



CALIFORNIA
High-Speed Rail Authority

**Diversity, Equity and Inclusion
Taskforce Update**

Melissa Figueroa, Chief of Strategic
Communications

Diversity, Equity and Inclusion (DEI) Taskforce

- The DEI Taskforce's **mission** is to ensure the Authority is a safe, diverse, equitable, inclusive and representative department internally, and provides opportunity for all contractors and businesses in California, consistent with or exceeding state and federal policy objectives and goals.
- 11 voting members from key sections of the program, including procurement, program delivery, legal, small business, human resources and our regional offices.
- Meet 6 times a year
- Additional DEI advisory group that meets quarterly to review progress and provide feedback and guidance
- Provides guidance and recommendations related to, hiring and promotion, outreach, internal trainings, resource access/removal of barriers, workplace environment, procurement and contracting

CPS HR Contract

- Currently, there are no permanent and dedicated staff for the taskforce efforts, CPS support needed in the interim
- CPS Contract initiated on May 13, 2021
- CPS contract will be extended two years to support with additional work
- CPS has supported with the establishment of the DEI taskforce. One key item was the staff **DEI assessment survey and focus groups**.
- CPS contract Jacques Whitfield and team have been instrumental in the development of the DEI taskforce and bring years of expertise.



Mr. Whitfield is a seasoned Human Resources Executive with over 25 years of experience in human resources management and diversity, equity, inclusion and belonging. Whitfield is a Principal HR Consultant with CPS HR, where he serves as the DEI Learning and Education Team Lead. Prior to joining CPS HR, Whitfield served a six-year tenure as the Chief Human Resources Officer and Chief Compliance Officer for the Yuba Community College District. Whitfield is a subject matter expert in performance management, employee engagement, diversity, equity and inclusion and state and federal EEO compliance matters. Whitfield is also a subject matter expert in transformational leadership development. He is highly accomplished in successfully working with others to develop professional skills and improve employee effectiveness through training and development.

DEI Audit Recommendations and Actions

Recommendations (all complete)

- Create a charter
- Write standard definitions for diversity, equity and inclusion
- Increase taskforce member recruitment

Actions

- Created a Charter that was reviewed and edited by taskforce members
- Cultural awareness months
- Updated HR Equity Impact Report
- Presented to HSR staff on overall Authority DEI efforts and objectives during December staff presentation with CEO Kelly
 - » Requested staff engagement and participation
 - » Training opportunity for upcoming DEI classes emailed to all employees through HSR Training Branch

Celebrating and Honoring Diversity

Through our cultural months outreach, we share the stories of people making high-speed rail a reality in California, from the people building high-speed rail in California's Central Valley to our committed staff in our headquarters and regional offices.



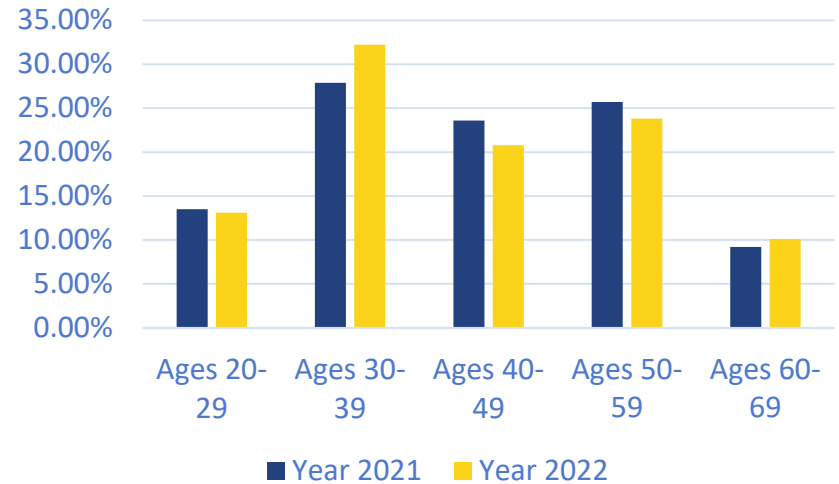
HR Equity Impact Report

2021 and 2022 Comparisons and Key Highlights

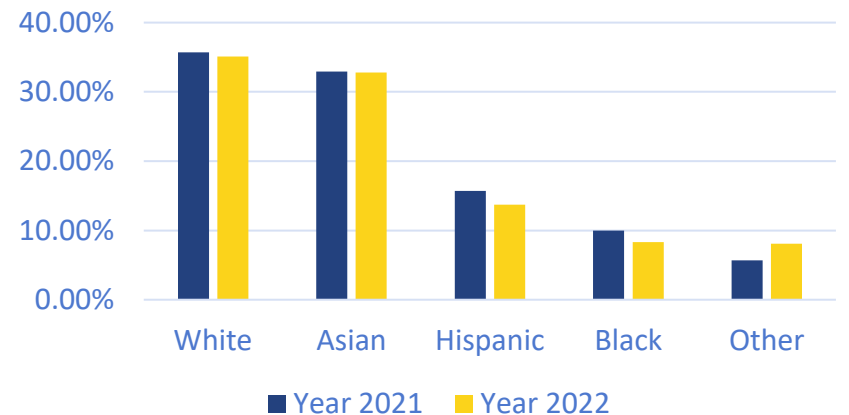
Rank-and-File Employees:

- 5% increase in the hire of rank-and-file employees under the age of 40 years old in 2022.
- Race and ethnicity in 2022 remained consistent with 2021 numbers, with white and Asian rank-and-file employees being the most prominent in 2022.
- 1% increase in male rank-and-file employees with an overall 52% male and 48% female split in 2022

Rank-and-File Employee Age



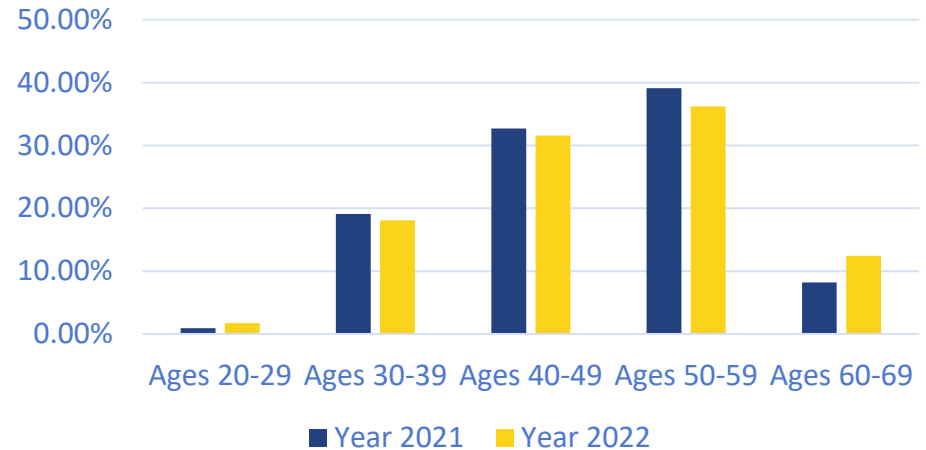
Rank-and-File Employee Ethnicity



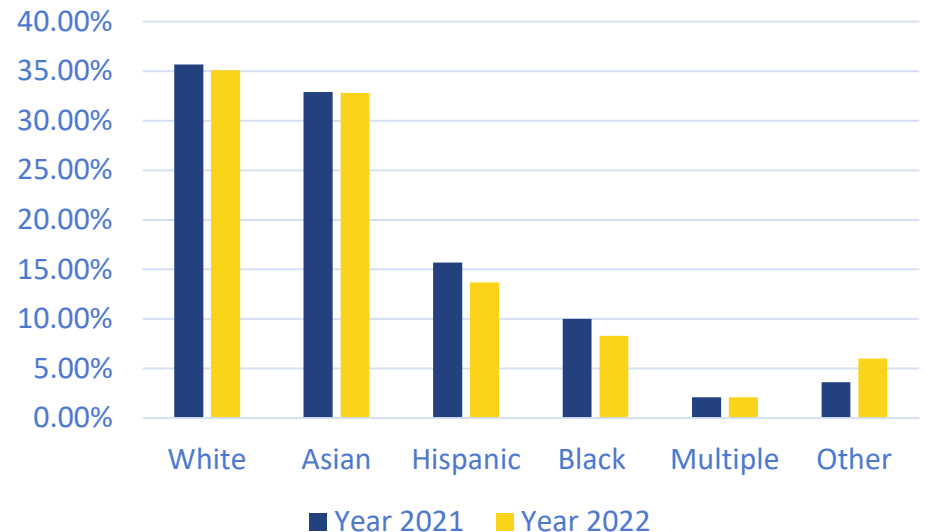
HR Equity Impact Report

- **Managers and Supervisors:**
 - Most managers and supervisors in 2021 and 2022 are ages 50-59 years old.
 - White managers and supervisors remain the highest representation in 2022, sitting below 40%.
 - Managers and supervisors have remained evenly split 50% male and female in 2021 and 2022.

Managers & Supervisors Age



Managers & Supervisors Ethnicity

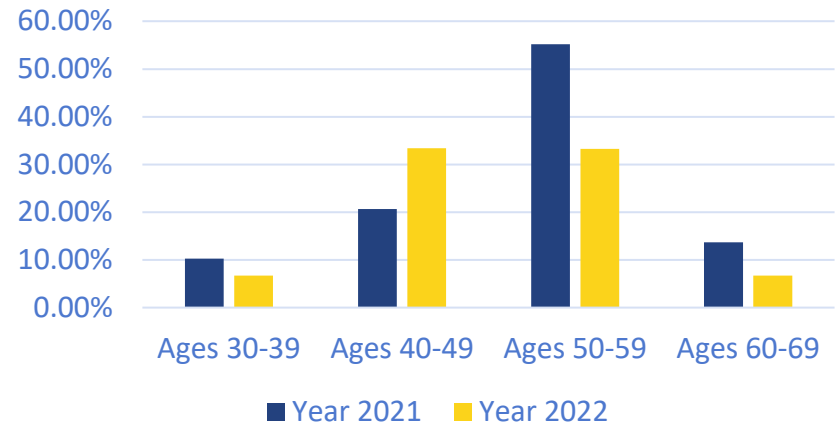


HR Equity Impact Report

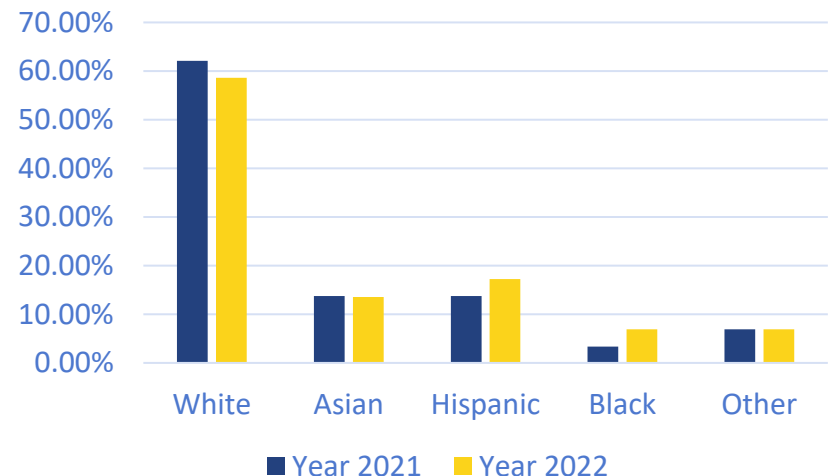
■ CEA & Executive Level:

- 9% increase in the hire of executive level staff under the age of 50 years old in 2022.
- White staff represent over 50% of executive-level staff, but representation dropped by 4% since 2021.
- Females account for about two-thirds of all executive level employees in 2022, with a 5% increase in female representation in 2022.

CEA & Executive Level Age



CEA & Executive Level Ethnicity



Outreach efforts 2022/2023



In 2022, we participated in approximately 359 reaching more than 13,300 members of the public.

In 2023, key outreach goals include:

Strategic outreach efforts, prioritizing communities of color.

Coordinated effort with HSR HR for outreach/job hiring events statewide.

Additional bilingual outreach and added materials in multiple languages.

Industry-Leading Student Outreach

In 2023, we proudly accepted the WTS – Sacramento Rosa Parks Diversity Leadership Award for the I Will Ride Student Outreach Program.

Recognizes a transportation organization that has contributed significantly to promoting diversity, inclusion and multi-cultural awareness.

Since it's relaunch in 2020, we have conducted hundreds of outreach events reaching thousands of students in California and beyond.



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