DEI COMMITTEE AGENDA

Date: August 23, 2021
Time: 9 – 10:30 a.m.
Place: https://us02web.zoom.us/j/89085232854
       Passcode: 104948

Welcome

Ricky Shabazz – Chair
• Call the meeting to order
• Non-agenda public comments
• Introductions and greetings
• Committee purpose & objectives

Action Item

• Item #1: Minutes of the April 21, 2021 DEI Committee Meeting

Information Items

• Item #2: DEI Listening Session
• Item #3: Employee Viewpoint Survey & DEI Perspectives
• Item #4: FY22 Objectives
• Item #5: DEI Projects

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: Minutes of the April 21, 2021 DEI Committee Meeting

**ACTION ITEM – VOTE REQUIRED**

**Members Present**

Ricky Shabazz (Chair), Tom Lemmon, Mimi Rosado

**Staff Present**

April House, Chief Administrative Officer

**Location:** Via Zoom

Per [Executive Order N-25-20](#), the requirement to which members of the public shall have the right to observe & offer public comment at the public meeting, consistent with the Brown Act, has been suspended.

The meeting was called to order by Ricky Shabazz at 12:04 pm with a quorum.

**Non-Agenda Public Comment:**

None

**Action Items**

**Item 1: Review the DEI Board Primer Language**

The DEI Committee discussed the Board primer language of SDWP’s commitment to diversity, equity, and inclusion. The committee discussed leveraging and sharing models of practice around DEI work as a board member and business partner commitment. SDWP staff will add the suggested updates to the document and bring the language to the committee for approval at a later meeting.

**Information Items**

**Item 2: HR DEI Commitments & FY22 DEI Committee Priorities**

April discussed SDWP’s DEI structure, which includes an internal DEI committee, affinity groups, and the Board DEI Committee. April also presented SDWP’s DEI best practice commitments across the HR Talent Lifecycle in the categories of: attracting and retaining top talent, interviewing and hiring, engaging and communicating, managing performance and career development, and talent review and succession planning.
Item 3: Set Next DEI Committee Meeting

SDWP staff will reach out to coordinate the next DEI Committee meeting.

Adjournment: The meeting was adjourned at 12:49 pm.

Next Meeting: TBD
Item #2: DEI Listening Session

INFORMATION ITEM – NO VOTE REQUIRED

Presentation on employee perspectives from July 2021 DEI listening session.
Item #3: Employee Viewpoint Survey & DEI Perspectives

INFORMATION ITEM – NO VOTE REQUIRED

Aggregate feedback of employee opinions of overall experience and DEI from August survey.
Item #4: FY22 Objectives

INFORMATION ITEM – NO VOTE REQUIRED

Presentation and discussion of areas of organizational focus for FY22. DEI Committee to discuss and identify opportunities for committee focus.
Item #5: DEI Projects

INFORMATION ITEM – NO VOTE REQUIRED

Discussion of the following current projects:

1. SDUT IDEA Workplace Champion
   • San Diego Union-Tribune in collaboration with the San Diego Workforce Partnership, Central San Diego Black Chamber of Commerce, Hispanic Chamber of Commerce and the Asian Business Association (collectively known as the Strategic Alliance) is launching a survey of local businesses around the topics of inclusion, diversity, equity and accountability. Union-Tribune's Top Workplace event takes place on Thursday, November 18, 2021.

2. Driving Toward Impact in Employment – DEI Project
   • Develop trust in the community and integrate the voices of the communities we serve into research, initiative, and strategies that support a strengths based engagement approach by contextualizing researched information and identify actionable learnings communities believe are benefits to improve Access, Service, and Outcomes.