

5 C's of Equity Commitment, Culture, Community, Collaboration, and Change

Our society doesn't navigate in the space of a one size fits all narrative, Caltrans District 4 Equity Program Manager Andrea Pugh within the Division of External Affairs constructed and designed an innovative approach to connect internal and external staff/communities to foster equitable change and awareness.

In 2020, Caltrans District 4, we listened to the concerns and the dismay of our internal and external community. A global pandemic, civil unrest, and social injustice demanded that we act like never before. First, we sought to understand what our diverse employees and communities were experiencing. Their needs and experiences drove our actions. Our circumstances were unprecedented, but our response was not.

Caltrans District 4 precedent Director Tony Tavares served as an ally and championed Andrea to lead this innovative charge. In founding this charge, Mrs. Pugh embodied a **5 C's of Equity** mindset. Stating, "In a **Commitment** towards equitable **Change** by cultivating engagement through **Cultural Collaboration**, unleashes a power that strengthens the internal and external **Communities** we serve."

With this mindset, Andrea exercised her abilities and served as a transformational leader and change agent by engaging with a diverse population of external vendors, stakeholders, and partners to inform and inspire staff through virtual technologies during the height of a global pandemic, when such platforms had only been cascaded through in-person arenas.

By design over 100 Equity N' Education efforts have been presented since 2020 including: Lets' Break to Educate, Fall, Winter, Spring, and Summer Fest, Financial Empowerment, Equity' N' Transportation, Safety, AAPI, Race, LGBTQ, Gender Pronouns, Equity N' Health, Unsheltered and Food Injustices, Housing for Health, Combating Digital Divide, and District 4 Thinking Equity Series to name a few.

Through Cross-Cultural Collaboration and innovative thinking, on behalf of District 4 Andrea Pugh engaged with external/internal partners such as Holy Names University, UCLA X, John Muir Health, Kaiser Permanente, Sutter Health, Alameda County Fire Department, Oakland Unified School District, **Statewide/Districtwide leaders**, University of San Francisco, U.S. DOT, America Walks, Oakland Chamber of Commerce, Mathematica, East Bay Housing Organization, Commonwealth Club, Pacific Service Credit Union; were instrumental resources tailored within the Equity N' Education initiatives. Participants obtained beneficial tools in support of societal health focused on diversity, equity, and Inclusion, mental well-being, racial injustices, food disparities, health equity, socio-economic well-being, cultural acumen, transportation equity, and environmental inequities.

By providing such resources in support of this initiative, helped diversify and strengthen awareness with our internal and external communities in the space of Equity.



District 4 Division of External Affairs

SUMMER FEST 2022 SERIES

DIVERSITY • EQUITY • INCLUSION

ABOUT: This 4 session series will focus on Structural Factors that Impact Communities, Mental Health Awareness, Equity & Inclusion, Self-Care, and Racial Injustices. This multi-functional series allows you to take a deeper dive, during the summer in obtaining beneficial tools that supports work-life harmony and societal health.

SESSION 1

TITLE: Road to Nowhere: How to Fight Foreclosure and Reconnect Communities

HOST: America Walks

DATE: June 29th, 2022 @ 11 A.M.

OVERVIEW: During the early 1960s, highway building has displaced over 1 million people or disproportionately number of them Black and Brown Americans. Join America Walk, Alex Contreras, Keri Oddy and Jay Arce for a conversation on how cities and communities are beginning to address the harm that highways have caused.

RECORDING INFO: email: d4.equity@dot.ca.gov

SESSION 2

TITLE: The Psychological Origins of Stigma & Bias

HOST: Mindspring Mental Health Alliance

DATE: July 6th, 2022 @ 9 A.M.

OVERVIEW: Discuss the origins of understanding mental illness, how misinformation is spread, and how stigma impacts individuals and communities. Learn tips for correcting negative perceptions with a licensed therapist in this one-hour seminar.

RECORDING INFO: email: d4.equity@dot.ca.gov

SESSION 3

TITLE: Understanding Institutional Racism

HOST: Kaiser Permanente

DATE: July 19th, 2022 @ 9 A.M.

OVERVIEW: Racism has maintained a consistent presence in our society. The workshop focuses on the conversation from the role of "different opinions" to "understandable fact that must be acted upon." Participants will leave this session feeling highly motivated and inspired to participate in your organization's social equity initiatives.

RECORDING INFO: email: d4.equity@dot.ca.gov

SESSION 4

TITLE: Understanding Trauma

HOST: Mindspring Mental Health Alliance

DATE: August 17th, 2022 @ 10 A.M.

OVERVIEW: Trauma is defined by the emotional and psychological effect an event has on people, and how they feel about it. Explore the science of trauma and discuss how trauma impacts physical & mental health with a licensed therapist.

RECORDING INFO: email: d4.equity@dot.ca.gov

SIGN UP SOON,
SPACE IS LIMITED.



Questions: d4.equity@dot.ca.gov



District 4 Division of External Affairs

EQUITY, INCLUSION, DIVERSITY "EID"

HEALTH EQUITY SESSION

"Transgender - Nonbinary Care"

Host: KAISER PERMANENTE

ABOUT: In honor of Pride Month, Caltrans District 4 presents "Transgender - Nonbinary Care" virtual session. This informative session promotes health equity and fosters awareness about gender identity along with gaining insight about gender-affirming care.

TRANSGENDER AND NONBINARY CARE

DATE: June 23rd, 2022 - 11 am

INFO: As part of Pride Month, Alison Taur, MD, a nuclear medicine physician with Kaiser Permanente Medical Group, joins host Alex McDonald, MD to discuss caring for transgender/nonbinary patients, and how physicians can talk to patients about gender identity.

SIGN UP - REGISTER

SIGN UP SOON,
SPACE IS LIMITED.



Questions: d4.equity@dot.ca.gov



PRESENTS

GENDER PRONOUNS 101

WHY PRONOUNS MATTER

ABOUT: The Gender Pronoun 101 "Why Pronouns Matter" event is an interactive learning opportunity in the space of Equity, Diversity, and Inclusion. Dr. Kimberly Mayfield EdD and Dr. Sheila Smith McKay PhD will discuss strategies and promote awareness on how to ask, use, and display proper gender pronouns to create openness and inclusion. This event will also provide useful tools to address misgendering concerns.

WHERE: TUESDAY, JULY 26TH 2022 - 12:00PM - 1:00PM



MODERATOR: Andrea Pugh
Caltrans District 4
Equity Program Manager
Division of External Affairs
(She/Her/ Hers)



Dr. Kimberly Mayfield EdD
Holy Names University
Dean, School of Education
Vice President for External
Relations and Strategic
Partnerships Diversity,
Equity & Inclusion Lead
(She/Her/ Hers)



Dr. Sheila Smith McKay PhD
University of San Francisco
Vice Provost/Diversity Equity
Inclusion & Faculty Excellence
(She/Her/ Hers)

Sign Up: d4.equity@dot.ca.gov