



## DEI COMMITTEE AGENDA

Date: January 24, 2023  
Time: 4 – 5 p.m.  
Place: <https://workforce-org.zoom.us/j/86118042076>

### Welcome

Ricky Shabazz – Chair

- Call the meeting to order
- Non-agenda public comments
- Committee introductions and greetings
  - New SDWP staff & roles
    - Melissa Johnson, VP of People & Culture - introduction & background

### Action Items

- Item #1: Virtual Meeting Resolution
- Item #2: Minutes of the April 19, 2022 DEI Committee Meeting

### Information Items

- Item #3: Review DEI Pillars
- Item #4: Data/Reports Requests & Discussion
- Item #5: Determine Meeting Frequency
- Item #6: Invitation - Black Educator's Networking & Career Fair

### Adjournment

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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 SDWP will provide accommodations to persons who require assistance. Questions: (619) 228-2900.

**Next Meeting:** TBD

## **Item #1: Virtual Meeting Resolution**

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### **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 April 19, 2022 DEI Committee Meeting

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### **ACTION ITEM – VOTE REQUIRED**

#### **Members Present**

Ricky Shabazz (Chair), Danene Brown, Brisa Johnson, Jeff Noyes, 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 8:05 am with a quorum.

#### **Non-Agenda Public Comment:**

None

### **Action Items**

*Item 1: Virtual Meeting Resolution*

Motion: Committee approves the virtual meeting resolution.

Moved (D. Brown), Seconded (M. Rosado), carried unanimously.

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

Motion: Committee approves the meeting minutes.

Moved (J. Noyes), Seconded (D. Brown), carried unanimously.

### **Information Items**

*Item 3: Adopt A School Update*

Sasha Knox and Sarah Vielma shared key updates on partnerships and timelines. Spring Implementation of the model will begin at Millennial Tech Middle School, with further expansion in the fall along with a Career Day event. The committee discussed private sector partnerships for the program.

**Adjournment:** The meeting was adjourned at 8:45 am.

**INFORMATION ITEM – NO VOTE REQUIRED**

Review of SDWP's DEI Pillars:

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## 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](https://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](#).

**Item #4: Data/Reports Requests & Discussion**

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**INFORMATION ITEM – NO VOTE REQUIRED**

Committee to discuss the data and reports they are interested in seeing.

**Item #5: Determine Meeting Frequency**

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**INFORMATION ITEM – NO VOTE REQUIRED**

Committee to discuss and determine meeting frequency. Per state law, public meetings will need to commence in-person beginning February 2023.

**Item #6: Invitation - Black Educator's Networking & Career Fair**

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**INFORMATION ITEM – NO VOTE REQUIRED**

Event details attached.

SAN DIEGO CITY COLLEGE

PRESENTS:

# BLACK EDUCATORS

## NETWORKING EVENT

SAVE THE DATE Schwartz Square  
Feb 10, 2023 | 5:30pm - 8pm

OPEN  
TO ALL

Join us for our first **Black Educators Networking Event**  
as part of Black History Month.  
Presented by San Diego City College.

Build your network and meet educators from area colleges, universities, and K12.

Enjoy food, music, networking, prizes, and more! Event includes a **JOB FAIR WITH CAREER OPPORTUNITIES.**

**Don't wait. Register today. Tickets are limited.**

### FEATURED PANELISTS



**EMCEE**

Bruce Mayberry

**Chairman of the Board**

San Diego Black Chamber of Commerce



Dr. Ashanti Hands

**President - Mesa College**



Dr. Frank Harris

**Interim Associate Dean - SDSU**



Dr. Lamont Jackson

**Superintendent - SDUSD**



Dr. Tina King

**President - SDCCE**



Dr. Ricky Shabazz

**President - SDCC**



Dr. Kimberly White

**Dean - USD**



Denise Whisenhunt J.D.

**President - Grossmont College**



Dr. Luke Wood

**VP Student Affairs - SDSU**



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Tickets available at [eventbrite.com](https://www.eventbrite.com)  
or scan the QR Code to purchase.



SAN DIEGO CITY COLLEGE

# CITY COLLEGE CAREER FAIR

Feb 10, 2023 | 5:30pm-6:30pm

**Schwartz Square**

**INTERESTED IN TEACHING AT A COMMUNITY COLLEGE?**

**INTERESTED IN MANAGEMENT POSITIONS?**

**INTERESTED IN ENTRY LEVEL POSITIONS?**

Meet with hiring managers and human resources in person. There are hundreds of jobs with great pay and excellent benefits waiting for you!

**Enjoy food, music, networking, prizes, and more!**



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COUNTIES COMMUNITY  
COLLEGES ASSOCIATION

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Palomar • San Diego City • San Diego Continuing Education  
San Diego Mesa • San Diego Miramar • Southwestern