

June 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 firefighting profession, as a female firefighter, embodies the recognition and celebration of the diverse backgrounds, skills, experiences, values, and cultures that each firefighter brings. It's about creating an environment where everyone, regardless of gender or background, feels respected, supported, and empowered to contribute their unique strengths to the team. By embracing this diversity, we enhance our ability to effectively serve and protect our communities." **Ryan Carlyle, Firefighter/Paramedic**



Highlights How we're making things happen

Outreach and Recruitment Team (ORT)

The ORT took part in outreach events at Newport and Laguna Beach High Schools, Camp Pendleton, City of Aliso Viejo, Soka University of America, Pride in Irvine, and the 19th Annual OC Marathon. The ORT seeks to attract the next generation of diverse first responders and professional staff to the OCFA as a career destination.



OCFA Open House

The OCFA held its Open House on March 16th with over 5,000 community members attending this annual event. Kids and adults took part in fire fighting activities and learned about OCFA programs and careers.

OCFA DE&I Roadmap

The creation of OCFA's DE&I Roadmap provides a clear framework in the areas of Outreach and Recruitment, Communications, Assessments, Training & Development, Community Engagement, Programs/Initiatives, and Organizational Development. You can access the complete framework on theHIVE.



PPE RFP

The PFSA/Nomex Committee comprises OCFA male and female first responders considering the next evolution of turnouts, including the variance in male and female body types. The RFP process will include focus groups, reviewing and selecting top vendors, and wear trials to determine the most appropriate turnouts for our firefighters.

OCFA/Tustin Unified/EXP Summer Internship Partnership

The OCFA, in partnership with Tustin Unified School District and the EXP Internship Program, will host 11th graders this summer focusing on their resume writing, career exploration, interview skills, mental health, financial literacy, and college and trades. The EXP program develops professional competence and personal confidence for academic, career, and life success for high school students.



Training & Development

Cultural Humility, June 18th

OCFA Division Chiefs will be taking part in this training to develop mutually beneficial and non-paternalistic relationships in the workplace. Cultural Humility training seeks to establish a lifelong commitment to self-evaluation, self-critique, and self-awareness in overcoming obstacles to cultural competency.

Courageous Conversations, June 24th and 25th

OCFA Fire Captains and Battalion Chiefs will be taking part in this training to address issues or concerns as they arise and mitigate the risk of complaints of harassment, isolation, or discrimination.



What's coming in the future?

- June 2, 2024 - 40th Annual Tustin Chili Cook-off
- June 6, 2024 - 2024 MCCS First Responders Hiring Event, Camp Pendleton
- June 7, 2024 - 2024 MCCS Mini Career Expo, Camp Pendleton
- June 14, 2024 - 2024 MCCS Mini Career Expo, Camp Pendleton
- June 21, 2024 - 2024 MCCS Mini Career Expo, Camp Pendleton
- June 28, 2024 - 2024 MCCS Mini Career Expo, Camp Pendleton