

June 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



Emergency Sign Language Support for OCFA First Responders - In an effort to further support our diverse community members, OCFA first responders can access a deaf and hard of hearing PowerPoint presentation on the DE&I HIVE tile, titled, Emergency Signs for Firefighters. For further information on this type of training, OCFA staff can contact Maryann Ebat at (714) 350-5935, or at maryann.ebat@sausdlearns.net.



Highlights

How we're making things happen

Orange County Community Organization Collaboration

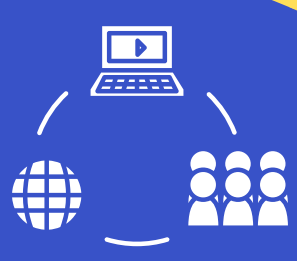
- Coordination of homeless outreach resources with the City of Irvine and Garden Grove to work with our first responders in serving the diverse needs of the homeless population in these two cities
- Coordination of cultural experts in the community to provide in-service training to fire fighters addressing language and other cultural barriers when engaging cross-culturally with residents

Outreach and Recruitment Team (ORT)

The ORT is comprised of 64 staff members from both safety and non-safety. The vision of the ORT is to work within our communities to share pathways on becoming a career OCFA firefighter or professional staff. The ORT will target the following 9 areas in Orange County: High School Athletics, College Athletics, Military, EMT/Paramedic Programs, Fire Academies, Cadets/Reserves, GEC/Open House, Ventura Hand Crews, Non-Ops Professional Staff career fairs.

The Center for Firefighter Injury Research and Safety Trends (FIRST)

The FIRST was awarded a \$1.5 million FEMA grant in partnership with the Metropolitan Fire Chiefs Association to create a national DE&I Fire Toolkit providing education, assessment, training, and advancing DE&I initiatives in the fire and rescue service. OCFA's D&I Coordinator, Julian Velarde, is a member of the FIRST's DE&I National Committee advising on the development of the DE&I Fire Toolkit.



Training & Development

Courageous Conversations Training

Participants took part in a Courageous Conversations training that focused on how to have meaningful conversations to avoid complaints of harassment, isolation, and/or discrimination. The course also demonstrated how leaders and others in an organization can influence people positively.

Gettysburg Leadership Conference

Several OCFA chief officers took part in this conference walking the battlefields of Gettysburg and learning about leadership principles such as communications, leading by example, servant leadership, leader's intent, and sacrifice.



What's coming in the future?

Fourth Annual Girls Empowerment Camp - October 7-8, 2023

Recruitment Fairs - Fort Irwin Career Fair, July 2, 2023 and MCCS TRS Friday Weekly (Military)