



February 20, 2024 | 2:00 PM - 3:00 PM



Today's Agenda

- Welcome!
- Overview
- Monthly Meetings – Third Tuesday of every month
- Today's Featured Speaker:

Randi Majors

Director Organizational Development and Social Impact
Transurban

- Q&A
- Networking Breakout Rooms



Monthly Meeting

3rd Tuesday of the month from 2:00 pm – 3:00 pm

Next Meeting:

Tuesday, March 19th

2:00 – 3:00 pm

Speaker:

Dawnita Wilson

Chief Diversity, Equity and Inclusion Officer

WETA



Today's Featured Speaker

Randi Majors

Director Organizational Development and Social Impact

Transurban

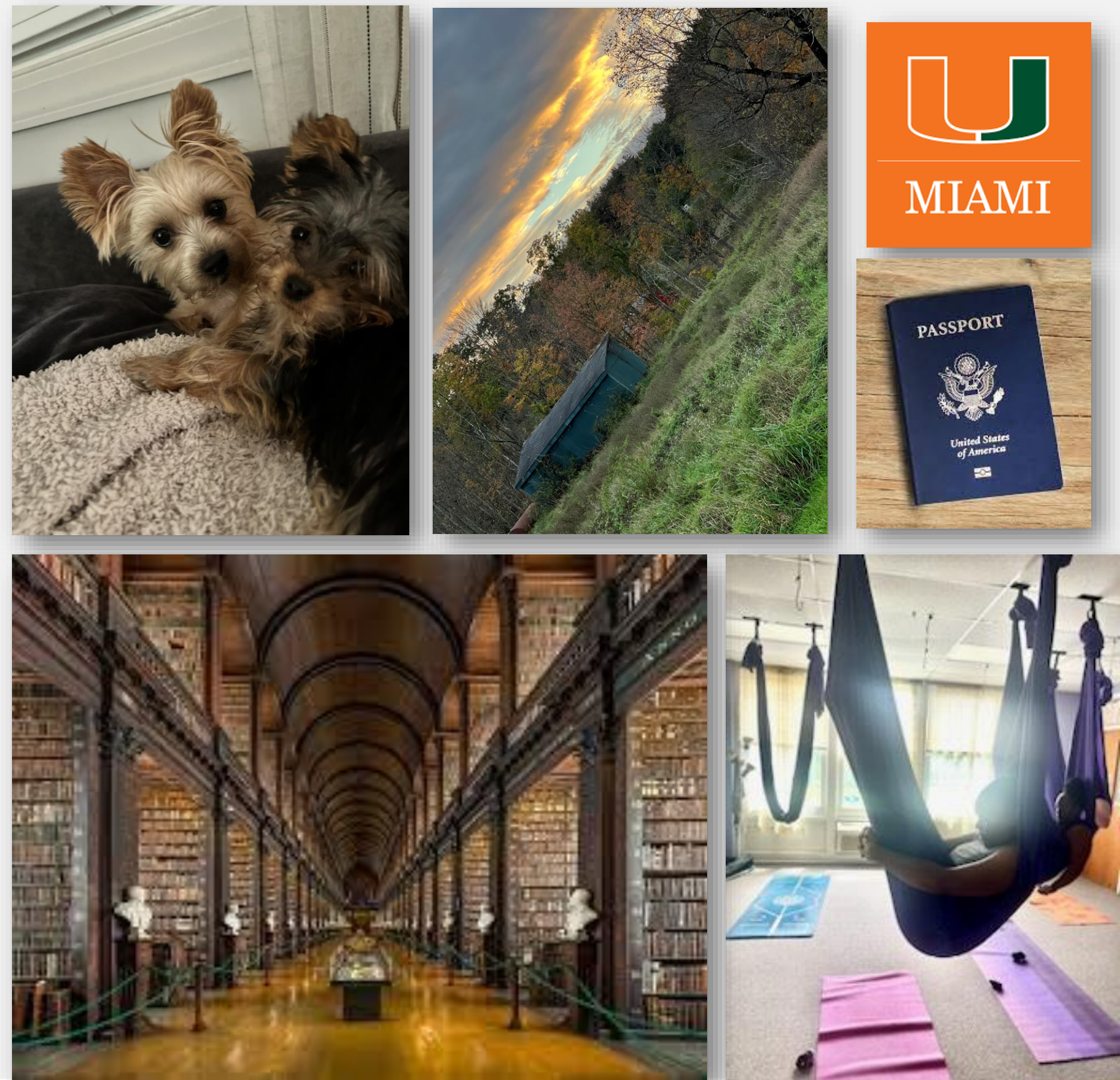
The background of the slide is a long-exposure photograph of a highway at night, showing light trails from cars in various colors (white, red, green, blue). The image is overlaid with a semi-transparent teal color. There are decorative green bars at the top left and bottom left, and a white bar at the bottom center.

• Navigating Nuance: Cultivating Psychological Safety

Randi Majors, Director, Organizational Development & Social Impact
February 2024

A little context

- About Me



About Transurban

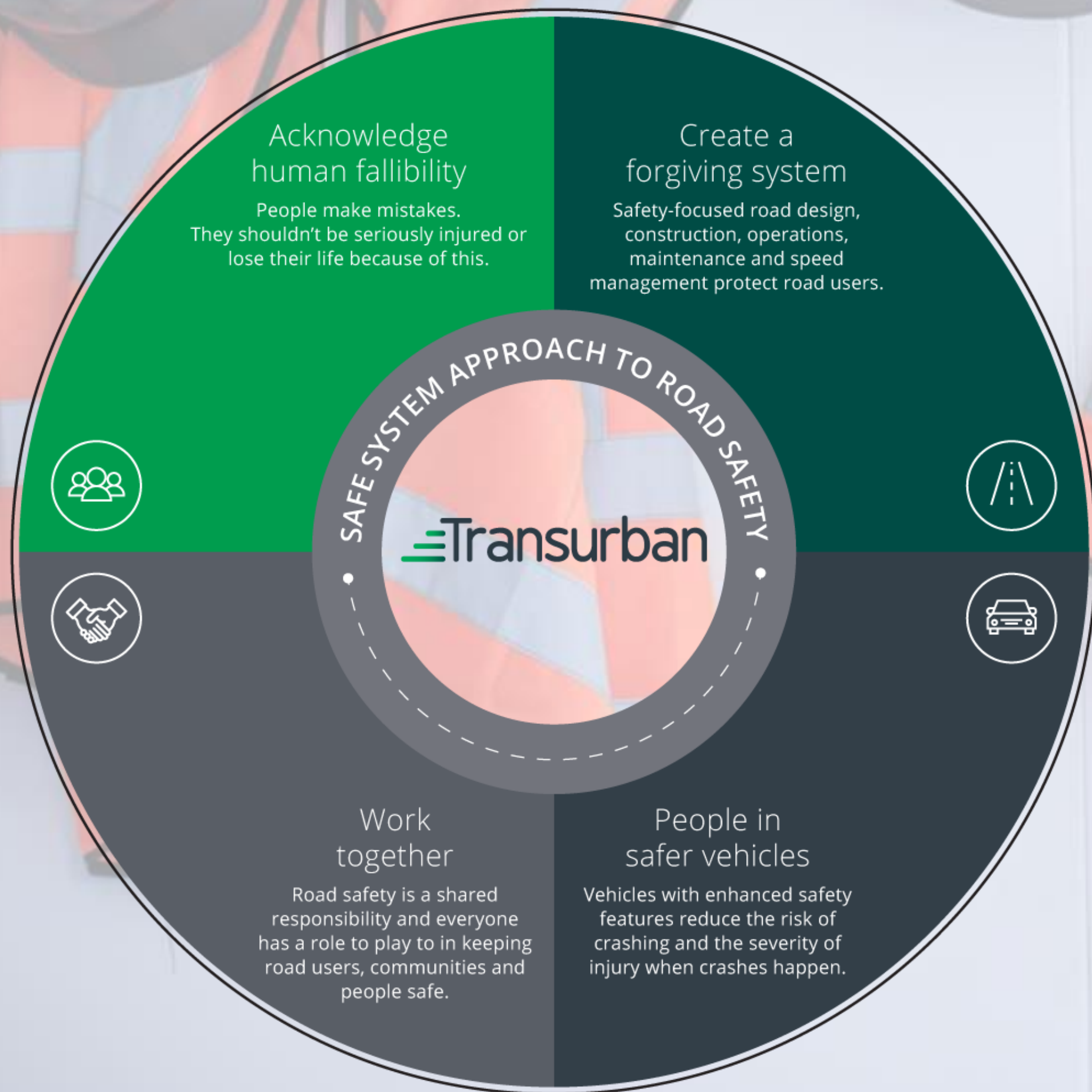


Our People by the #s

- 3000 employees ww
- 50% gender balance
- 65% - carers
- 34% - foreign-born
- 38% - non-white
- 13% - ESL
- 11.6% disability
- 9% - LGBTQ+



Let's talk about safety



Use cases – how we're fostering psychological safety



- **Leadership**
- **Capability model**
- KPIs
- Targeted development

- **Ways of Working**
- Employee Working Groups
- Value shares
- Continuous listening

- **Careers**
- **Programs**
- **Partnerships**
- **Grants**



Small change > Big initiatives



Psychological safety is key to driving change



Embed safety into the every day



Listen, measure, pivot





Q&A

If you have any questions, please “raise your hand” or type your question in the chat box.



Breakout Rooms

Suggested conversation starter:

- Introduce yourself
- What is your role at your organization as it relates to DEI?
- What do you see as your biggest challenge in implementing or advancing DEI in your organization?

If you'd like to switch rooms there should be tools at the bottom of your screen to choose a different room (or you can go back to the main room and Heather can help you.)



Thank you

If you have any questions, please contact Heather Ward:
hward@novachamber.org