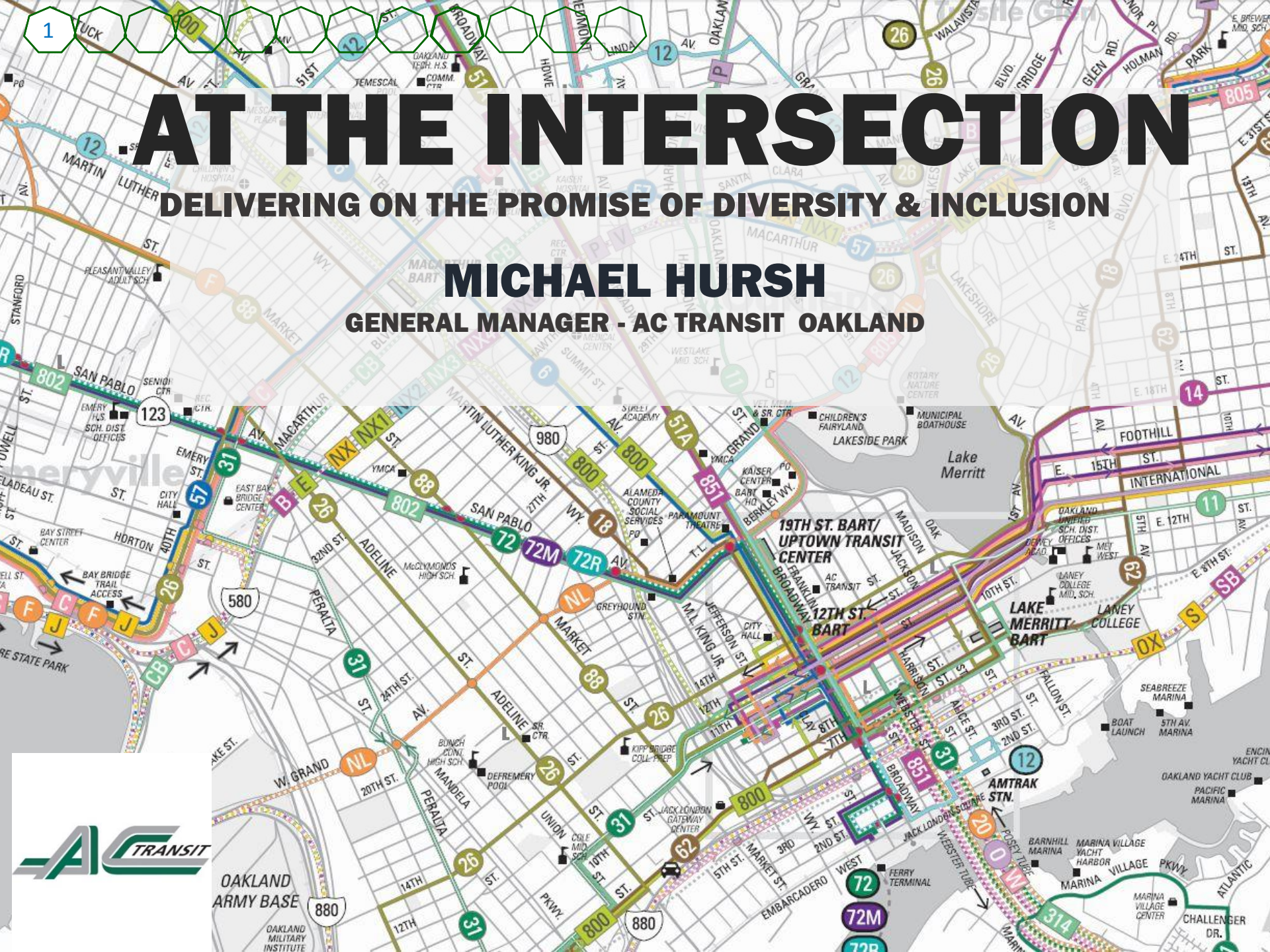


AT THE INTERSECTION

DELIVERING ON THE PROMISE OF DIVERSITY & INCLUSION

MICHAEL HURSH

GENERAL MANAGER - AC TRANSIT OAKLAND



OAKLAND
ARMY BASE

OAKLAND
MILITARY
INSTITUTE

THE THREE PILLARS

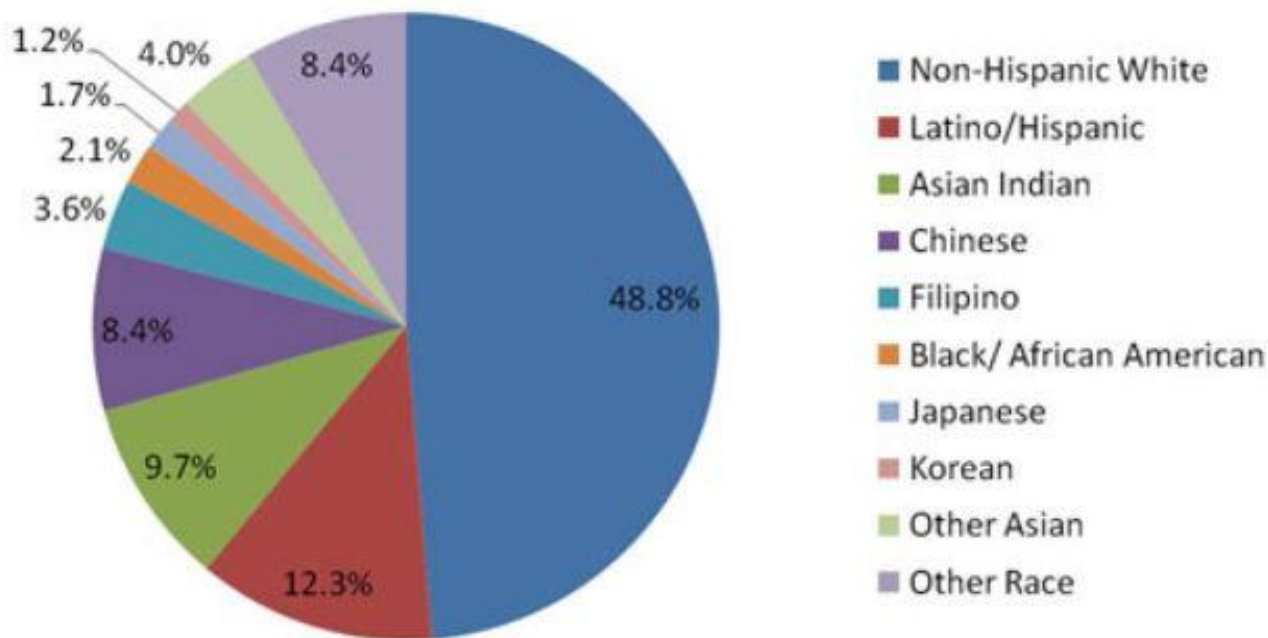


OUT WITH THE OLD

RETIRE THE PIE CHARTS

EDUCATE & ELEVATE

LOSE THE BINARIES



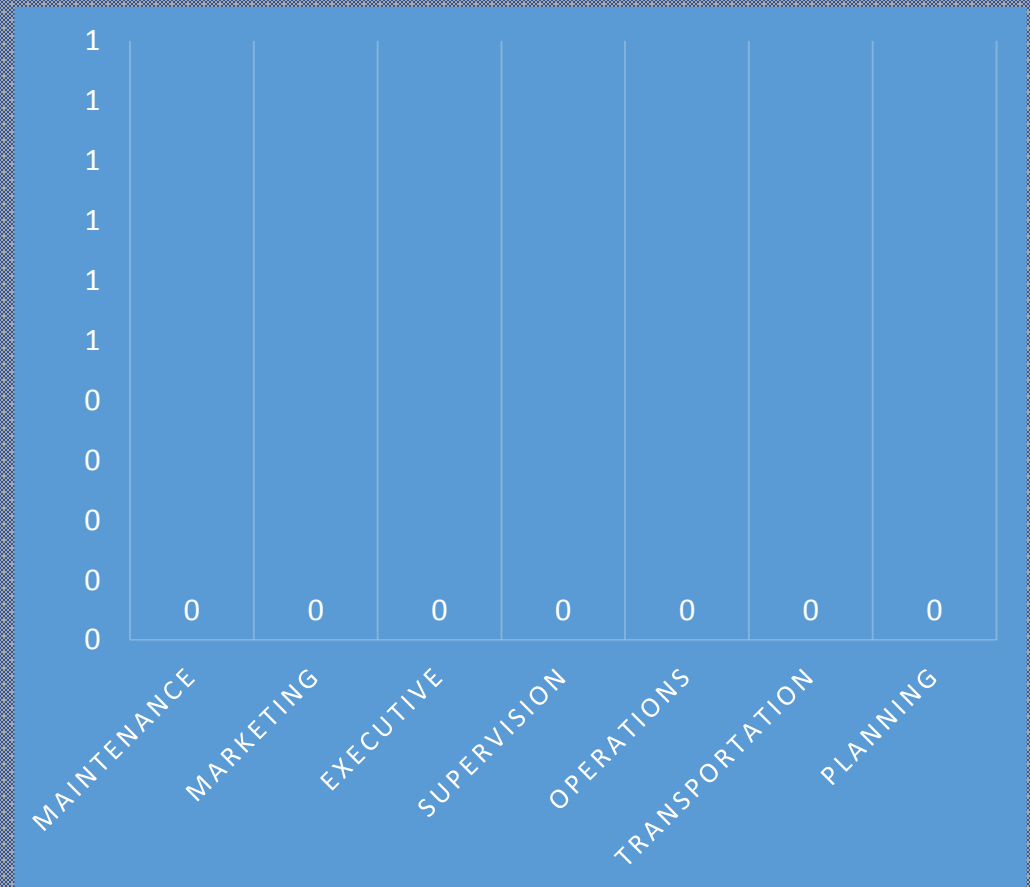


INCLUSION

10

My role in my organization is closest to:

- 1.Maintenance**
- 2.Marketing**
- 3.Executive**
- 4.Supervision**
- 5.Operations**
- 6.Transportation**
- 7.Planning**

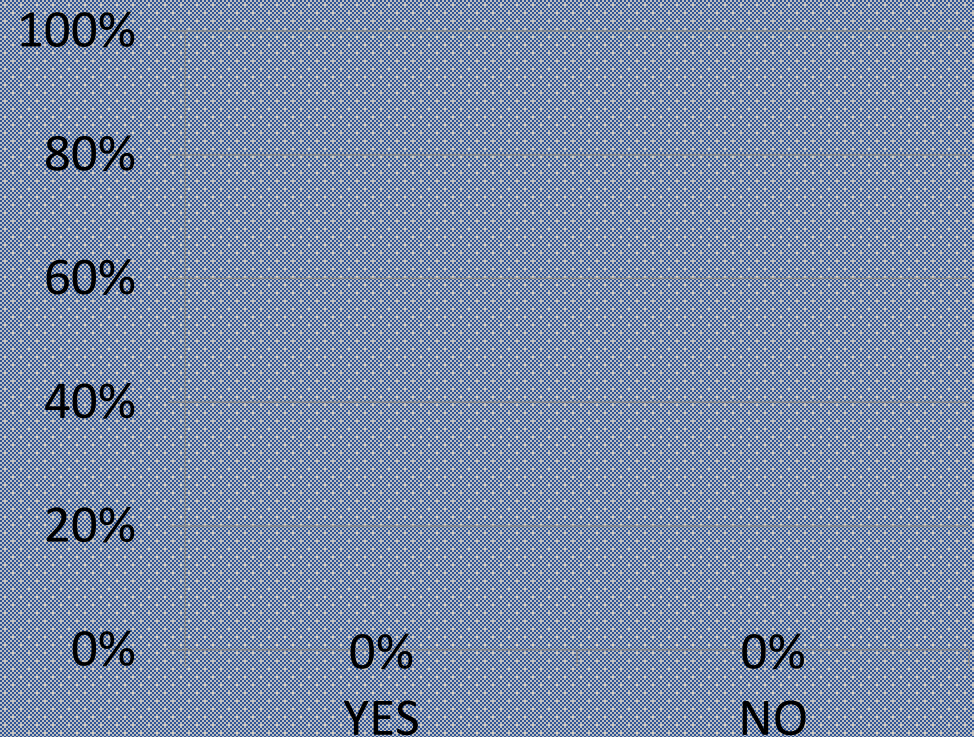


INCLUSION

Thinking with your manager or supervisor hat on for a minute, do you feel you're creating an inclusive culture for your employees?

1.YES

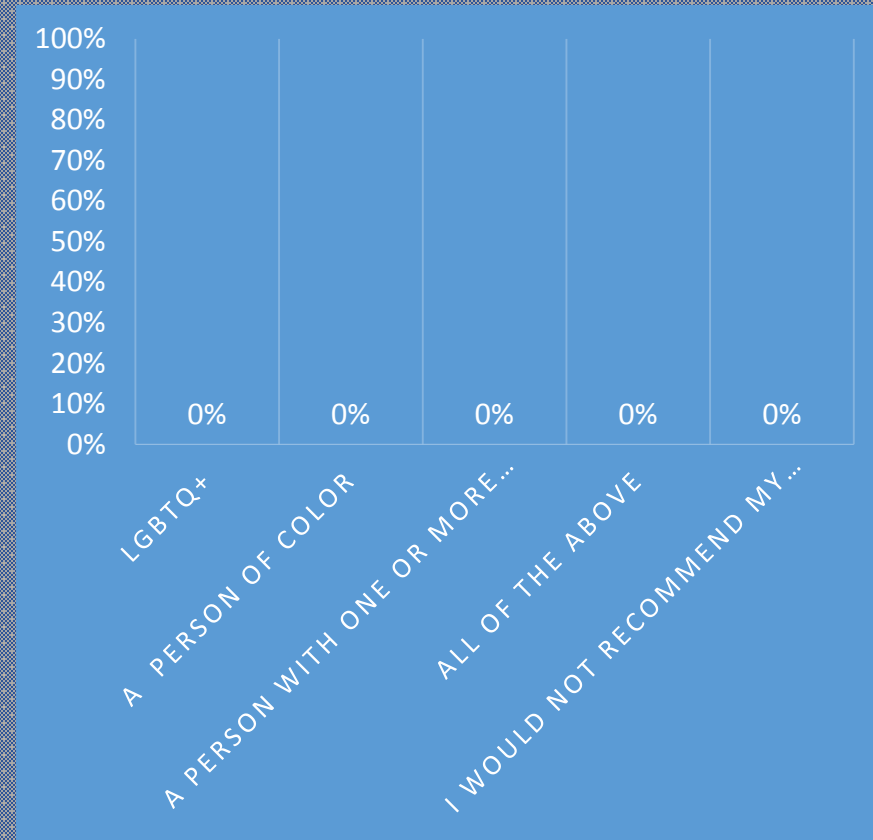
2.NO



INCLUSION

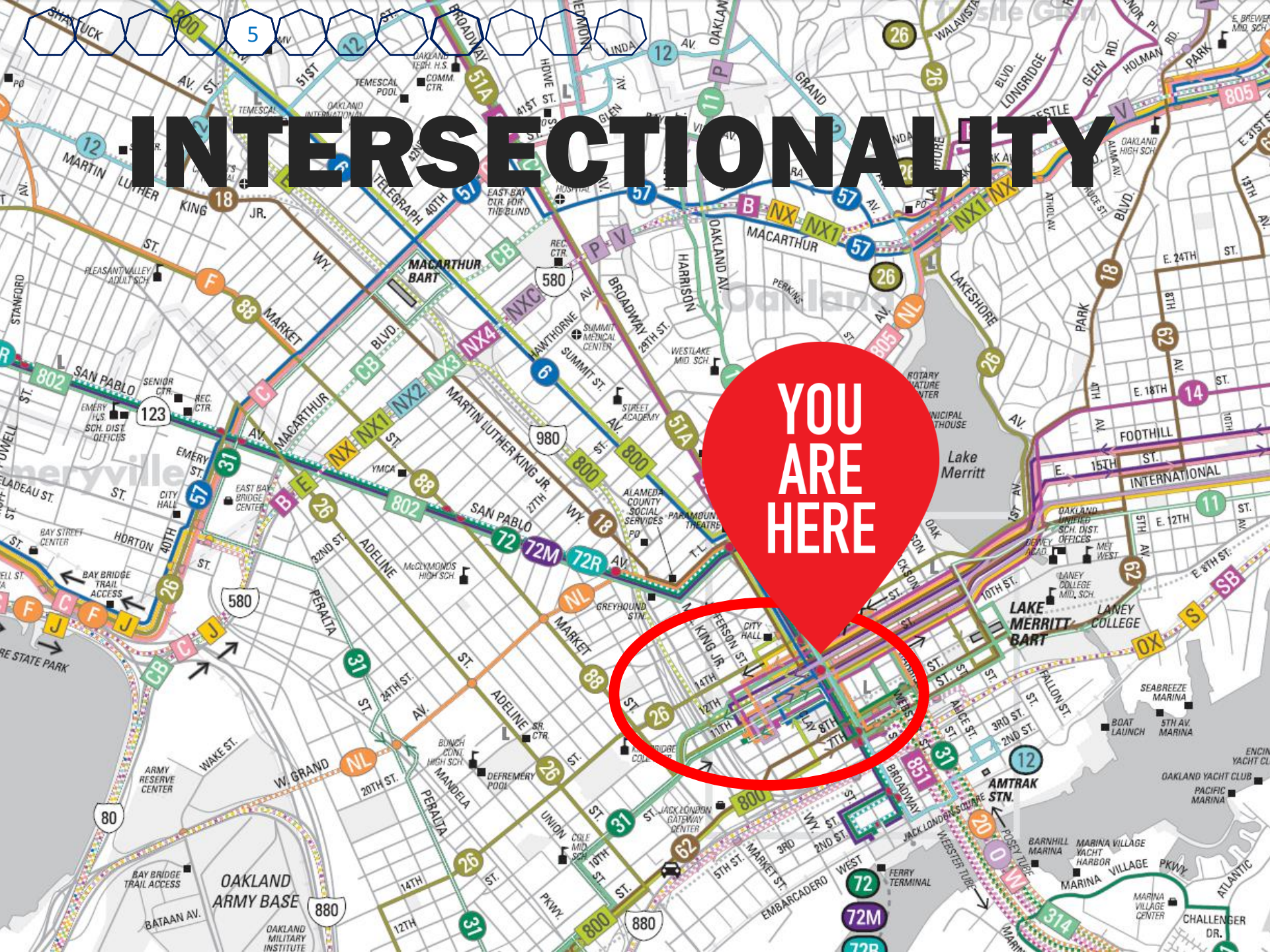
I would recommend my organization to a friend looking for an inclusive workplace who is:

- 1. LGBTQ+**
- 2. A person of color**
- 3. A person with one or more disabilities**
- 4. All of the above**
- 5. I would not recommend my organization to anyone looking for an inclusive workplace.**



INTERSECTIONALITY

YOU
ARE
HERE

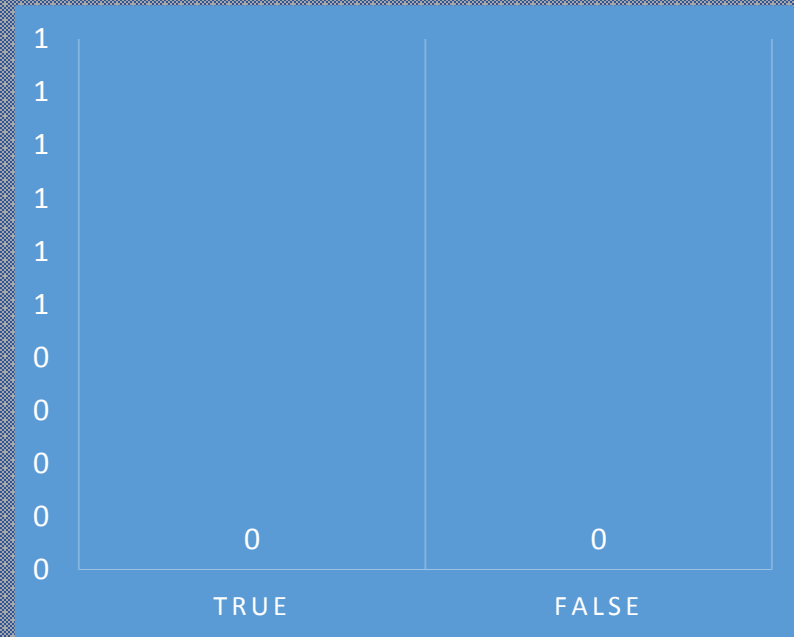


INTERSECTIONALITY

When shopping, I can easily buy books, greeting cards, dolls, children's toys, or magazines that feature people of my race.

1.TRUE

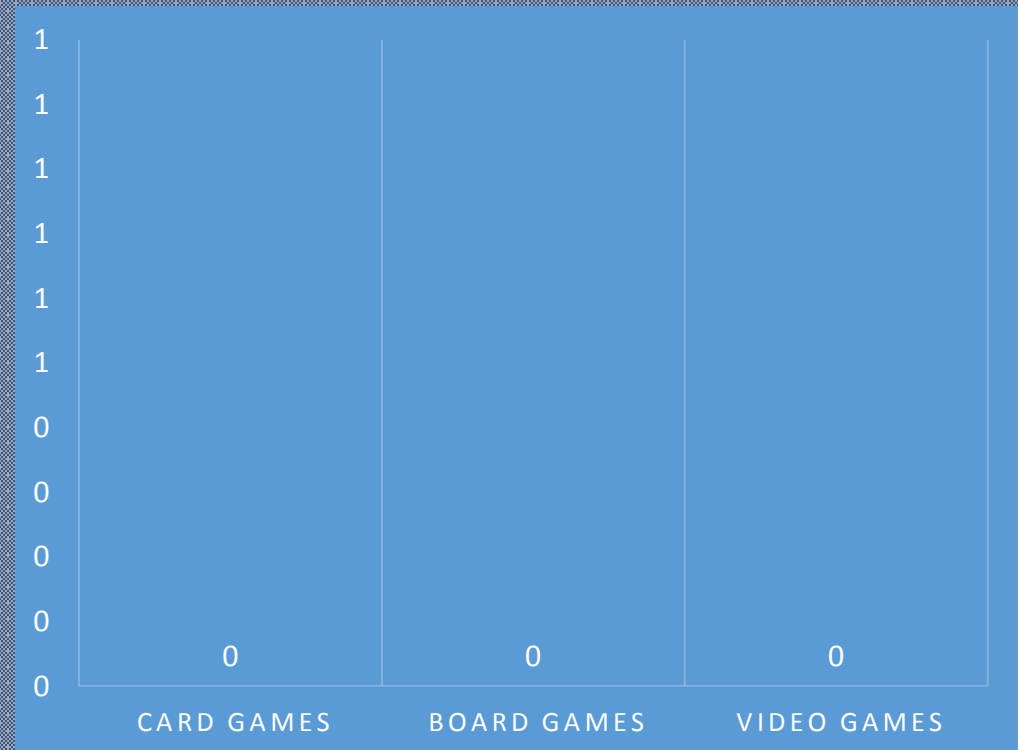
2.FALSE



Intersectionality Sampling

My favorite type of games are:

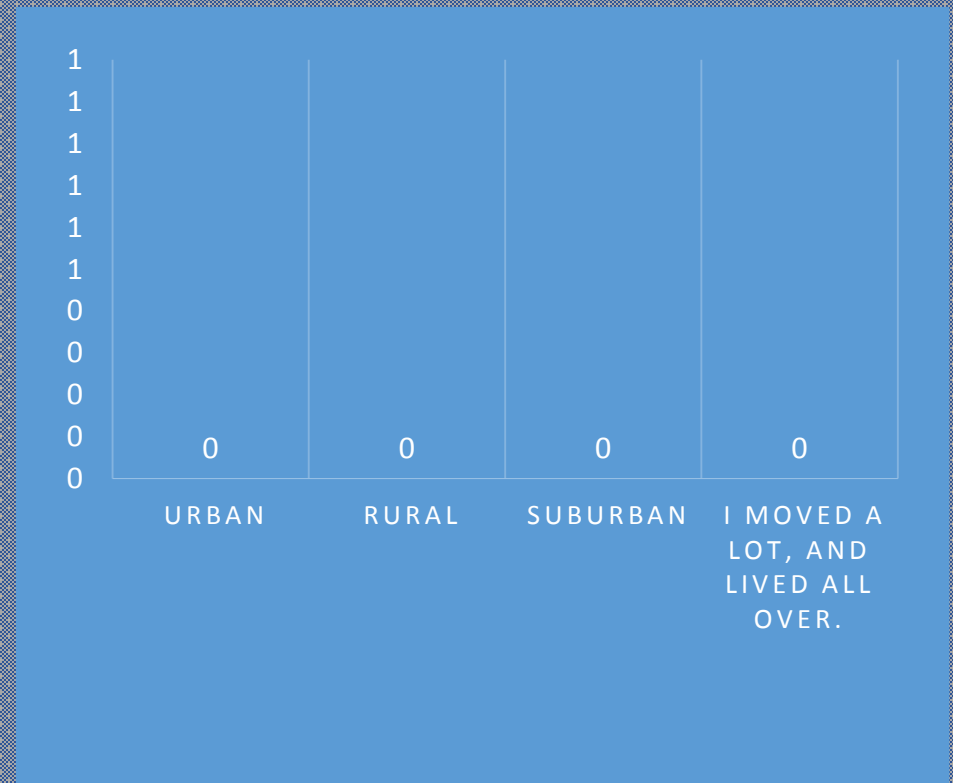
- 1. Card games**
- 2. Board games**
- 3. Video games**



Intersectionality Sampling 2

The area where I grew up was

- 1. Urban**
- 2. Rural**
- 3. Suburban**
- 4. I moved a lot, and lived all over.**



INCLUSION

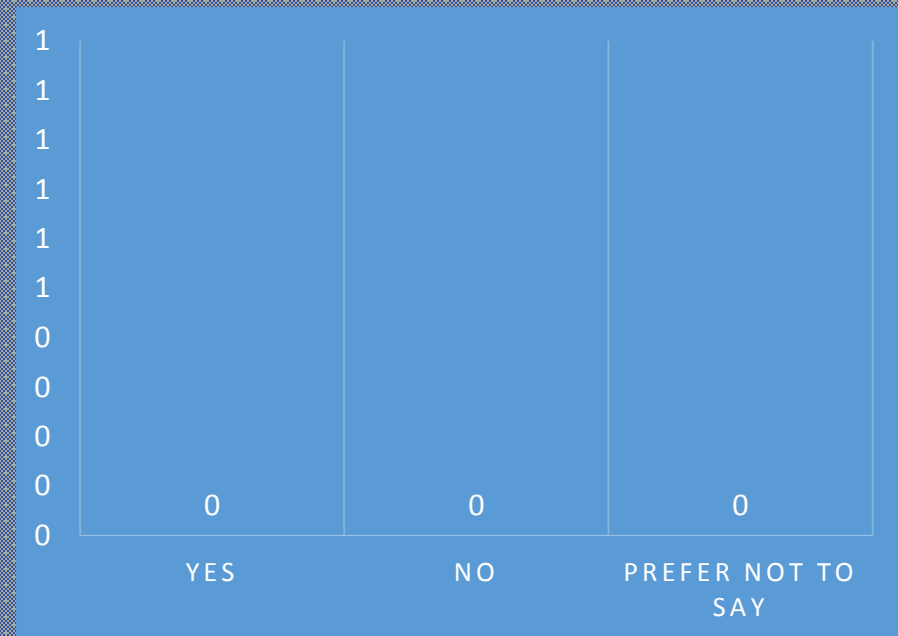
10

Do you mask or downplay aspects of your physical, cultural, spiritual or emotional self at work in order to protect yourself from negative comments, ridicule, or bias?

1.YES

2.NO

3.PREFER NOT TO SAY



A collage of six professional headshots of the executive team, arranged in two rows of three. A dark green banner with the text "EXECUTIVE TEAM" in white serif font is centered across the middle. The top row features a man in a dark suit and striped tie, a woman in a black blazer, and a man in a tan blazer and red striped tie. The bottom row features a man in a grey blazer and striped tie, a woman in a black blazer and blue shirt, and a man in a grey blazer and blue polka-dot tie. A decorative hexagonal border is at the top left.

EXECUTIVE TEAM

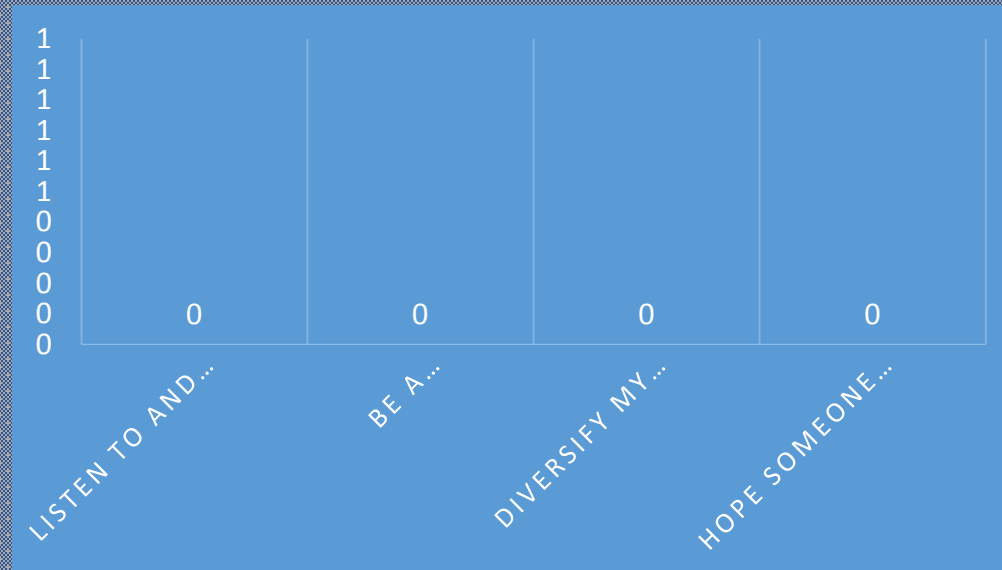
WHAT'S AN ALLY?



ALLIES

In order to be an effective ally, I can:

1. Listen to and support those who say they don't feel included.
2. Be a mentor/sponsor to someone outside of my own group(s).
3. Diversify my interviewing and hiring habits.
4. Hope someone else leads this effort so I don't have to.



VETERANS



RATE YOUR AGENCY

How would you rate your employer or agency on creating an inclusive and diverse workplace, on a scale of 1- 5?

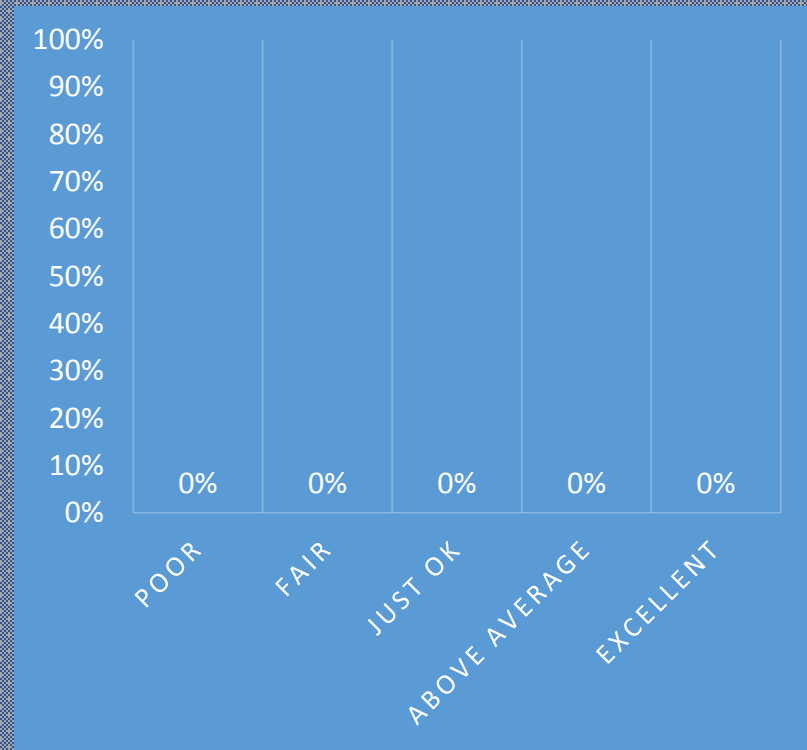
1. Poor

2. Fair

3. Just OK

4. Above Average

5. Excellent



COMMIT

EXAMPLE:

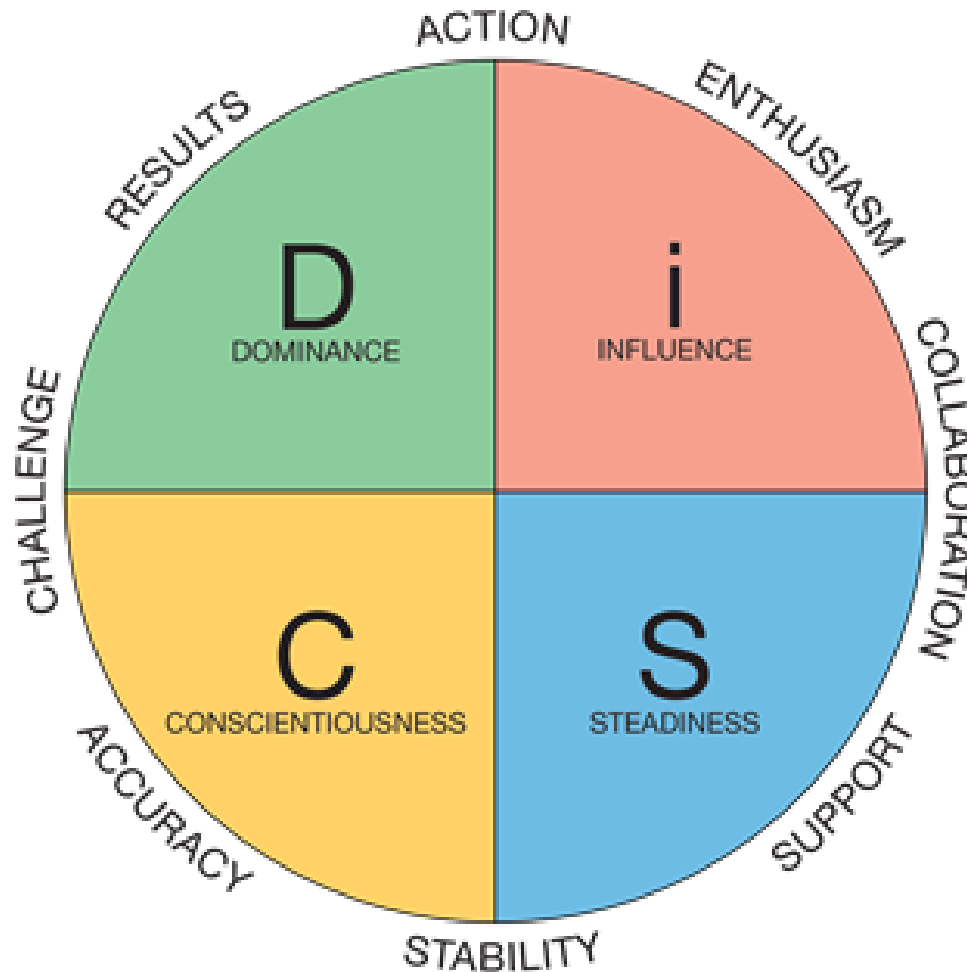
“We are proud to be an equal opportunity workplace dedicated to pursuing and hiring a diverse and vibrant workforce.”



ASSESS WORK STYLES

DISC PROFILES

INSIGHTS DISCOVERY



WINNING AT CHANGE



RIDE WITH PRIDE



QUESTIONS

