

From: [Law, Christopher@DTSC](mailto:Law.Christopher@DTSC)
To: [Rohlfes, Larry@DTSC](mailto:Rohlfes.Larry@DTSC)
Subject: DTSC Organizational Culture Task Group
Date: Friday, June 03, 2016 9:29:20 AM

With respect to the request in the IRP's January 28, 2016 report for an "update on the actions DTSC is taking to strengthen its commitment to supporting diversity and fostering cross-cultural understanding," please refer panel members to Director Barbara Lee's May 11th announcement below concerning the establishment of the DTSC Organizational Culture Task Group.

Thanks,

Christopher Law
DTSC Independent Review Panel Liaison

From: Lee, Barbara@DTSC
Sent: Wednesday, May 11, 2016 5:01 PM
To: Lee, Barbara@DTSC
Subject: DTSC Organizational Culture Task Group

Dear DTSC Employees,

Earlier this year, I invited interested staff to participate in a new and innovative effort, focused around a cross functional, multi-cultural, multi-level task group. To recap, the key duties for this task group entail:

- Identifying opportunities to embrace diversity, collaboration, and professionalism;
- Fostering intercultural and cross-cultural understanding within the organization, as well as our involvement and interaction with the communities we are charged to protect;
- Assessing strengths and weaknesses concerning the attitudes and interpersonal engagements throughout the department and identifying opportunities for improvement.

All regions and positions within DTSC were encouraged to participate in the task group, and submit information about their interest. The goal was to ensure that the participants chosen were characteristic of the cultural diversity of the organization, representative of the breadth of perspective and experience within our department, and able to voice concerns on behalf of any employee feeling undervalued and unengaged.

I am very pleased to report that as a result of this invitation, we received a large number of submissions from employees committed to improving cultural awareness in the department, identifying opportunities to improve that awareness, and coming up with ways to embrace and celebrate the diversity that embodies DTSC and the people of California we protect. From those submissions, seventeen applicants were chosen to participate.

The participants will be notified of their selection in a separate email, and we will be convening the first meeting of the task group by the end of May. As part of this effort, DTSC will also be pursuing a statewide employee engagement survey to measure levels of cultural awareness as

well as employee satisfaction, knowledge, information, and perceptions of management, communication, and processes. First and foremost, the data will provide the task group with information critical to assessing cultural awareness within the department and its impact on the communities we serve. The survey will also seek employee feedback on critical workforce issues at DTSC. Increasing employee satisfaction, by successfully addressing those issues, is very important to me.

I hope this effort demonstrates to everyone within the department, and to the communities we serve, that we are committed to cultivating meaningful change. Thank you to all of the employees who demonstrated their dedication to DTSC with their applications. This is the first of many steps we'll be taking together to unify the department in the delivery of our mission. I look forward to updating you on our progress once the task group has had the opportunity to meet and establish their goals and structure.

Sincerely,

Barbara A. Lee
Director