



## Dean Lan, Director, ORA Systems

My career defending civil rights was defined by my childhood. I grew up in inner-city San Francisco in a multi-ethnic neighborhood. During the riots in the mid-60s, the National Guard's long bayonets impressed a young boy. We had a "go to" bag at the front door so we could evacuate quickly if our house was firebombed. As a young boy, I was designated "the man of the house" to protect and defend my family against this civil unrest. I knew then that civil justice wasn't my work, but rather my calling in life.

During my career I have served as an equal employment officer, providing departmental management with information and assistance regarding the EEO/diversity program and options for implementation and compliance with federal and state laws in the Transportation and Consumer Affairs Departments and the State Personnel Board.

I recently retired from my position as a deputy director in the California Department of Health Care Services. As the department's civil rights officer, I developed, implemented, coordinated, and monitored the department's equal employment opportunity program for 6,000 employees as well as its external civil rights program that covered seven million Medi-Cal beneficiaries. A significant hallmark of my career is that my department was recognized as the best of 144 departments in providing equal employment opportunities to its workers. A career highlight for me was a request from the Governor's Office to present at the National Governor's Conference on California's model civil rights programs to the 49 Governors.

While serving on the Governor's Committee on the Employment of People with Disabilities, I co-chaired the Policy and Planning Committee, serving as a member of its Executive Committee. I also served as the Director's representative to the State Council on Developmental Disabilities.

I earned Bachelor of Arts degrees in both Economics and Sociology from the University of California at Berkeley and Master's and Doctorate degrees in Sociology (Race and Ethnic Relations) from the University of California at Davis. I have taught at both the Berkeley and Davis campuses.

The freedom that comes from retirement has allowed me the opportunity to advocate fully for diversity, civil rights and to mentor community non-profit organizations. Currently as a consultant with the State of California, I have been given the opportunity to lead the Department of Housing and Community Development executive management and staff in a year-long dialogue on race. The goal of this project is for them to recognize how racism affects the department's problems and policies and how to lead change.

Beyond this, I've continued to volunteer for many activities that advance the cause of civil rights with our state leadership on behalf of a non-profit I help found some 40 years ago—the Asian Pacific State Employees Association (APSEA). It is in this context that I grew to know the work of ORA Systems. My decision to serve on ORA's Board of Directors is because my involvement in equal employment opportunities and diversity activities is more than my life's work; it defines who I am in the world.

[Diversity is truly the one-world of a digital society](#), and inclusion will be defined by all of us *kollaboratively*, being the best that we can be from where we stand. I know ORA Systems' impact on the world has a capacity to empower creativity, innovation, and the civil liberties of all in our society as a *kollaborative* force on our planet.