

Diversity, Equity, and Inclusion/Mission and Values Update PowerPoint

Franchise Tax Board Meeting
Wednesday, December 6, 2023

Slide 1: Diversity, Equity, and Inclusion/Mission and Values Update The Heartbeat of FTB

Presenters' Names: David Vaca – Filing Division and Ellen Swain – Legal Division
December 6, 2023

Slide 2: Mission & Values Team Overview

- Our Mission and Values Team Mission Statement inspires us.
- Our 23 members represent all seven divisions of FTB.

Slide 3: Mission & Values Projects Overview

- Produce and distribute an annual calendar
- Give New Employee Orientation presentations
- Participate in the Wellness Fair, CARE event, and other activities

Slide 4: Mission & Values Holiday Events

- CHiPs for Kids toy collection
- Holiday celebration

Slide 5: Mission & Values Spring and Summer Events

- Card Kudos boosts morale
- Silent Auction conducted virtually
- Goldberg Scholarship celebration

Slide 6: What is DEI?

An illustration of an iceberg appears on the slide with an arrow pointing to the tip of the iceberg from the word "Exterior" above it.

- DEI stands for diversity, equity, and inclusion.
- Diversity respects all human traits and experiences.
- Equity refers to fairness.
- Inclusion is about everybody being heard, seen, and invited to participate.

Slide 7: DEI Team Purpose

- We celebrate the uniqueness of one another on our team.

- Our DEI Team celebrated its two-year milestone.

Slide 8: DEI Team Projects Overview

A screenshot of Franchise Tax Board's intranet called FTBNet appears with 2023 DEI Articles listed below it on the slide.

- We publish monthly articles highlighting DEI-related celebrations, observances, and examples of inclusive practices.
- First Summer Lunchtime event
- Participated in our Annual Wellness Fair and Career Awareness and Resources Event

Slide 9: FTB's Got Talent

Pictures of FTB's Got Talent Event.

Slide 10: On Our DEI Team's Horizon

- DEI Awareness Training

Slide 11: FTB's Values Are Refreshed With DEI Principles

The DEI Resolution appears on the slide.

- DEI & M&V worked together to revise the organization's five values.
- We built on the DEI Resolution adopted by the FTB Board in 2021.

Slide 12: Our Refreshed FTB Values – 1

Become Experts At What We Do

We are motivated to continually improve and grow. We take advantage of tools and opportunities to develop in our chosen career path and to help inspire and engage others in our diverse workforce.

Slide 13: Our Refreshed FTB Values – 2

Lead With Integrity And Inspiration

As inspirational leaders, we are committed to pursue the right path, communicate clear expectations, and ignite diverse ideas and innovation. We cultivate a culture of belonging and invite everyone to maximize their potential every day.

Slide 14: Our Refreshed FTB Values – 3

Bring Our Best

By bringing our best we exemplify honesty, inclusivity, credibility, and accountability. We value staff and encourage them to bring their best every day.

Slide 15: Our Refreshed FTB Values – 4

Deliver Excellent Products

Quality is best achieved through collaboration with our diverse customers and each other. We deliver excellent products and services that meet the needs of all our customers.

Slide 16: Our Refreshed FTB Values – 5

Contribute To A Caring Community

We encourage mutual respect, kindness, and teamwork. This creates a supportive and inclusive work environment that appreciates diversity and allows all of us to flourish in the community we work and live in.

Slide 17: Our Refreshed FTB Values Card

Two sides of the refreshed FTB Values card appear on the slide. The left card is the front side where a green plant appears to the far left, featuring the FTB logo, Mission & Values logo, and Diversity, Equity, and Inclusion logo along the top. “Our Values Have Grown” is the headline and the words, “Let’s grow together” appear below it. The right card lists all the refreshed values described in slides 11 through 15.

Slide 18: Questions?

Slide 19: Public Comment