



Trinity River Authority

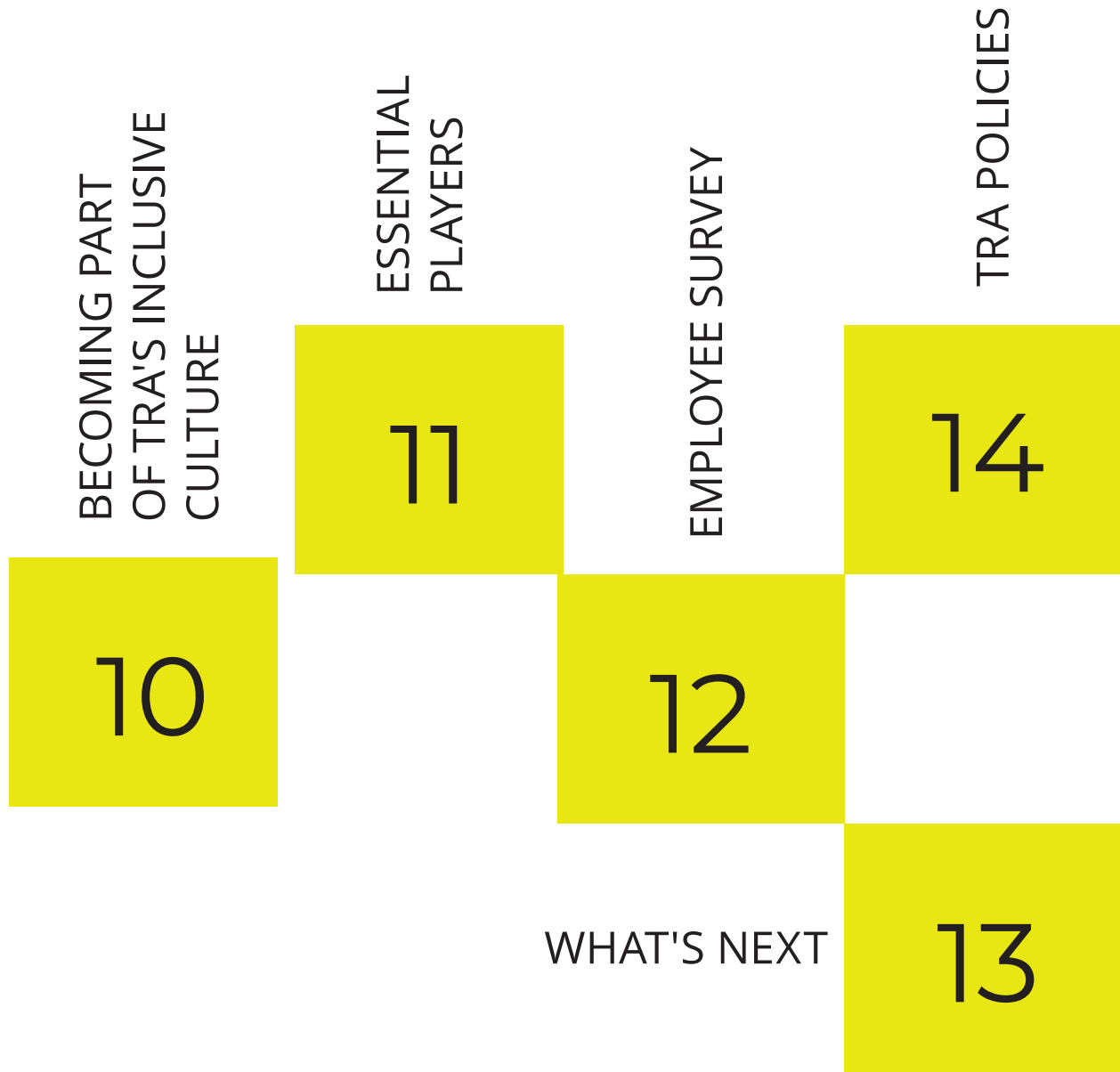
Diversity and Inclusion Initiative
Valuing Our Differences



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A NOTE FROM THE GENERAL MANAGER

The Trinity River Authority is able to provide exceptional service to our customers due to the dedication of our staff members. The Authority's success rests in the hands of our staff, making employees our most valuable asset. Therefore, we are committed to sustaining and enhancing an environment that fosters diversity and inclusion. Individuals with various backgrounds, skills and experiences make up the fabric of TRA and create a workplace that encourages efficiency and innovation. Diversity and Inclusion are at the core of the Authority's mission, vision and values. Differences among our employees reflect the various communities we serve, allowing us to better identify and meet their needs. We will continually work to attract and retain candidates who possess unique talents, knowledge and perspectives.

We want all employees to feel they are respected, heard and provided equal opportunities. We acknowledge that diversity and inclusion is more than a commitment, it is an action. Our goal is to ensure all employees feel they have fair and equal opportunities allowing for both personal and professional growth. We will continue to improve the Authority by recognizing our similarities while valuing our differences to achieve the common goal of enriching the basin as a resource for Texans.


J. Kevin Ward,
General Manager

INTRODUCTION



Left-Right: Douglas Short, Howard Slobodin, Alison Mackey, Taylor Huynh

Diversity and Inclusion are reflected in the Trinity River Authority's Core Values and in its Strategic Plan.

Employees are the foundation of the Trinity River Authority's current and future success.

This initiative exemplifies an organization that stands for excellence in all things, and one which fosters an inclusive workplace.

The initiative shows an organization that respects diversity of thought, style, experience, culture, race, ethnicity, gender, national origin, religion, gender identity and expression, sexual orientation, disability, age, marital status, citizen status, and veteran status to strive for innovation and an environment in which we value our differences and celebrate our similarities.



**I enjoy, biking, hiking,
and playing disc golf.**
- Ken Tran

Purpose

Our reason for a Diversity and Inclusion Plan

To continue to instill diversity and inclusion, vision and values into all of TRA's processes so that it is embedded in our culture.

Diversity and Inclusion

Vision

Our standard

To continue to foster a respectful, diverse and inclusive culture where all employees' talents and abilities are leveraged to foster a work environment of excellence and innovation, building upon TRA's strong reputation.

Values

We value diversity and inclusion by:

- Accepting, respecting and leveraging the diverse talents of all our employees
- Encouraging a diverse talent pool of applicants
- Fostering a harassment/ discrimination-free culture





What is Diversity?



Everyone is individual and different.

"Diversity is being invited to the party. Inclusion is being asked to dance."

- Verna Myers

What is Inclusion?

A sense of belonging, feeling respected, valued for who you are; feeling a level of supportive energy and commitment from others so that you can do your best at work



I love dogs, spending time with family, and reading. I am also a cancer survivor.
- Michelle Fry



I like to watch movies.
I also enjoy jogging and
traveling to new places.
I thrive on challenges.

-Yesha Rai

Why Diversity and Inclusion at TRA?

Benefits of Diversity and Inclusion

- Variety of different perspectives
- Increased creativity
- Faster problem-solving
- Higher innovation
- Better decision-making
- Increased profits
- Higher employee engagement
- Reduced employee turnover
- Better company reputation
- Improved hiring results

Inclusion is a key driver of engagement, and companies with the most engaged employees outperform others by 19 percent in annual operating income.

Companies that are seen to embrace diversity and inclusion have higher customer loyalty.

DIVERSITY AND INCLUSION GOALS

Goal 1

- Attract and retain a diverse, talented workforce

Goal 2

- Continue to foster an inclusive, respectful and harassment-free work environment

Goal 3

- Maintain management support for all diversity and inclusion initiatives



Carl Huckleberry (pictured above)



*I love taking care of my mom & dad; and spending time with my family.
- Dawn Love*

ACHIEVING THE GOALS

Goal 1

- OJT for veterans
- Job fairs
- Advertisements
- Open house
- Internships
- Vital Link with area ISDs

Goal 2

- Provide training for new and existing employees on topics of anti-harassment and retaliation, diversity and inclusion on an ongoing basis

Goal 3

- Management attends job fairs
- Management recruits through members' professional organizations

- Howard Williams (pictured left)

ESSENTIAL ELEMENTS

Recruitment

- » Review of current recruiting policies and procedures
-

Training & Education

- » Ongoing harassment and diversity and inclusion training
 - » Introduction of new courses, Authority-wide on subjects such as unconscious bias and generations in the workplace
-

Individual Accountability

- » Being respectful to all co-workers at TRA
- » Recognizing and calling out unconscious bias



Jim R. Sims,
Executive Manager, Southern Region

ESSENTIAL ELEMENTS IN ACTION

The Trinity River Authority of Texas is widely recognized as an organization that strives to be a community servant and industry leader in the field of water resources. The successes of the organization whether in terms of community/customer service, innovative solutions to basin-wide challenges, technical advancement or economic development are founded in the Authority's workforce.

TRA prides itself in embracing a dynamic and diverse workforce where shared differences promote a better understanding of the challenges at hand. Teamwork in a diverse work group yields fresh ideas, innovative approaches and vetted solutions that encourage employee participation and creativity. This is the culture that TRA champions.....a diverse team of individuals that share common goals that lead to organizational excellence!

– Jim R. Sims, Executive Manager, Southern Region



ESSENTIAL PLAYERS

Employee Involvement

- Attend and participate in all training offered
- Respect all fellow TRA employees
- Report any instance of harassment or disrespectful behavior

Leadership Involvement

- Support staff by encouraging attendance at training opportunities
- Provide ongoing coaching regarding issues in the workplace related to a respectful work environment
- Demonstrate a respectful workplace

HR Involvement

- Recruit diverse talent through advertisements, job fairs, open houses, etc.
- Investigate all reports/complaints of workplace harassment
- Develop and deliver courses to educate workforce in the areas of anti-harassment, diversity and inclusion, unconscious bias, etc.



I love dinosaurs and
enjoy working on
arts and crafts projects.
- Monique Nava

EMPLOYEE SATISFACTION

Best Companies Survey says.....

We are on our way!

In 2020, **89%**
of employees agreed
TRA enables a culture of
diversity.

This is up three points
from 2019.

National average 94%

- Crystal Harness (pictured right)



Promoting Diversity and Inclusion

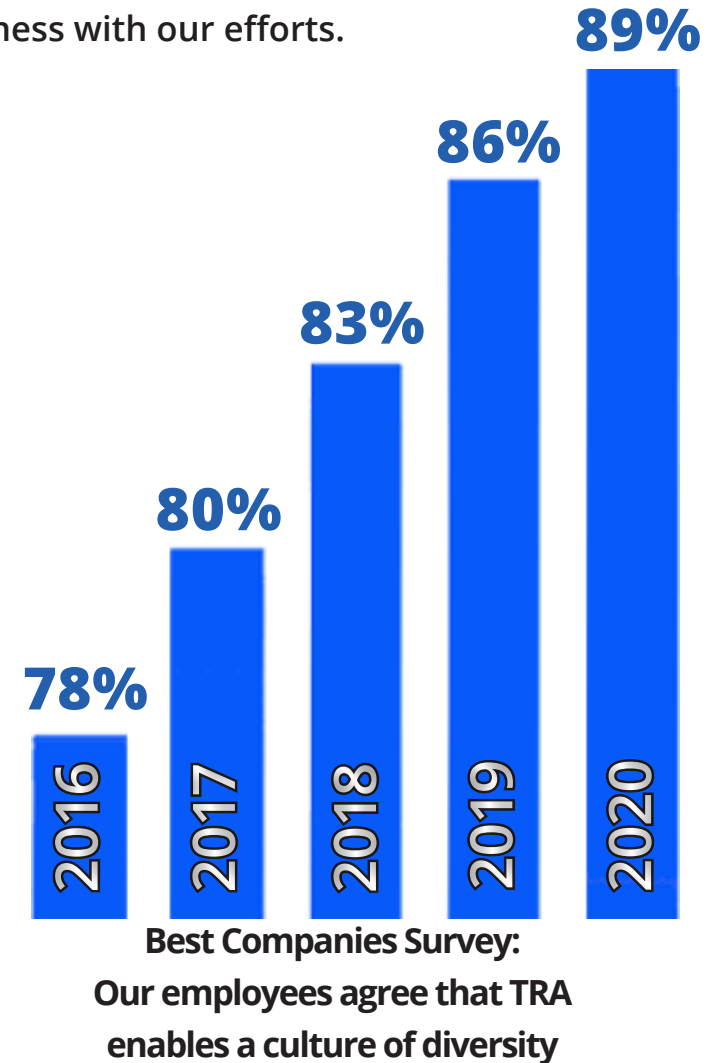
TRA continues to make strides in the area of promoting diversity and inclusion. In previous years, "Diversity" was introduced and TRA has continually increased awareness with our efforts.

TRA accomplishments:

- Implemented a robust diversity strategy in 2015
- Enhanced recruiting and onboarding efforts online, for job fairs and initial training
- Increased efforts to recruit and retain veterans by implementing a Department of Veteran Affairs and Texas Veterans Commission approved OJT program as a Certified Veterans Education Program



I like orchestra and Victorian-era movies, attending family gatherings and movie watching.
- Sophie Davis



Our goal for Diversity and Inclusion is to continually focus on learning and diversity awareness, by offering diversity events, training and ongoing outreach with increased inclusiveness through employee participation. TRA will roll out a full Diversity and Inclusion Initiative October 2020.

Veterans/Current Military



Left-Right: Tisha Draper, MSgt David L. Naranjo (Ret.), Margaret Martinez, Ashesh Rana

Tisha Draper - I served 22 years in the Navy and during that time I sailed the mighty seas as a Chief Petty Officer. My role was to train and lead sailors. I proudly donned my fouled anchor that represented Unity, Service, and Navigation. I joined the Navy to travel the world and to be a part of something big. It was an honor to serve my country and to continue on the Naval traditions set by those who have gone before me.

TRA is honored to have Veterans and Service Members make up 10% of our diverse family.

MSgt David L. Naranjo (Ret) - I served in the Active Duty component of the United States Air Force (USAF) for 20 years. I joined in October 1999 and have recently retired in October 2019. The USAF is charged with the defense of our Nation's Air, Space, and Cyberspace. I served as a Jet Engine Technician for the F-16 and F-22 fighter aircraft, and the B-1 Bomber. I performed many roles: Technician, Instructor, Training Manager, and Department Supervisor. I served 2 tours in Japan where I also got deployed in 2007 in support of Operation Iraqi Freedom. I joined to serve a purpose greater than myself, to gain valuable skillsets, and for the great benefits. I am proud to have served and to still be a part of our Great Nation's Air Force.

Ashesh Rana - I joined the Army in 2015 as a reservist. Besides benefits, I always wanted to join the military and see how being in the military feels. I work as a Horizontal Construction Engineer in the Army and I'm currently assigned to 721st En Co. Recently, I got a chance to deploy to Afghanistan with my unit. During our deployment we worked on different construction projects in various parts of the country with different branches of U.S and International Armed Forces.

What's Next?

How will TRA's Diversity and Inclusion plan be implemented?

- Kick-off activities
- Training
 - Unconscious bias
 - Generations
 - Refresher anti-harassment
 - Refresher courses on diversity and inclusion
- Ongoing activities to highlight diversity within TRA



- Charlie White (pictured right)



TRA Sexual Harassment Policy

II: POLICY STATEMENT: It is the policy of the Trinity River Authority that it will not tolerate any behavior, verbal or physical, by any employee which harasses, disrupts or interferes with another's work performance or creates an intimidating, offensive or hostile environment including such behavior that is of a sexual nature. Conduct which constitutes sexual harassment, as outlined in the Equal Employment Opportunity Commission Guidelines, is as follows:

"Unwelcome requests for sexual favors and other verbal or physical conduct of a sexual nature constitute sexual harassment when (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment (2) submission to or rejection of such conduct by an individual is used as a basis for employment decisions affecting such individual; or (3) such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment." 29 C.F.R. 1604.11.

TRA Americans with Disabilities Act 1990 Policy

I. PURPOSE: The purpose of this policy is to ensure that the Trinity River Authority complies with the provisions set forth by the Americans with Disabilities Act of 1990 ("ADA"). In so doing, the Authority will provide equal employment opportunities to employees with disabilities thus increasing the applicant pool and diversity of potential employees.

II. POLICY STATEMENT: The Authority will not discriminate against a qualified applicant or employee with a disability because of the disability in regard to job application procedures, the hiring, advancement, or discharge of employees, employee compensation, job training, other terms, conditions and privileges of employment, and will provide public accessibility to public facilities.

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Questions, Concerns or Comments?

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