 20 th	10 am – 11 am	MC, Dublin #1701
Tuesday, February 20 th	2 pm – 3 pm	Bay Area #1022
Thursday, February 22 nd	10 am – 11 am	Tamapols #1702
Thursday, February 22 nd	2 pm – 3 pm	Tamapols #1702

Please **RSVP** for one of the sessions to Tim Williams at twilliams@baaqmd.gov

Newsletters



Cultural Events

National Hispanic Heritage Month Celebration

Bay Area Metro Center You're Invited!

Join the Air District's Office of Diversity, Equity, & Inclusion for lunch on the Paseo, as we celebrate the rich history, culture and contributions of individuals whose ancestors came from Spain, Mexico, the Caribbean and Central and South America.

- Live Mariachi Band
- Authentic Mexican Food (available for purchase)

Wednesday, October 3, 2018
Time: 11:30 am – 1:30 pm
Location: 375 Beale Street on the Paseo (Open area between Beale & Main Street)

DE&I Trainings

Speaker Series

Unconscious Bias

Bias: We all have it. Just recognizing that makes a difference.

To have bias is human. Our background and experiences create the lenses through which we see, interpret, and judge the world. In order to make more objective decisions, we need to create the space to pause and analyze the nature and source of our unconscious judgements.

Dr. Tony Byers, Principal Consultant at Cook Ross, will deliver a keynote address to explore the science of human behavior.

Content and Learning Objectives:

- Exploring the unconscious mind
- Examining factors that shape perceptions
- Understanding your own biases and blind spots
- Identifying strategies to recognize and mitigate bias

Thursday, August 23, 2018
Time(s): 10:00 am – 11:30 am and 1:00 pm – 2:30 pm
All employees are encouraged to attend out of the two sessions above.
Please **RSVP** DE&I@baaqmd.gov
Location: Yerba Buena Conference Room - 1st Floor

Speaker Series

Women's History Month You're Invited

BETTY SOSKIN

Dr. Betty Soskin is a world-renowned expert on the history of women's rights and the role of women in the workforce. She is the author of the book "The Women's Movement: A History" and has been featured on numerous television and radio programs.

WEDNESDAY MARCH 21 12:00 PM
12:00 PM
12:00 PM
Yerba Buena Court Room 3rd Floor

Diversity Career Fairs



BENEFITS OF DIVERSITY, EQUITY AND INCLUSION

Organizations that Embrace Diversity, Equity, and Inclusivity:

- Benefit from a greater range of perspectives
- Foster collaborative teams that are better equipped to solve problems and embrace innovation
- Increase cultural competency
- Are able to respond to communities of concern



GOVERNMENT ALLIANCE ON RACE & EQUITY (GARE)

A national network of government working to achieve racial equity and advance opportunities for all.

- A membership network of jurisdictions in leadership
- Expanding jurisdictions – in 30 states and more than 100 cities – all levels of government
- Providing tools and resources to put theory into action



National GARE Participants

Washington

Seattle
Port of Seattle
Tacoma
King County
WA Early Learning
WA Dept. OJJ

Oregon

Portland
Multnomah County
Metro

California

Alameda County
BAAQMD/BARC
Long Beach
Marin County
Merced County
Napa County
Oakland
Richmond
Salinas
San Francisco County
San Jose
San Mateo County
Santa Clara County

Solano County
Sonoma County
SFPUIC

Minnesota

Bloomington
Dakota County
Eagan
Hennepin County
HC Judicial Courts
League of MN Cities
Mankato
Metropolitan Council
Minneapolis
Minneapolis Park Board
Minnetonka
Ramsey County
Richfield
Rochester
Saint Anthony
St. Paul
Visit St. Paul
Woodbury

Colorado

Ft. Collins

New Mexico

Albuquerque

Texas

Austin
San Antonio

Wisconsin

Dane County
Madison

Iowa

Des Moines
Dubuque
Iowa City

Missouri

Kansas City

Kentucky

Louisville

North Carolina

Asheville
City of Durham
Durham County
Raleigh

Ontario

Province of Ontario

Michigan

Ann Arbor
Grand Rapids
Ottawa County
Washtenaw County
MI Dept of Civil Rights

Ohio

Dayton

Massachusetts

Boston
Brookline

New York

New York City

Pennsylvania

Allegheny County
Philadelphia
URA Pittsburgh

Maryland

Takoma Park

Virginia

Fairfax County



CONSIDERATIONS

- Managing conflict, having awkward conversations (e.g., power / privilege)
- Resistance to Change (e.g., “I don’t see the benefits, this is a waste of time, things are perfect the way they are!”)
- Cognitive Bias (e.g., confirm pre-existing beliefs)
- Unconscious Bias (e.g., attitudes we may not be aware of)
- Cultural Expectations (e.g., we all have different cultural experiences that inform our expectations)

HOW TO DEVELOP AN OFFICE/PROGRAM

Build on earlier
and existing
efforts

Conduct
Organizational
Readiness and
Needs Assessment

Create a vision,
framework and
action plan

Build the
Narrative for
Diversity, Equity &
Inclusion



THANK YOU