DEI COMMITTEE AGENDA

Date: December 7, 2021
Time: 2:30 – 3:30 p.m.
Place: https://us02web.zoom.us/j/81680113267
Passcode: 159761

Welcome

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

Action Items

- Item #1: Minutes of the August 23, 2021 DEI Committee Meeting
- Item #2: Adopt a School Model

Information Item

- Item #3: Set Next 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: Minutes of the August 23, 2021 DEI Committee Meeting

**ACTION ITEM – VOTE REQUIRED**

**Members Present**

Ricky Shabazz (Chair), Dennis DuBard, Carol Kim, Terry Kurtenbach, Tom Lemmon, Jeff Noyes, Kurling Robinson, Mimi Rosado

**Staff Present**

April House, Chief Administrative Officer

**Location:** Via Zoom

Per [Executive Order N-25-20](https://example.com), 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 9:05 am with a quorum.

**Non-Agenda Public Comment:**

None

**Action Items**

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

Motion: Committee approves the meeting minutes.

Moved (T. Lemmon), Seconded (M. Rosado), C. Kim, K. Robinson, J. Noyes, T. Kurtenbach abstained.

**Information Items**

**Item 2:** *DEI Listening Session*

April summarized the employee perspectives from July 2021 DEI listening session. She overviewed the initiatives and priorities resulting from the feedback and data within the areas of community engagement, supplier diversity, and advancing SDWP into an employer of choice.

**Item 3:** *Employee Viewpoint Survey & DEI Perspectives*
April overviewed the aggregate feedback of employee opinions of overall experience and DEI from the August employee viewpoint survey. SDWP’s commitment to DEI, connection to the organization’s mission, and population-specific research yielded high employee satisfaction. Areas for opportunity include engaging diverse suppliers and businesses partners, communication, and advancement opportunities.

*Item 4: FY22 Objectives*

April presentation on areas of organizational focus for FY22 including the identification of staff DEI needs, establishing a leadership development program, and developing baseline measures for these internal efforts.

*Item 5: DEI Projects*

April updated the committee on 2 current projects: SDUT IDEA Workplace Champion and the James Irvine Foundation Driving Toward Impact in Employment – DEI Project. Both projects align with the DEI Committee’s intended success factor of moving the region forward.

**Adjournment:** The meeting was adjourned at 10:21 am.

**Next Meeting:** TBD
Item #2:  Adopt A School Model

**ACTION ITEM – VOTE REQUIRED**

The DEI Committee to approve the Adopt A School Model partnership outlined below:

SAN DIEGO CITY COLLEGE

Adopt A School

Monday, November 15, 2021

8:00 a.m. - 9:00 a.m.

[Link to Zoom meeting]

Agenda

1. Introductions
2. Overview of Adopt A School
3. Meeting with Principals
4. Spring Rollout
5. CVUSD Model
6. Next Steps

“HOPE for Mt. Hope“

Mt. Hope/Chollas View Program Partnership Proposal Template

**Summary of Proposal**

- San Diego City College Job Placement Services/Career Services and the HOPE for Mt. Hope (Mt. Hope/Chollas View Program) will work collaboratively to provide career exploration and career alignment workshops to allow students at MTM to ensure students of diverse backgrounds are exposed to and have industry insight to make informed decisions about personal interests, values, and career alignment.
Organizational Background

- San Diego City College is dedicated to social justice and equity. In accordance with local and state mandates including Career Planning Before Ed-Planning a Guided Pathways Initiative we aim to ensure that all students enter City College with the skills and abilities to make informed decisions about career opportunities and engaging with the workforce to earn a livable wage once attaining a degree or certificate. Similarly, the HOPE for Mt. Hope Partnership Program is working to ensure that students of disadvantaged backgrounds have the opportunity to explore a variety of career opportunities that allow for upward mobility.

- Needs Assessment -
  - Students in Mt. Hope/Chollas View are living in perpetual, high trauma and face unique obstacles that impede their ability to successfully matriculate and become college bound. Millennial Technology Middle School (MTM) is located in Chollas View, even though students may reside in Mt. Hope, which does not have any schools. The community is in perpetual conflict due to the 11 rival gangs who call this community home so students have gang interactions on the way to and from school each day. On 47th street adjacent to the school is the 47th St Neighborhood Crips - a Black gang. South of Mt. Hope cemetery are 3 gangs: the Lincoln Park Bloods – a Black gang, Shelltown, a Hispanic gang, and the 5/9 Brims in Mountain View - a Black gang. East of Mt. Hope cemetery are another 3 gangs: Little Africa Piru - a Black gang, Emerald Hills Bloods - a Black gang, and the Encanto Vels - a Mexican gang. West of Mt. Hope cemetery are 5 gangs: the West Coast 20s Crips - a Black gang, the West Coast 30s Crips - a Black gang (both in Stockton), the Treintas - a Mexican gang, the Red Steps - a Mexican Gang (both in Logan Heights), and the Shermans - a Mexican gang in Sherman. Students need to be prepared for careers and professions through industry exploration to develop strategic pathways that lead to careers of the future.
  - Industry Priority Sectors have been identified in San Diego County that have an increasing number of jobs that pay sustainable wages at entry level. The five Priority Sectors include Advanced Manufacturing, Clean Energy, Health Care, Information and Communication Technologies (ICT), and Life Sciences (Source). There is currently an awareness gap about Priority Sector career fields in Mt. Hope/Chollas View schools. (Source: San Diego’s Priority Sectors.)
  - In Southeast San Diego, 18% of youth are Black, compared to the county average of 6%. San Diego’s public and private institutions have historically discriminated against Black residents, which has had an adverse generational impact on Black youth, including contributing to the African American achievement gap, the school-to-prison pipeline. The racial inequality is severe, was intentionally created by public policy and perpetuated by implicit bias today. Consequently, Black youth are disconnected and generational poverty is perpetuated. (Source: Black Opportunity Youth, Source: Racial Inequality in San Diego County)
  - This proposal will aim to include the three seven pillars of the Mt. Hope Chollas View program: (1) Academic Achievement, (3) College & Career Readiness, and (7) Professional Learning. Students will have access to college and career preparation and exploration, ensure academic achievement though specialized advocates and technical assistance from City College Students as interns, and gain access to specialized industry presentations/professional learning for staff and faculty to help students make informed decisions.
Partnership Deliverables, Methods & Implementation Plan

- **Adopt-a-School (Nov/Dec)**
  - K-12 Educators/Career Education Meet & Greet: Principals and site teams “meet and greet” with partners, fill the awareness gap regarding Priority Sectors, and understand opportunities to address Black Youth Opportunity, discuss partnership components.
  - Black Youth Opportunity: Professional Black men and other POC support with supervision to meet and greet students each morning before heading to work and talk about their careers with students during Breakfast in the Classroom (BIC).
  - Corporate partnership: Industry corporations provide meaningful support and resources as identified by principals and site teams to further the accelerate and augment the work of the school district.

- **Career Readiness Workshops (April/May/June)**
  - Self-Assessment: Specialized personality and career assessment to help students begin to have the conversations about personal interests, values and career opportunities
  - Careers vs Jobs: Learn the difference and explore the necessary tools to align your personal interests to San Diego top priority sectors.
  - Education Matters: Aligning personal interests to educational pathways both traditional and non-traditional, allowing students and families to see opportunities specifically tailored to first generation low economic students.
  - Industry Panel: Learn directly from industry experts about the specific jobs and career pathways that align from the students’ interests garnished in the first and second workshop.

- **City College Peer Interns Partners (TBD)**
  - 4-6 City College students will be selected as interns providing academic support, classroom technical assistance, and mentorship to students. This one-on-one and group pairing will allow students to see first-hand experiences of what it is like to be a thriving college student from many of the same backgrounds and barriers of the MTM students. Direct assistance from City College interns will provide classroom management, curriculum alignment/assistance, behavioral management and mentorship, tutoring, etc.

Financial Justification

- This partnership is a no/low cost to the school district. The major components are allocated by participating partners. Any cost to the school district would likely be to pay for City College interns according to the school district pay scale.
- SDUSD Pay Scales, *(Updated pay scales pending per HR)*
  - 4-6 Interns
  - $17.60/hr
  - 10 Hours/week*
  - 12 weeks*
  - (*contingent upon school program and principal/site team)

SDUSD Alignment

- 6 LCAP Goals:
| Goal 1: Cultivating Anti-Racist, Inclusive & Restorative Schools & Classrooms
| Goal 2: Access to Broad and Challenging Curriculum
| Goal 3: Accelerating Learning with High Expectations for All
| Goal 4: Quality Leadership, Teaching and Learning
| Goal 5: Family and Community Engagement with Highly Regarded Neighborhood Schools that Serve Students, Families and Communities
| Goal 6: Well-Orchestrated Districtwide Support Services and Communications

- HOPE for Mt. Hope Program 7 Pillars:

  | Pillar I: Student Academic Achievement
  | Pillar II: Juvenile Justice Intervention
  | Pillar III: College & Career Readiness
  | Pillar IV: Wellness & Healthy Lifestyles
  | Pillar V: Safe Schools
  | Pillar VI: Safe Neighborhoods
  | Pillar VII: Professional Learning for All

**Outcomes & Assessment**

- In alignment with the 6 SDUSD learning objectives, Mt. Hope Chollas View program (HOPE for Mt. Hope) Pillars, the proposed partnership will deliver 4 student workshops from 60-90min duration. Students will have a pre and post assessment of career and college expertise.
- Faculty/Program will receive 2 total workshops to expand the knowledge of priority sectors and employment information in San Diego County – post assessment to gauge knowledge gained.
- Peer Mentors – students’ wellness assessment of sense of belonging, social emotional well-being, and academic progress (pre and post assessment for students within intern groups)

**Conclusion**

- HOPE for Mt. Hope partners will work collaboratively to provide career exploration and career alignment education grounded in data around San Diego’s Priority Sectors and African American achievement to allow to ensure that students of diverse backgrounds are exposed to and have industry insight to make informed decisions about personal interests, values, and career choices.
At the conclusion of this partnership, students will have an increased sense of belonging, academic achievement, and will make informed decisions about career and college opportunities. These early and informed decisions ensure students long-term success and ability to earn livable wages.
Item #3: Set Next Meeting

INFORMATION ITEM – NO VOTE REQUIRED

The DEI Committee to determine the next meeting date & time.