DEI COMMITTEE AGENDA

Date: April 21, 2021
Time: 12 – 1:30 p.m.
Place: https://us02web.zoom.us/j/83723732701
Passcode: 420195

Welcome

Ricky Shabazz – Chair
- Call the meeting to order
- Non-agenda public comments
- Introductions and greetings

Action Items

- Item #1: Review the DEI Board Primer Language

Information Items

- Item #2: HR DEI Commitments & FY22 DEI Committee Priorities
- Item #3: Set Next DEI Committee Meeting

Adjournment

PUBLIC COMMENT: Members of the public may address the Board on issues on the agenda (three minutes per subject) and/or other items within the Board’s scope. To speak, use the “Raise Hand” function at the time of public comment. The San Diego Workforce Partnership will provide accommodations to persons who require assistance. Questions: (619) 228-2900.

Next Meeting: TBD
Item #1: Review the DEI Board Primer Language

ACTION ITEM – VOTE REQUIRED

The DEI Committee to approve the Board primer language.

Our Commitment to Diversity, Equity, and Inclusion

The Workforce recognizes the value of having not just a diverse culture, but an equitable and inclusive one as well. From a wide variety of insights, experiences, and perspectives on the injustices of inequity, marginalization, and systemic oppression, we chose to Listen, Learn, and Act. Our goal is to expedite progress through a common vision for Diversity, Equity and Inclusion (DEI) that permeates the business strategy.

The Framework

Board Commitments

Our commitments incorporate internal and external perspective taking of our organization, leadership and talent, partnerships, and strategic impact. The Workforce knows the value of diversity is realized through equity and inclusion and is serious about fostering inclusive thinking as the board presides over strategy evolutions and investments. The board understands that their actions and decisions may lead to inclusion-related implications and so employs inclusive governance practices and behaviors in all board proceedings.

1. **Imperative**: Diversity, Equity, and Inclusion are organizational priorities.
2. **Board Members**: Intentionally diverse, representative of the communities we serve, and their voice - reflective of their lived experience, is valued.
3. **Workforce Talent**: Nurtured and developed through strategies that ensure diverse recruitment at all levels where all are expected to embody and exhibit the values of equity and inclusion.
4. **Community Engagement**: Be intentional in our participation by actively seeking to Listen, Learn, and Act on the mission aligned input from the communities you serve.
5. **Business Partners**: Inspire meaningful action in DEI in our home organizations and amongst partner organizations, and establish that meaningful means prioritizing DEI and providing resources towards learning and understanding diverse communities, capacity building, and actionable allyship.
6. **Strategy & Investments**: Commit resources to grow programs in our portfolio centering marginalized communities and apply a DEI lens to our investment strategy.
7. **Impact**: Continuously monitor and evaluate our effectiveness by analyzing data that tracks who is benefiting from our work and how to inform improvement and advancement.
Cognizance
Because bias is a leader’s Achilles’ heel
As a board member:
Be aware of personal biases and develop systems to mitigate the impact of those biases.

Curiosity
Because different ideas and experiences enable growth
As a board member:
Ask questions to avoid assumptions. Wonder how the definition of “success” may be broadened.

Courage
Because talking about imperfections involves personal risk-taking
As a board member:
Share with others your strengths and development areas to role model humility.

Cultural intelligence
Because not everyone sees the world through the same cultural frame
As a board member:
Acknowledge difference as strength, and make decisions through an empathetic lens.

Commitment
Because staying the course is hard
As a board member:
Commit to demonstrating inclusive leadership personally, and to holding fellow board members and the broader organization accountable for those behaviors.

Collaboration
Because a diverse-thinking team is greater than the sum of its parts
As a board member:
Proactively collaborate with fellow directors and with management, and promote collaboration among diverse individuals across the organization.

Sources: Juliet Bourke and Bernadette Dillon, *The six signature traits of inclusive leadership: Thriving in a diverse new world*, Deloitte Insights, April 14, 2016; Deloitte analysis.
Item #2: HR DEI Commitments & FY22 DEI Committee Priorities

INFORMATION ITEM – NO VOTE REQUIRED

Presentation and update on the Workforce staff DEI committee and status of DEI best practice commitments across the HR Talent Lifecycle.
Item #3: Set Next DEI Committee Meeting

INFORMATION ITEM – NO VOTE REQUIRED

DEI Committee to set date for the next meeting.