

Update on Diversity, Equity & Inclusion Program

Rex Sanders, Chief Administrative Officer
Mary Ann Okpalaugo, Diversity, Equity
and Inclusion Manager

Board of Directors Regular Meeting

February 21, 2018



Overview

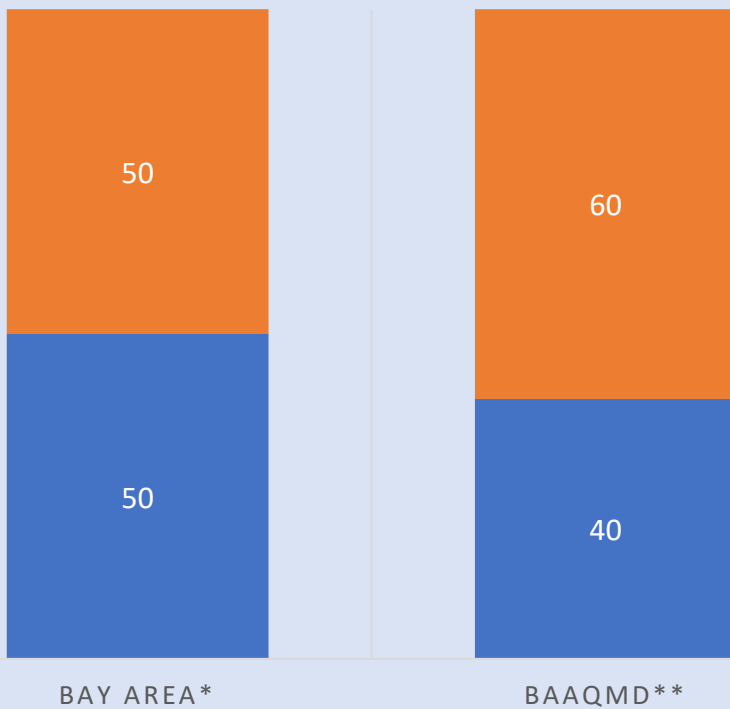
- Current Snapshot of the Air District
- Air District's Diversity Hiring & Employment Practices
- Ongoing Efforts
- Office of Diversity, Equity and Inclusion



Current Snapshot of the Air District

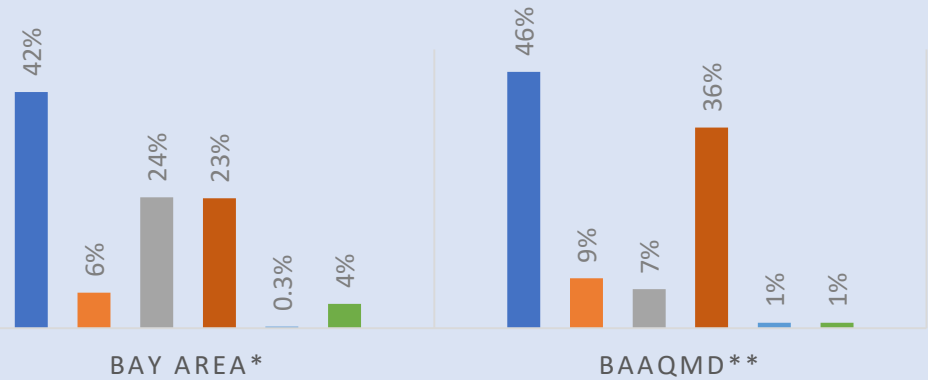
GENDER BAY AREA VS. BAAQMD

Female Male



RACE BAY AREA VS. BAAQMD

White (Non Hispanic or Latino)
Black or AA (Non Hispanic or Latino)
Hispanic or Latino
Asian (Non Hispanic or Latino)
American Indian/Alaskan Native (Non Hispanic or Latino)
Other Race or Two or More Races



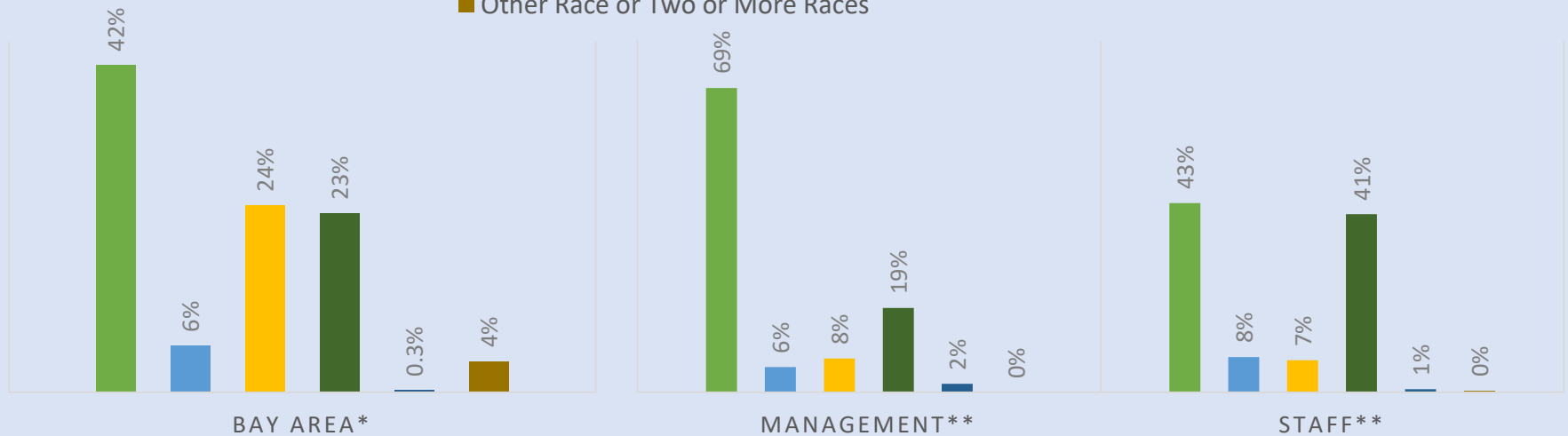
*US Census, 9-County Bay Area Data, 2010

**As of February 7, 2018

Current Snapshot of the Air District

RACE BY JOB LEVEL BAY AREA VS. BAAQMD

- White (Non Hispanic or Latino)
- Black or AA (Non Hispanic or Latino)
- Hispanic or Latino
- Asian (Non Hispanic or Latino)
- American Indian/Alaskan Native (Non Hispanic or Latino)
- Other Race or Two or More Races



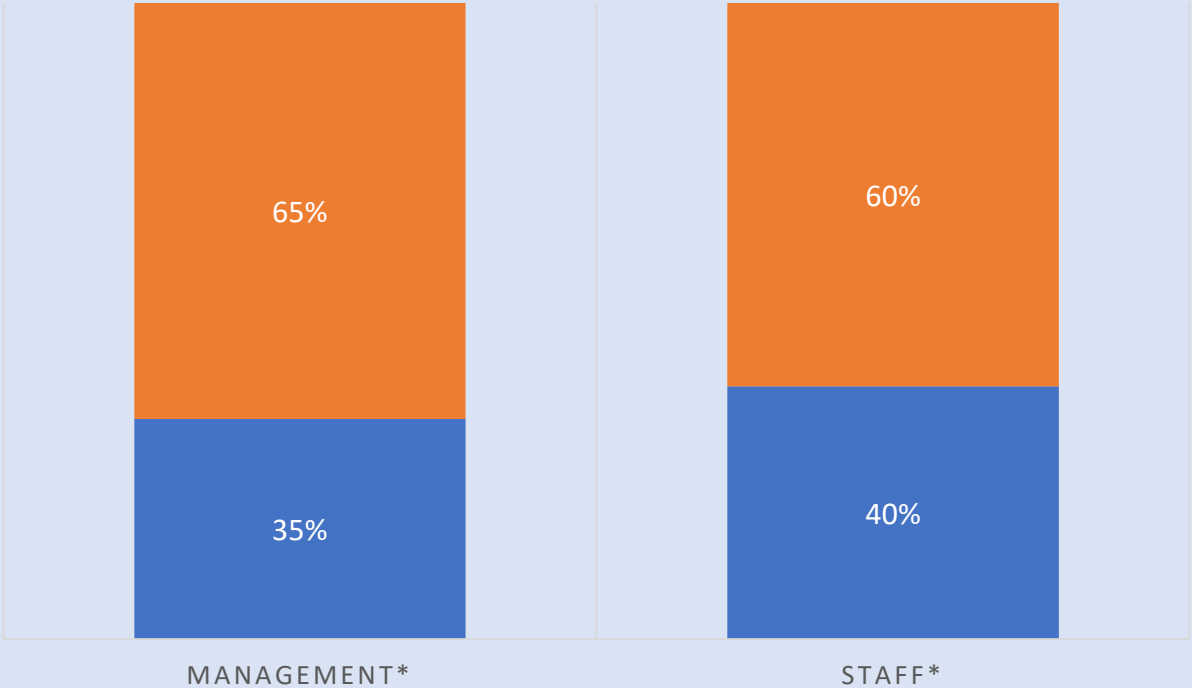
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Current Snapshot of the Air District

GENDER BY JOB LEVEL

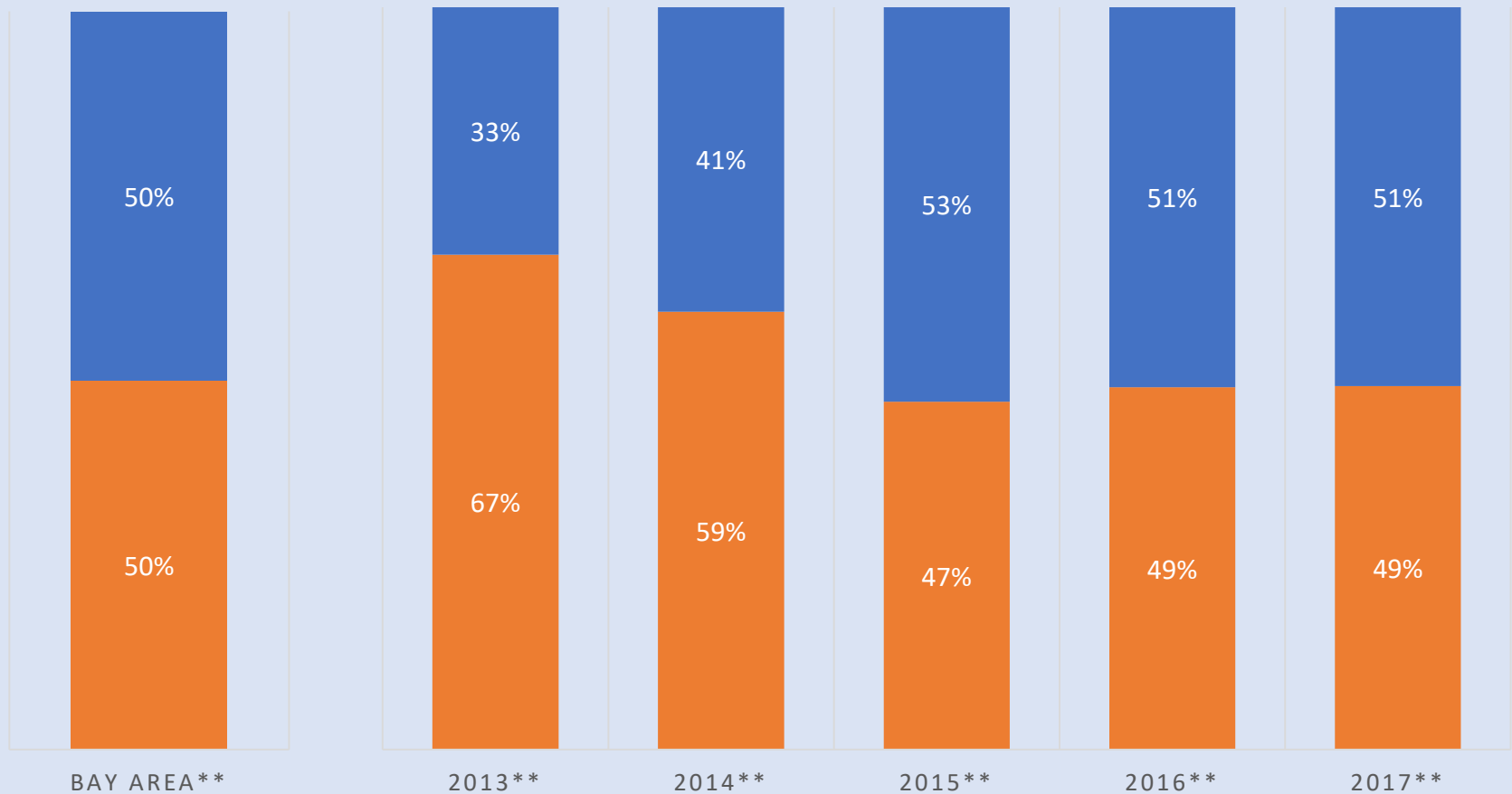
■ Female ■ Male



*As of February 7, 2018

New Hires & Promotions by Gender 2013 – 2017

Male Female

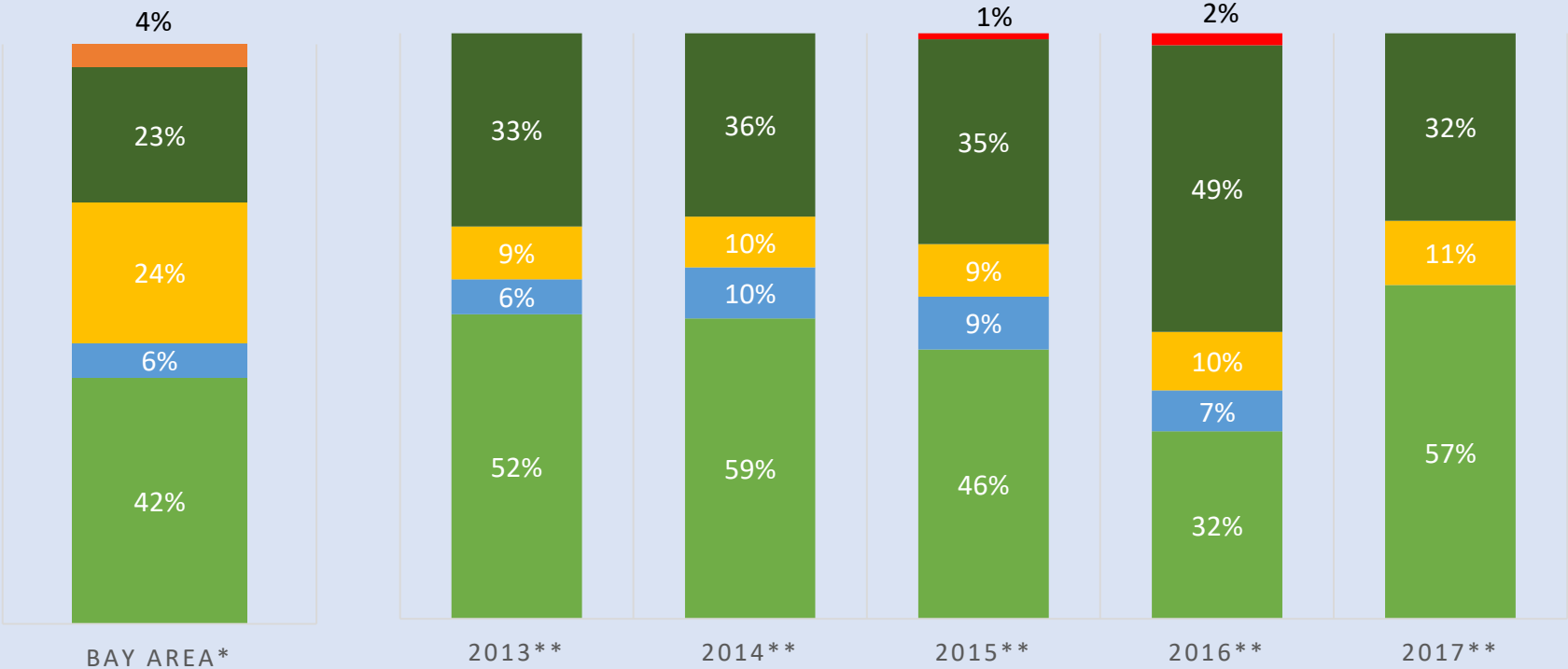


*US Census, 9-County Bay Area Data, 2010

**As of February 7, 2018

New Hires & Promotions by Race 2013 – 2017 (BAY AREA VS. BAAQMD)

- White (Non Hispanic or Latino)
- Black or AA (Non Hispanic/Lat)
- Hispanic or Latino
- Asian (Non Hispanic or Latino)
- American Indian/Alaskan Native
- Other or Two or More Races



*US Census, 9-County Bay Area Data, 2010

**As of February 7, 2018

Diversity Hiring and Employment Efforts

Merit Based Process

- Procedures Outlined in Memorandum of Understanding and Administrative Code
- Application Screening
- Panel & Hiring interviews
 - Interview questions are based on the knowledge, skills and abilities required for the position and are standardized
 - We use a diverse group of internal and external panelists, subject matter experts, and hiring managers

Recruitment Outreach

- Paper/In-Person – Community Niche Newspapers, internal bulletin board postings, Community and University Career Fairs, Air District Job Fair, HR Office, internal referrals
- Online – Air District website, District-wide job posting websites, diversity websites, District social media sites, and professional associations
- Nonprofits and Community Organizations



Diversity Hiring and Employment Practices

- Pay Equity
 - Salaries are pegged to Job Classification
 - Salary Survey Underway
- Equal Employment Opportunity Plan



Ongoing Efforts

- Continue expanded outreach to underrepresented groups
- Establish an internal mentoring program
- Work with the Employees' Association to enhance internship program
- Office of Diversity, Equity & Inclusion

Office of Diversity, Equity & Inclusion (DE&I)

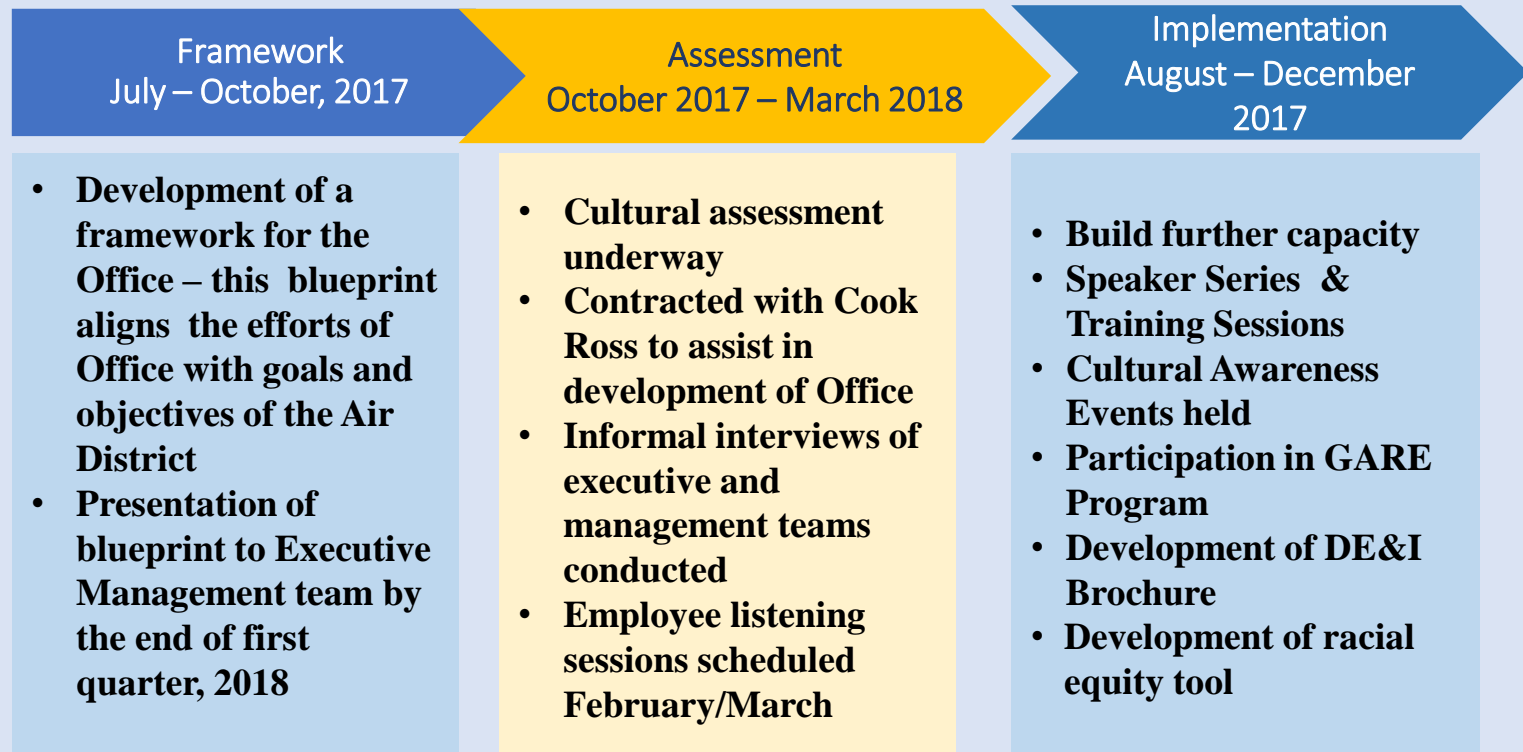
Established

July 1, 2017

Vision and Guiding Principles of the office are a Commitment by the Air District to:

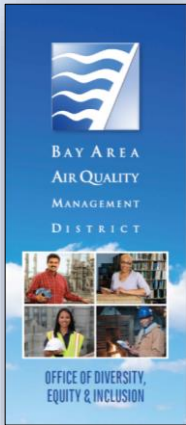
- Value diversity, equity, and inclusion at the agency and throughout the Bay Area;
- Using diversity, equity and inclusion as part of: decision-making strategies, policies, procedures, regulations, funding initiatives, public outreach, planning and hiring;
- A zero tolerance of all forms of discrimination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

Office of DE&I – Strategic Planning



Office of DE&I – Highlight of 2017

Brochures



Guest Speaker Series

375 Beale - Speaker Series: ABAG, Air District, BCD, & MFC host a monthly cross-agency speaker series... this month

19 July 2017
Wednesday 2:00-3:00 p.m.
375 Beale Street - Yerba Buena
GARE is a continuation of GARE for the District for a Fair and Inclusive Society

Government Alliance on GARE is a continuation of GARE for the District for a Fair and Inclusive Society

What Does it Mean to be a Culturally Competent Organization?

TUESDAY
JULY 18th
12:00 - 1:30PM
OHLONE ROOM

Dr. Tanya Khatib is an environmental policy manager and thought leader with 20+ years experience and best experience in international settings in the last 10 years of work. She has worked through public and private organizations for over 20 years. She has managed a power trading efforts that requires international, business, and cultural knowledge, and has worked with various international organizations. She has worked with various international organizations. She has worked with various international organizations.

Abstract

What does it mean to be a culturally competent organization? At the bottom line means, you will engage in conversations to address the question of how to be a culturally competent organization. This is a question that is being asked by many organizations. This is a question that is being asked by many organizations. This is a question that is being asked by many organizations.

Organizational Demographic Tracking



Public Participation Plan (Equity Lens)



Newsletters

"Diversity acknowledges our differences, equity provides for opportunities, and inclusion allows all of us to thrive." - Haas Institute, Office of Diversity, Equity & Inclusion

National Native American Heritage Month

The Air District proudly observes National American Heritage Month. Held each November, this commemorative month aims to provide a platform for indigenous people in the United States of America to share their culture, traditions, music, crafts, dance, and songs and concepts of the indigenous peoples of the United States are also referred to as Native American or American Indian, and Alaska Natives. The term "Indian" originated with Christopher Columbus, who, in his search for India, thought the people he had discovered were from the East Indies.

Happy Hanukkah

In the spirit of diversity, equity, and inclusion, the Air District proudly observes Hanukkah. Hanukkah is a Jewish holiday commemorating the rededication of the Holy Temple (the Second Temple) in Jerusalem at the time of the Maccabees.

National Disability Employment Awareness Month

The Air District proudly observes National Disability Employment Awareness Month (NDEAM). Held each October, NDEAM is a national campaign that raises awareness about disability employment issues and celebrates the many and varied contributions of America's workers with disabilities.

Did You Know?

- In the U.S. there are 61 million people with disabilities.
- California has the highest number of people with disabilities.
- In 2010, the labor force participation rate for people with disabilities was 16.7%.

INCLUSION MATTERS

Racial Equity Tool



Cultural Awareness Events

National Hispanic Heritage Month Celebration

You're invited!

Join us for lunch as we celebrate the rich histories, cultures and contributions of individuals whose ancestors came from Spain, Mexico, the Caribbean and Central and South America.

- Mariachi Music
- Authentic Hispanic Food available for purchase
- Hispanic-themed food trucks

Thursday, October 5, 2017
Time: 11:30 am - 1:30 pm
Location: 375 Beale Street at the paseo (Open area next to building)

DE&I Training

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. To reduce the negative impact of unconscious bias, we need to reduce the negative impact and subjective nature and biases of our unconscious judgments.

Dr. Tony Byers, Principal Consultant at Cash Resources, will deliver a keynote address to address the biases of human behavior.

Content and Learning Objectives:

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

Thursday, August 24, 2017
Thursday 10:00 am - 11:30 am and 1:00 pm - 2:30 pm
All attendees are encouraged to attend one of the two sessions above.
Join GARE on Friday at 9:00am-12:00pm
Location: Yerba Buena Conference Room - 375 Beale

Participation in GARE



What is the Government Alliance on Race and Equity?

The **Government Alliance on Race and Equity (GARE)** is a **national network** of local and regional governments working to achieve racial equity and advance opportunities for all.

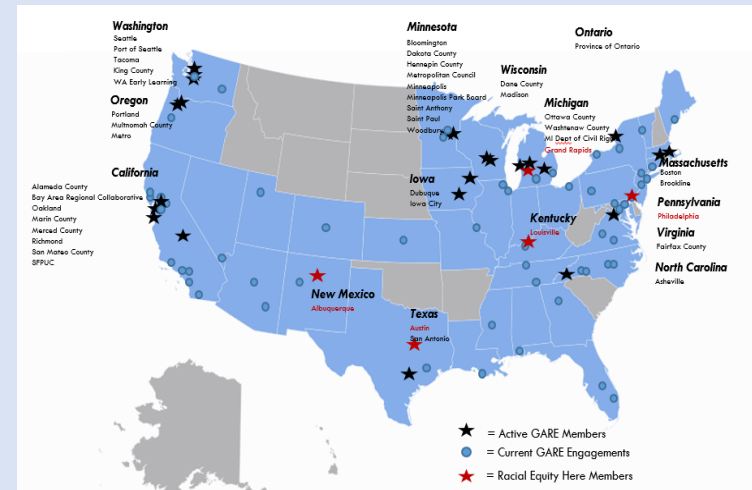


Provides **year-long training series** to support local and regional governments at the forefront of work to advance racial equity. Across the country, governmental jurisdictions are:

- making a commitment to achieving racial equity;
- focusing on the power and influence of their own institutions;
- working in partnership with others.

When this occurs, significant leverage and expansion opportunities emerge, setting the stage for the achievement of racial equity in our communities.

Government Alliance on Race and Equity – National



Office of DE&I - Next Steps

- Participation in GARE 2018 Implementation Program
 - Continue cross-agency collaboration:
 - Sharing of resources, best practices and support
- Work to drive diversity initiatives within Air District
- Enhance training and leadership development of all staff around diversity, equity, and inclusion

Winter PM_{2.5} Seasons

Year	Days > 35 µg/m ³	Winter Spare the Air Alerts
2014/2015	6	23
2015/2016	0	1
2016/2017	0	7
2017/2018	8	19

- Spare the Air Alert Called for: 12/8/17 – 12/15/17, 12/22/17 – 12/26/17, 12/29/17 – 12/31/17, 1/1/18, 1/2/18, 1/15/18
- Days > 35 µg/m³ 24-hr NAAQS: 12/15/17, 12/24/17, 12/30/17, 12/31/17, 1/1/18, 1/2/18, 1/3/18, 1/4/18

Calendar Year Summary

Year	National Ozone Exceedances	Days > 35 $\mu\text{g}/\text{m}^3$ due to Wildfires (PM _{2.5})	Total Days > 35 $\mu\text{g}/\text{m}^3$ (PM _{2.5})
2014	5*	0	3
2015	5*	3	9
2016	15	0	0
2017	6	14	18
2018	0	0	4

For Ozone - Days > 0.070 ppm 8-hour NAAQS: 8/26/17, 8/28/17, 8/31/17, 9/1/17, 9/2/17, 9/3/17

* Based on NAAQS of 0.075 ppm that was in place during those years

For Wintertime - Days > 35 $\mu\text{g}/\text{m}^3$ 24-hr NAAQS: 12/15/17, 12/24/17, 12/30/17, 12/31/17, 1/1/18, 1/2/18, 1/3/18, 1/4/18

(Other exceedances occurred due to wildfires outside of the November 1 – February 28 timeframe)