DEI COMMITTEE ADDITIONAL DOCUMENTS

Please review the following documents prior to the January 23rd DEI Committee meeting. They will provide important information and context for the DEI Pillars discussion, and may help committee members determine which reports and data they would like to have provided at future meetings.

Thank you and we will see you Tuesday!

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.

Women & People of Color 77%

White Men 23%
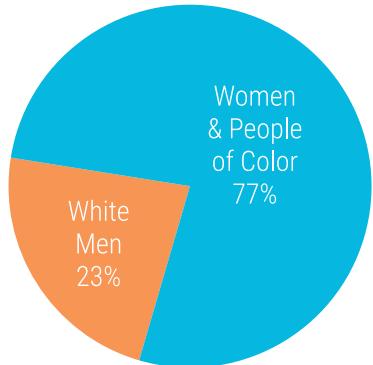
The median US family of color has ¹/₁₀th the wealth of the median white family.

Median family wealth

White families: $134k ... $163k

Black families / Hispanic families: $10k, $8k ... $22k, $16k

(1989 – 2016)
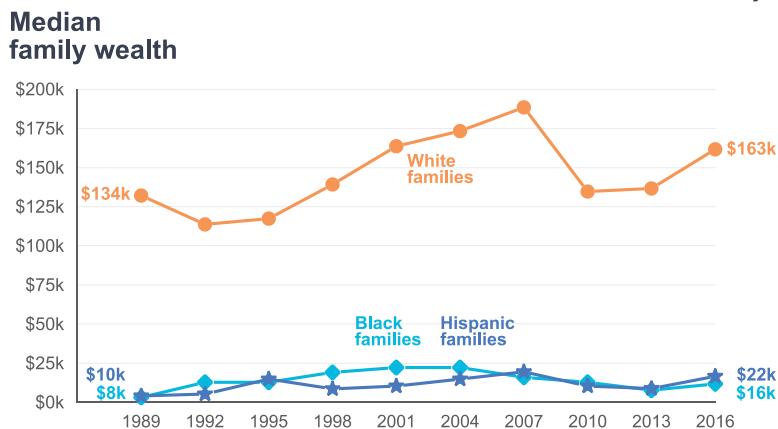
Before COVID, working-age adults of color were 31% more likely to be unemployed than white peers. Those who did find work were paid 38% less than white peers.

% Adults unemployed

White (non-Hispanic): ~3.6%
People of Color: ~4.7%

Mean worker income

White (non-Hispanic): ~$82k
People of Color: ~$51k
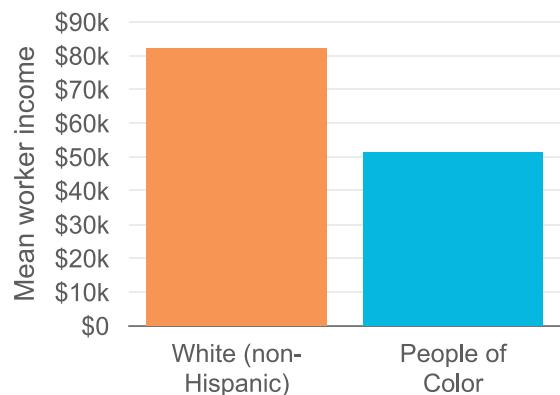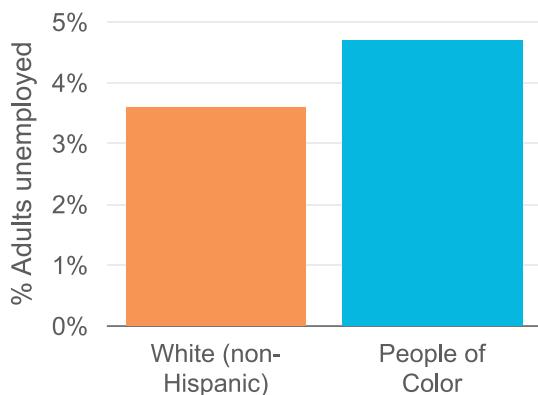
An obstacle to progress is white Americans' refusal to acknowledge inequality.

US HR professionals saying yes:

- Incivility exists in my workplace
- We don't do enough to provide opportunity for Black workers
- Racial discrimination exists in my workplace

White HR workers   Black HR workers
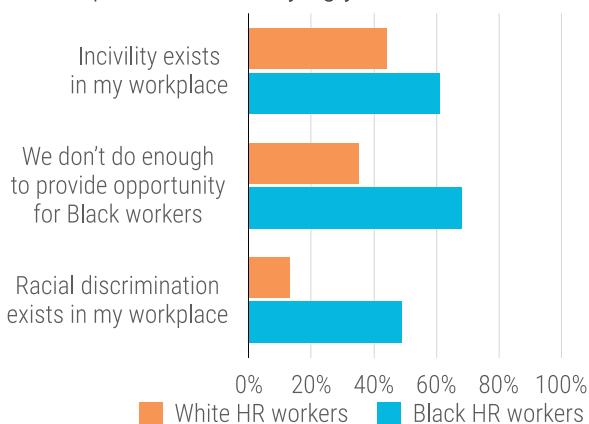
Americans saying "Black folks are treated less fairly…"

- …in dealing with police
- …in the courts
- …applying for a loan/mortgage
- …in the workplace
- …in stores/restaurants
- …when voting in elections

White respondents   Black respondents
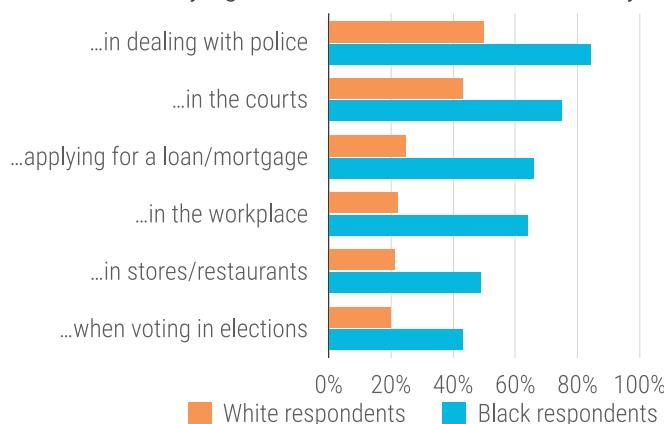
DEI Committee Charter – Adopted in February 2021

Topic: WDB - Diversity, Equity, and Inclusion (DEI) Committee Charter

Revision: xxx

Purpose: To provide vision, insight and strategies to help SDWP advance DEI goals.

Scope includes:
- review of services that SDWP provides to the community
- review of persons served, demographics, impact
- suggested policies, practices, funding priorities
- reports to the full WDB after meetings.
- members appointed on the basis of expertise and ability to contribute time, talent, and resources.

The DEI committee:

- Chairperson (DEI Chair), appointed by the Board Chair.
- Chair term is two years (July- June).
- Chair will ensure the charter is updated and applicable to committee's work.
- Chair or assignee will report activities to the full board.
- Majority are WDB Members. Non-board members may also participate.
- Ensure best practices through board and staff recruitment and representation
- Ensure board member membership recruitment aligns with DEI priorities.
- Conducts meetings in according to the Brown Act.

We recognize…
- The unemployment rate for people of color is higher than among whites, and workers earn less than their white peers.
- Research shows that women and black, Indigenous, and people of color (BIPOC) continue to be discriminated against in education, hiring, promotion, lending, and the legal system.
- As long as inequalities in opportunities and discrimination exists, job seekers will not have equal access to meaningful employment and employers will struggle to find skilled workers.
- Women and individuals in BIPOC communities make up 76% of our population.
- We play an essential role in bringing about inclusive economic growth. We have a responsibility to address discriminatory practices - we do that through targeted, outcomes-focused, multigenerational interventions.

These challenges are deep, and it is our intention to create space for dialogue, strategy, and execution related to DEI within the SDWP and through our work.

DEI Committee Recommendation to Include "Inclusion & Equity" to SDWP's Internal Core Values – Adopted in 2020

Our Board's Racial Justice Committee has recommended that we add these two new core values:
- **Equity:** Proactive assessment and implementation of policies, practices, behaviors, and actions that result in access to opportunities, fair treatment, and equitable impact and outcomes for ALL customers, staff, and stakeholders.
- **Inclusion:** Create safe spaces that foster a culture where everyone feels welcomed, seen, respected, supported, valued, and empowered to fully participate.

Concerns:
1. Equity:
   a. It feels like there's something missing around understanding and acknowledging root causes for inequity.
   b. We may need to have different, larger impact on some to result in equitable outcomes
   c. Staff felt that "policies, practices, behaviors, and actions" was either redundant or insufficiently explained. What is the difference between a practice and a behavior?
   d. The phrase "customers, staff, and stakeholders" is similar to "colleagues, customers and community" (part of our collaboration value), so staff wanted to either revise it to "colleagues, customers and community" or have an explanation of why different words were chosen.
2. Inclusion:
   a. "Safe space" is a loaded phrase—often even used derisively. Different people will bring different meanings to it, so it might not be ideal for a shared definition. (Some thought that it might mean there would be an actual safe space—like a room.)
3. These definitions are so open-ended that many staff asked for there to be an action list describing ways the Workforce Partnership would be pursuing these values practically, including in contracts and physical spaces.

Question for the board and executive team: How will we prioritize and practice these values?
1. Will they be integrated into our five strategic pillars and our KPIs?
2. Will they impact contract procurement?
3. Will they impact our approach to staff, including (a) job descriptions, (b) hiring practices, (c) performance evaluation, (d) mentorship, (e) pay and promotion.

Here are our (staff) recommended revisions:
- **Equity:** We address inequality in San Diego by creating access to opportunity for all colleagues, customers and community, prioritizing individuals and communities who have been systemically denied opportunity.
- **Inclusion:** We take responsibility for creating a culture where all people feel welcomed, heard, valued, and empowered to fully participate.

- Maybe add: "…to fully participate, considering their unique background and challenges, and acknowledging that "business as usual" does not result in equal access."

<u>Final Recommended Language taking into account staff and work group recommendations and feedback</u>

Inclusion: We take responsibility for creating a culture where everyone is welcomed, heard, valued, and empowered to fully participate and reach their full potential.

Equity: We prioritize those who have been systemically denied opportunity through our policies, priorities, practices, and behaviors that result in access to opportunity for <u>ALL</u> colleagues, customers, and communities.

Conversation Guide – Used to develop goals and intentions for the DEI Committee in 2020

Conversation Guide: SD Workforce Partnership Racial Justice Working Group.

Responses will be used to inform Working Group Objective #1 from the working group charter:

Identify best practices, effective models, and tools in advancing racial justice through recruitment, hiring, promotion and other talent development, attraction, and retention strategies within the SD Workforce, board member companies, and business SD Workforce works with. Includes developing an initial short list of tools and consulting services.

All responses will be aggregated to help inform discussion at the October 28th Racial Justice working group and be used to inform future SDWP internal effort (best practice sharing) and external efforts (budgeting and technical assistance partners) through our business services team.

- What are your organization's overall goals and plans for diversity, equity, and inclusion (DEI)?

- What is your role in that effort (to help SDWP understand how we might support board member efforts)?

- Does your company have any specific strategies that you have found advanced your DEI goals in the following areas? Are there any practices that you are looking at reviewing, changing, or discontinuing?

  - Recruitment (candidate sourcing, referrals, etc.)
  - Hiring (resume review, interview process, etc.)
  - Retention
  - Promotion
  - Pay equity
  - Inclusive culture

- What are the major constraints/challenges you face in advancing DEI goals (regulatory, bandwidth, culture, etc.)

- Does your company have any goals you'd like to achieve but lack the tools, expertise, or bandwidth to implement?

- Is there anything else you'd like to share we haven't covered?