



DEI COMMITTEE AGENDA

Date: April 19, 2022
Time: 8 – 9 a.m.
Place: <https://us02web.zoom.us/j/89250502744>

Welcome

Ricky Shabazz – Chair

- Call the meeting to order
- Non-agenda public comments
- Introductions and greetings

Action Items

- Item #1: Virtual Meeting Resolution
- Item #2: Minutes of the February 14, 2022 DEI Committee Meeting

Information Items

- Item #3: Adopt A School Update

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 February 14, 2022 DEI Committee Meeting

ACTION ITEM – VOTE REQUIRED

Resolution recognizing a state of emergency and authorizing teleconferenced meetings pursuant to AB 361:

WHEREAS, in response to the novel coronavirus (“COVID-19”) pandemic, Governor Newsom adopted a series of Executive Orders allowing the legislative bodies of local governments to meet remotely via teleconference so long as other provisions of the Ralph M. Brown Act (“Brown Act”) were followed; and

WHEREAS, on March 4, 2020, Governor Newsom declared a statewide emergency arising from COVID-19 pursuant to Government Code section 8625; and

WHEREAS, on Sept. 16, 2021, Governor Newsom signed AB 361, which immediately amended the Brown Act allowing governing boards to continue holding virtual meetings outside the teleconferencing requirements of Government Code section 54953(b), if the board makes a finding that there is a proclaimed State of Emergency, and either (1) state or local officials have imposed or recommended social distancing measures, or (2) meeting in person would present imminent risks to the health or safety of attendees due to the emergency; and

WHEREAS, social distancing measures have been imposed and implemented by the County and City of San Diego to mitigate the spread of COVID-19; and

WHEREAS, the San Diego Workforce Partnership (DEI Committee) believes the spread of COVID-19 poses an imminent risk to the health and safety of in person meeting attendees; and

WHEREAS, the DEI Committee is committed to open and transparent governance in compliance with the Brown Act; and

WHEREAS, the DEI Committee is conducting virtual meetings by way of telephonic and/or internet-based services as to allow members of the public to fully participate in meetings and offer public comment.

NOW THEREFORE, BE IT RESOLVED, that the recitals set forth above are true and correct and fully incorporated into this Resolution by reference.

BE IT FURTHER RESOLVED, that the DEI Committee recognizes that a State of Emergency in the State of California continues to exist due to the COVID-19 pandemic.

BE IT FURTHER RESOLVED, that the DEI Committee recognizes that social distancing measures remain recommended by state and local officials.

BE IT FURTHER RESOLVED, the DEI Committee authorizes the use of teleconferencing for all meetings in accordance with Government Code section 54953(e) and all other applicable provisions of the Brown Act, for a period of thirty (30) days from the adoption of this resolution, or such a time that the Governing Board adopts a subsequent resolution in accordance with Government Code section 54953(e)(3).

Item #2: Minutes of the February 14, 2022 DEI Committee Meeting

ACTION ITEM – VOTE REQUIRED

Members Present

Ricky Shabazz (Chair), Danene Brown, Brisa Johnson, Carol Kim, Jeff Noyes, Kurling Robinson, Mimi Rosado

Staff Present

Peter Callstrom, President & CEO
Sarah Burns, Director of Learning

Location: Via Zoom

The meeting was called to order by Ricky Shabazz at 12:03 pm with a quorum.

Non-Agenda Public Comment:

None

Action Items

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

Motion: Committee approves the meeting minutes.

Moved (C. Kim), Seconded (M. Rosado), C. Kim and M. Rosado abstained.

Item 2: Minutes of the December 7, 2021 DEI Committee Meeting

Motion: Committee approves the meeting minutes.

Moved (D. Brown), Seconded (J. Noyes), C. Kim and M. Rosado abstained.

Information Items

Item 3: DEI Committee Principles

The DEI Committee Principles were reviewed for context of the Committee's Adopt A School Model work and greater vision.

Item 4: Update on Adopt a School

Note that the agenda items were reordered during the meeting. Sarah Burns provided an update on the proposal emphasizing the transformational approach. C. Kim and M. Rosado offered support from their organizations. Sasha Knox and Sarah Vielma will present the final proposal to WDB.

Item 5: Membership and Meeting Frequencies

A membership overview was provided. The committee determined to meet bi-monthly. Monday and mid-day work well for all.

Item 6: Set Next Meeting

TBD.

Adjournment: The meeting was adjourned at 12:50 pm.

Item #3: Adopt A School Update

INFORMATION ITEM – NO VOTE REQUIRED

Review and update of the Adopt A School Model partnership.

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 faced some of the hugest implications of the pandemic recession, including exacerbated inequality, as job losses were concentrated among low-wage and BIPOC workers. 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, mentorship, industry exposure, college readiness, and employment information. The understanding is that knowledge is power, and through guided work-based experience, students will be inspired and ignited to become 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 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 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 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 form 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 live in perpetual, high trauma and face unique obstacles that impede their ability to matriculate successfully and become college-bound.

The community is in perpetual conflict due to the 11 rival gangs who call this community home, so students have gang interactions each day to and from school. 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.

Additionally, the community of Mt. Hope is situated in Southeast San Diego. Data reports the demographics of this community signifying highly diverse ethnic and situational needs. Southeast San Diego has 18-percent Black youth, compared to the county average of six percent. Recent studies through the CCEAL (2019) report that San Diego's public and private institutions have historically discriminated against Black students, resulting in higher suspension, a loss of sense of belonging, and other harmful effects on Black student success and academic development. Similarly, the US Census (2020) reports the Black community in San Diego has suffered from systematic barriers which have had an adverse generational impact on Black youth, including contributing to the African American achievement gap and the school-to-prison pipeline. The racial inequality is severe, was historically upheld by public policy, and is perpetuated by implicit bias today, showing disparities in student success, the workforce, and economic power. Consequently, Black youth are disproportionately disconnected, and generational poverty is perpetuated. ([Source: Black Opportunity Youth](#), [Source: Racial Inequality in San Diego County](#))

Students must remain engaged, inspired, and informed of future opportunities to combat persistent traumatic violence and exposure. Research reports that student success and battling persistent trauma include connecting students to passions,

purpose, and becoming prepared for careers and professions through industry exploration to develop strategic pathways that lead to future careers.

Program Alignment

Industry Priority Sectors have been identified in San Diego County with an increasing number of jobs that pay sustainable wages at entry-level. The seven Priority Sectors include Advanced Manufacturing, Education and Human Development, Clean Energy Construction and Utilities, Health Care, Information and Communication Technologies (ICT), Life Sciences and Biotechnology, and Public Administration ([Source: San Diego's Priority Sectors](#)).

There is currently an awareness gap about career education in our K-12 schools, including an information gap about the 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 through programmatic workshops, faculty/staff development and training and student industry exposure.

Additionally, to foster a sense of belonging and student empowerment, the Adopt a School program will provide professional mentorship via industry organization presentations, site visits, and mentorship. Student cohorts will also be given a dedicated mentor and aid who resides/resided in the Mt. Hope community to serve as a mentor for both socio-behavioral and academic support.

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: 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 aligned with interest.	1-hr instructional presentation/panel 4x a semester with industry professionals. E.g. Activity: Breakfast in the Classroom (BIC)	Students
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, career panels, school site visits of trades and programs, additional support as agreed upon school/principals	Students, Teachers, and Counselors
Career Workshops	4 Informational Workshops <ol style="list-style-type: none"> 1. Self Assessment 2. Career Exploration 3. Industry Mapping/Priority Sectors 4. College and Skill Attainment for Desired Industries 	In classroom Workshops for students 30mins-1hr	Students
College Peer	4-6 interns providing	TBD	Students

Mentorship	academic support, classroom technical assistance, and mentorship to students.		
Career Day Event	Full day on-site career fair of various business partners to provide industry exposure for career day	TBD	Students Parents Families Communities

1. **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
 - iv. Recieve resources including Xello Training, kits, and additional tools to support educators in providing career education in the classroom
 - v. Utilizing the train the trainer approach SDWP and SDCTE will provide information to allow for campus champions to ensure continuity in learning and information for current and new teacher/counselor development in career education
2. **Professional Mentorship:** Professional Black men and other BIPOC skilled workers and professionals to provide meet and greet and mentorship with students. An example would be providing an industry insight session in the classroom to 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
 - b. 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
 - ii. Industry insight and work-based learning experience/activities
3. **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 career insights, career impressions and work-based learning opportunities
 - ii. Industry Panels/Career Awareness from industry experts
4. **Career Readiness Workshops (April/May/June):** Selected K-12 schools will be presented with 4 informational workshops to provide career exploration, career mapping, and industry/world-of-work insight and activities.
- a. **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
 - b. **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
 - c. **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
 - d. **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
5. **City College Peer Interns Partners (TBD)**
- a. 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.
6. Career Exploration Day (TBD)

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.

Sample Budget for 1 school (MS)

Object	Classification	Itemized List of Budgeted Expenses	Total
1000	Instructional Salaries	Train the Trainer (2hr training - 6 - 2/grade level MS \$35*2*6=\$420) All Staff Training \$35*30*2hr=\$2100)	\$2,520
2000	Non-instructional Salaries	PEER Mentors 4-6 Interns * \$17.60/hr*10 Hours/week*12 weeks - \$2112/intern Staff Coordinator \$25/hr * 15hrs/week - 16 weeks	\$30,000
3000	Employee Benefits	Certificated Benefits Estimate 20% for interns	\$504
4000	Supplies and materials	Promotional Materials SDWP Priority Sector Posters	\$2,500
5000	Other Operating Expenses and Services	SDWP Lesson Plan Collaboration, Parent Engagement Workshops Beable Platfrom - World of Work Kits -	\$15,000
		Food for FieldTrip (50*\$10)*4	\$2,000
		Food for Industry In Classroom Presentations (50*10*4)	\$2,000
		Travel for Fieldtrips (4/year)	\$1,000
		Career Exploration Day Event	
6000	Capital Outlay		
Total Program Costs			\$53,004

Detailed Budget review the detailed budget items under by object code.

- 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
 - Lunch for trips - *total school enrollment**

- Partnership with SDWFP
 - Training and Leadership Materials
- Industry Field Trips
 - Sponsorship for busses (250/trip)
 - Food & Beverage (50/students x \$10)
- Industry In Classroom Presentations
 - Food & Beverage (50/students x \$10)
- Career Exploration Day/Event
 - Food & Beverage (50/students x \$10)
 - Keynote Speaker
 - Tents/PPE
- Promotional Materials/Marketing
 - Brochures
 - Fliers
 - Informational

SDUSD Alignment

SDUSD CCTE Core Components of High Quality College and Career Pathway Programs:

	Rigorous Academics
	High Quality Career Technical Education
	Work Based Learning
	Student Supports

CDE Workforce Pathways Joint Advisory Committee

	Guiding Policy Principles to Support Student-Centered K-14+ Pathways
--	--

	<p>Twelve Essential Elements of a High-Quality College and Career Pathway</p> <ul style="list-style-type: none"> ● Student Centered Delivery of Services ● Student Equity ● Access ● Leadership at all Levels ● High Quality Integrated Curriculum and Instruction ● Skilled Instruction and Educational Leadership ● Career Exploration and Student Supports ● Use of Data and Continuous Improvement ● Cross System Alignment ● Intentional Recruitment and Marketing ● Sustained Investments and Funding through Mutual Agreements ● Strong Partnership with Industry
	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 and academic achievement and make informed decisions about career and college opportunities. These early and informed decisions ensure students' long-term success and ability to earn livable wages.