



DEI COMMITTEE AGENDA

Date: February 14, 2022
Time: 12 – 1:30 p.m.
Place: <https://us02web.zoom.us/j/87317824739>
Passcode: 442703

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: Minutes of the December 7, 2021 DEI Committee Meeting

Information Item

- Item #3: DEI Committee Principles
- Item #4: Membership and Meeting Frequencies
- Item #5: Update on Adopt A School
- Item #6: 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](#), 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: Minutes of the December 7, 2021 DEI Committee Meeting

Members Present

Ricky Shabazz (Chair), Danene Brown, Brisa Johnson, Jeff Noyes

Staff Present

Peter Callstrom, President & CEO

Location: Via Zoom

Per [Executive Order N-25-20](#), the requirement to which members of the public shall have the right to observe and offer public comment at the meeting, consistent with the Brown Act, has been suspended, The meeting was called to order by Ricky Shabazz at 2:33 pm.

Non-Agenda Public Comment:

None

Action Items

Item 1: Minutes of the August 23, 2021 DEI Committee Meeting

Due to a lack of quorum, this item is deferred to the next meeting.

Information Items

Item 2: Adopt a School Model

Guest Sasha Knox from San Diego City College presented on the 'Adopt a School' model proposal, which includes career readiness workshops with students, faculty, and staff and well as a City College peer mentorship program. The committee will vote on the approval of the proposal at the next meeting. City College, SD Unified and SDWP will collaborate on the proposal before it is finalized.

Item 3: Set Next Meeting

TBD.

Adjournment: The meeting was adjourned at 3:34 pm.

Item #3: DEI Committee Principles

INFORMATION ITEM – NO VOTE REQUIRED

Review and discussion of the DEI Committee principles.

Attachment 1

Workforce Partnership - DEI Committee

Our Goal: To continuously advance diversity, equity, and inclusion...

- (1) within our own workforce, employer partners, and funded partners
- (2) by understanding the demographics of the people we serve and the impact on their careers due to our programs and services
- (3) through targeted workforce interventions for population-specific groups
- (4) to measure, learn from, and adjust our efforts as needed ongoing

The Need:

- 77% of San Diego County residents are women and people of color.
- Centuries of racist public policy has created profound economic inequality in the US; the median family of color has one tenth the wealth of the median white family.
- Working-age adults of color are 31% more likely to be unemployed than their white peers in San Diego County. Those who do find work are paid 38% less than their white peers.
- The pandemic recession has exacerbated inequality, as job losses were concentrated among low-wage and BIPOC workers.
- People of color continue to be discriminated against in education, hiring, promotion, lending, and the legal system. (See workforce.org/race)
- One of the biggest obstacles to progress is a refusal among many to acknowledge inequality.

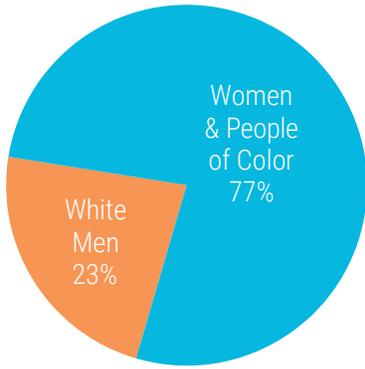
Our Strategy:

- Leadership. We are a leading voice in our region and nationally in the workforce system. We oversee the acquisition and investment of millions in diverse funds. SDWP leads by prioritizing DEI internally and by developing equity-focused strategies for serving our region.
- Community. We must center the voices of those we intended to serve. These challenges are complex, and success requires working with affected communities to solicit input on strategy and feedback on execution.
- Research. Effective DEI work must be informed by both local data and best practices validated by peer-reviewed research. Our efforts inform DEI strategies by identifying needs and opportunities in the labor market.
- Program & Services. We serve thousands of residents annually, and 86% who are women or people of color. SDWP advances equity across the labor market by focusing on communities historically denied access to economic opportunity and connecting participants to pathways that provide living wages and fulfilling careers.

Alignment with our vision and strategic pillars:

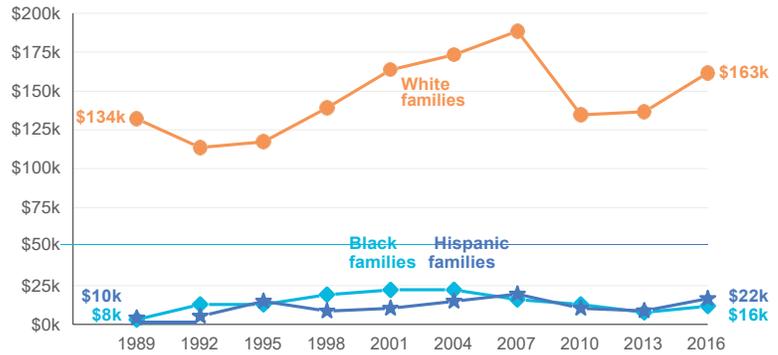
As long as racial, ethnic, and gender inequality persists, we cannot realize our vision for an economy in which every business has access to a skilled workforce and every job seeker has access to meaningful employment. DEI is one of our five strategic pillars and an essential element of all. We cannot create [inclusive economic growth without addressing the discriminatory practices holding back many business owners and workers](#). Doing that requires [targeted](#), [outcomes-focused](#) interventions to increase access to [quality jobs](#).

Most San Diego County residents are women & people of color.

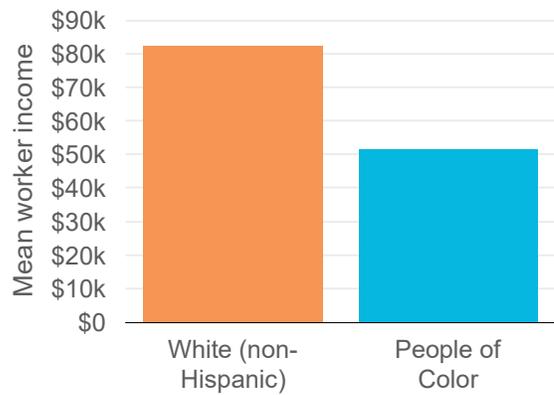
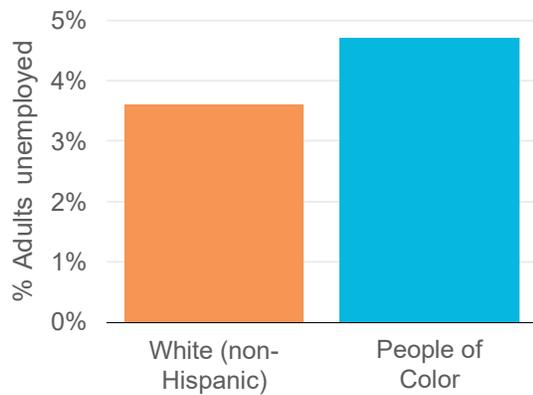


The median US family of color has 1/10th the wealth of the median white family.

Median family wealth

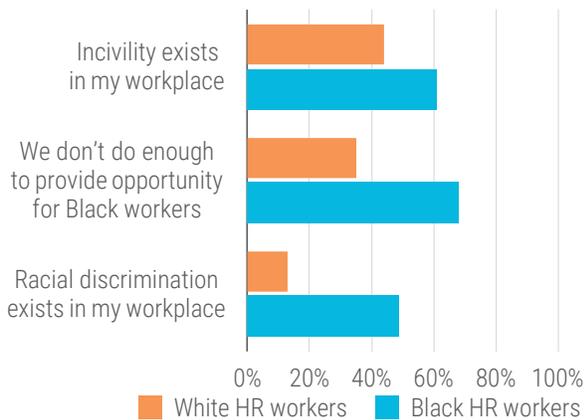


Before COVID, working-age adults of color were 31% more likely to be unemployed than white peers. Those who did find work were paid 38% less than white peers.

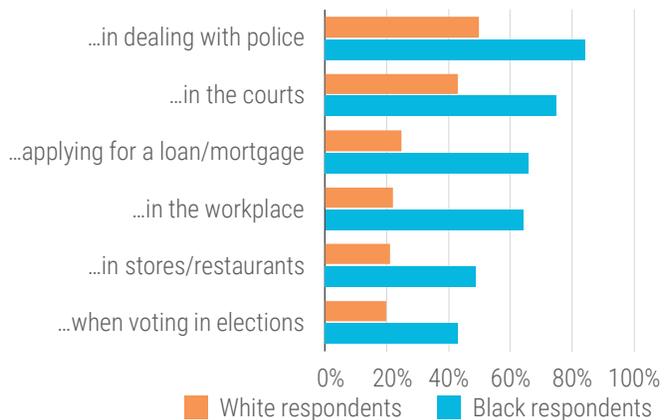


An obstacle to progress is white Americans' refusal to acknowledge inequality.

US HR professionals saying yes:



Americans saying "Black folks are treated less fairly..."



Item #4: Membership and Meeting Frequencies

INFORMATION ITEM – NO VOTE REQUIRED

Membership update and meeting frequency discussion.

Item #5: Update on Adopt A School

INFORMATION ITEM – NO VOTE REQUIRED

Review and discussion of the updated Adopt A School Model partnership outlined below:

Adopt a School Program Partnership Proposal

HOPE for Mt. Hope Mt. Hope/Chollas View

Lincoln and Morse Clusters

Introduction:

Students in the Mt. Hope community often live in high-poverty, high-crime, persistent traumatic environments. Data also reports that the Mt. Hope community encompasses faced some of the hugest implications of the pandemic recession including exacerbated inequality, as job losses were concentrated among low-wage and BIPOC workers. In order to change the outcome of our most critical population of students, we offer innovative programming, intensive mentorship, community collaboration, career education to inspire/ignite new passions, and tools to ensure student success.

Program Purpose

In alignment with selected school participants, San Diego Unified College, Career, and Technical Education “Adopt a School” offers a unique opportunity to inspire future student career potential through guided career education exploration workshops, college readiness, and employment information to help in inspiring and igniting our future leaders in CA skilled labor market. In aligning this program proposal with San Diego Unified School Districts' ongoing efforts to elevate work with career exploration this program partnership offers hands-on learning opportunities for students.

San Diego City College Job Placement Services/Career Services, San Diego Workforce Partnership, the Community College San Diego Regional Consortium, San Diego College of Continuing Education, San Diego Unified College, Career and Technical Education, 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 of diverse backgrounds to be exposed to and have the industry insight to make informed decisions about personal interests, values, and career alignment.

Organizational Background

San Diego City College and San Diego College of Continuing Education are dedicated to social justice and equity student success and the ability to provide innovative education programs to support lifelong learning, training, and career advancement. 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 engage with the workforce to earn a livable wage once attaining a degree or certificate.

San Diego Workforce Partnership continues to provide cutting-edge research and career exploration, training, and advancement tools to ensure participants find meaningful employment and have the opportunity to succeed.

Similarly, the San Diego Unified Office of College, Career and Technical Education, and HOPE for Mt. Hope Partnership Program are committed to ensuring that all students, including those 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 is 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 is 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 is 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.

To combat persistent traumatic violence and exposure students must remain engaged, inspired, and informed of future options. 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 has 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: San Diego's Priority Sectors](#)). There is currently an awareness gap about Priority Sector career fields in Mt. Hope/Chollas View schools. ([Source: San Diego's Priority Sectors.](#)) The adopt a school program aims to build capacity on the priority sectors and increase awareness of the pathways within the Lincoln High School and Morse High School Clusters including Advanced Transportation, Clean Energy, Health Care, Hospitality/Tourism, ICT and

Digital Media, Arts Media and Entertainment, Child Development and Family Services, and Life Sciences/BioTech.

- 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 is 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 three of the 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 through 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 (Jan): Selected K-12 Schools will be provided a semester of career exploration workshops, mentorship, and on-site industry engagement to close the gap on career pathways.

Program Deliverables	Description	Delivery Method	Audience
Career Education Training/ Meet and Greet	Specialized joint training to understand industry insight, knowledge, skills and resources for campuses.	2-HR Teacher/ Counselor Training	Teachers Counselors Principals
Professional Mentorship	Career Professionals of diverse backgrounds provide classroom presentations and support with supervision to meet and greet students each morning to engage in information regarding their careers, career options in	1-hr instructional presentation/panel 4x a semester with industry professionals. Breakfast in the	Students

	aligned with interest.	Classroom (BIC)	
Industry Exposure	Industry corporations provide meaningful support and resources as identified by principals and site teams to further accelerate and augment the work of the school district.	TBD E.g. Industry on-site field trips, panels, additional support as agreed upon school/principals	Students, Teachers, and Counselors
Career Workshops	4 Informational Workshops 1. Self Assessment 2. Career Exploration 3. Industry Mapping/Priority Sectors 4. College and Skill Attainment for Desired Industries	In classroom Workshops for students 1-2 hrs	Students
College Peer Mentorship	4-6 interns providing academic support, classroom technical assistance, and mentorship to students.	TBD	Students
Career Day Event		TBD	Students

- **Career Education Training:** Principals and site teams “meet and greet” with partners, fill the awareness gap regarding Priority Sectors, understand opportunities to address Black Youth Opportunity, discuss partnership components.
 - i. Determine school sites and school participation/grade level engagement
 - ii. Determine program logistics including days, times, and career event protocol
 - iii. Gain industry insight from SDWP including training on priority sectors, DEI issues in the workforce, labor/trends/skills,
- **Professional Mentorship:** Professional Black men and other BIPOC 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).

- i. Industry professionals and CTE & City College campus faculty to provide insight and information on highlighted priority sectors, students' perspective career fields, and mentorship
 - o **Corporate partnership:** Industry corporations provide meaningful support and resources as identified by principals and site teams to further accelerate and augment the work of the school district.
 - i. Fiscal sponsorship for student field trips
- **Industry Exposure:** Learn directly from industry experts about the specific jobs and career pathways that align with the students' interests garnished in specialized panels and workshops from industry professionals.
 - i. Presented by industry experts in partnership with the ethnic Chambers - students will gain mentorship and work-based learning opportunities
 - ii. Industry Panels/Career Awareness from industry experts
- **Career Readiness Workshops (April/May/June):** Selected K-12 schools will be presented with 4 informational workshops to provide career exploration, career mapping, work-based learning opportunities.
 - o **Self-Assessment [for Teachers and School Staff]:** Specialized personality and career assessment to help students begin to have conversations about personal interests, values, and career opportunities
 - i. Xello Training
 - ii. World of Work Kits
 - o **Self-Assessment [for Students]:** Specialized personality and career assessment to help students begin to have conversations about personal interests, values, and career opportunities
 - i. Utilizing Xello and RIASEC students will intimately explore their interests and understand career opportunities to learn more about future opportunities - presented by SDWP, City College, and SDUSD CCTE
 - o **Careers vs Jobs:** Learn the difference and explore the necessary tools to align your personal interests to San Diego top priority sectors.
 - i. Priority Sectors/Industry World of Work - assisting students to map their values and interests to careers
 - ii. In-depth analysis of chosen fields/careers presented by SDWP, City College, and SDUSD CCTE
 - o **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.
 - i. Exploring tools and information to assist students on how to navigate their future careers
 - ii. Exploring information to prepare students on what skills and information do you need to know to get their dream salary is presented by SDWP, City College, and SDUSD CCTE
- **City College Peer Interns Partners (TBD)**
 - o 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 as the MTM students. Direct assistance from City College interns will provide classroom management, curriculum alignment/assistance, behavioral management and mentorship, tutoring, etc.
- Career Exploration Day (TBD)

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)
- Teacher/Counselor Training
 - 2hr paid Xello and Career Engagement Training
 - Teacher workshop rate \$35-40/hr
 - Snacks
 - Location Fee*
- Industry Field Trips
 - Sponsorship for busses
 - Food & Beverage
- Career Exploration Day/Event
 - Food & Beverage*
 - Keynote Speaker
 - Tents/PPE

SDUSD Alignment

SDUSD CTE Core Components - Link Learning Model

- CDE Workforce Pathways Joint Advisory Committee
- Guiding Policy Principles to Support Student-Centered K-14+ Pathways
- Essential Elements of a High-Quality College and Career Pathway
- College and Career Readiness Indicators

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

- HOPE for Mt. Hope Program 7 Pillars:

x	Pillar I: Student Academic Achievement
x	Pillar II: Juvenile Justice Intervention
x	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 the 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 the 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 #6: Set Next Meeting

INFORMATION ITEM – NO VOTE REQUIRED

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