

ESAC diversity updates for Oct. 15, 2015

Veterans Awareness Week, Nov. 9-13

- Goal: Build awareness about our co-workers and their family members who have served as veterans
- Photo sharing activity
 - Veterans are invited to share photos of themselves holding signs saying, "I am a veteran"; employees can share similar photos about family members who have served
 - All week: Photos/stories will be posted in the Metro Regional Center lobby, sites and venues
- Event: Veterans Honoring Event in the Native American Tradition
 - All Metro veterans and family of veterans invited to attend
 - Date: Tuesday, Nov. 10; Location: Ginkoberry Hallway, OCC
 - Native American Drum and color guard will honor the veterans
 - Program details still in development
- Hollywood Veterans Day Parade
 - All Metro employees invited to march
 - Date: Wednesday, Nov. 11
- Lobby banner at MRC and posters at sites

Unconscious bias training

- Outline is finalized; 90-minute training focuses on building bridges and making connections with cultures/groups people don't know much about; combines video clips and small group discussions about cultural competence, cognitive dissonance and identifying one thing you will do to build a new connection/step outside of your comfort zone
- Next steps include:
 - Pilot training with Diversity Action Plan team members, refine outline as needed
 - Deliver training to managers first in November
 - Managers then play a lead role when their teams receive the training
- Recruited more than 20 new trainers; Cultures Connecting will train them on 10/20

All staff speaker damali ayo

- Date: Thursday, Oct. 29; Location: OCC Oregon Ballroom 203-4
- Artist damali ayo has developed a presentation about rejecting unconscious bias and embracing our true human nature
- Her speech will tie into Metro values and reference scenarios provided by staff where unconscious bias comes into play at Metro; staff will discuss these scenarios at their tables
- damali has requested to meet with staff of color over breakfast before the meeting
- Following the meeting damali will hold a workshop with Metro managers and supervisors

Cultural Compass Diversity Survey

- Third survey, launching Friday 10/ 30 – running through 11/13 with option to extend to 11/20
- Will add questions about unconscious bias as a baseline and to measure effectiveness of training in future years
- New administrator, Lexicon and Line with experience in diversity surveys
- Extending participants to temporary, seasonal and part-time regular employees (-600 hrs/year)
- Results will be presented to Senior Leadership Team in January

- Follow-up workshop with managers in the afternoon where damali will provide advice and guidance