



DEI COMMITTEE AGENDA

Date: August 24, 2023
Time: 8:30 – 9:30 a.m.
Place: In person & via Zoom
9246 Lightwave Ave, Suite 210, San Diego, CA 92123
<https://workforce-org.zoom.us/j/88483005739>
Passcode: 899387

Welcome

Ricky Shabazz – Chair

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

Action Items

- Item #1: Minutes of January 24, 2023, DEI Committee Meeting

Discussion and Informational Items

- Item #2: DEI Committee Principles & Pillars overview
 - Adopt a school
 - Internal Commitments
 - DEI Support of Business Partners and Industries
 - SDWP Internships
- Item #3: Joint Meeting with Staff Updates
- Item #4: SDWP DEI Messaging – Review of SDWP's DEI webpage. Suggestions, content additions, etc.
- Item #5: FY24 DEI Committee Priorities
- Item #6: Employee Viewpoint Survey & DEI Perspectives – To be conducted

Adjournment

Next Meeting: October 26, 2023

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.

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:

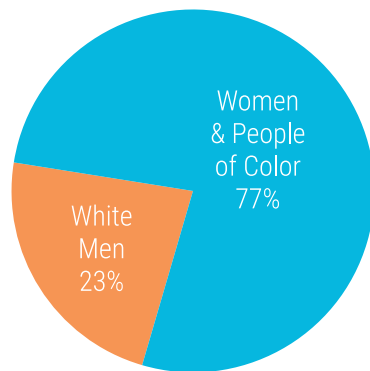
- Leadership. We are a leading voice in our region and nationally in the workforce system. We oversee the acquisition and investment of millions in diverse funds. SDWP leads by prioritizing DEI internally and by developing equity-focused strategies for serving our region.
- Community. We must center 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](#)

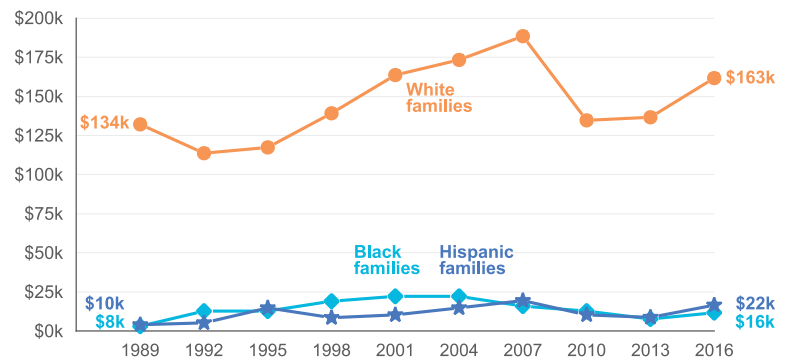
[holding back many business owners and workers](#). Doing that requires [targeted, outcomes-focused](#) interventions to increase access to [quality jobs](#).

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

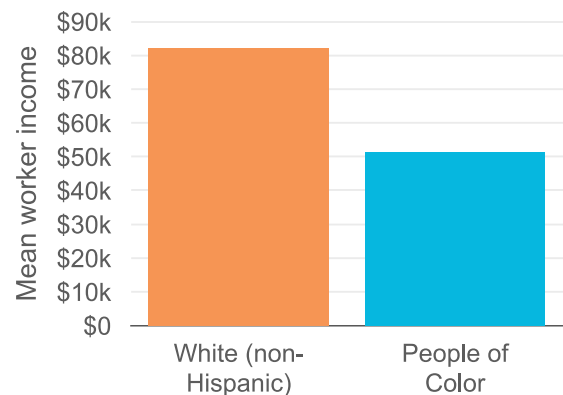
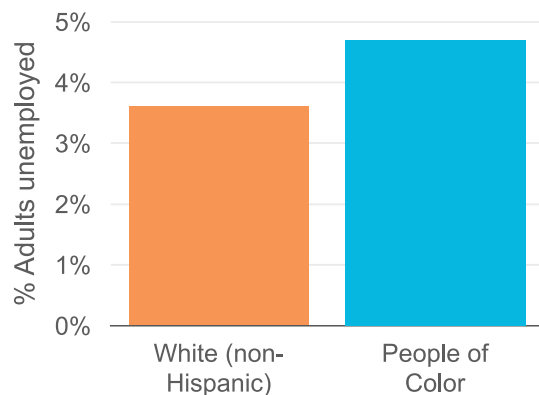


The median US family of color has 1/10th the wealth of the median white family

Median family wealth

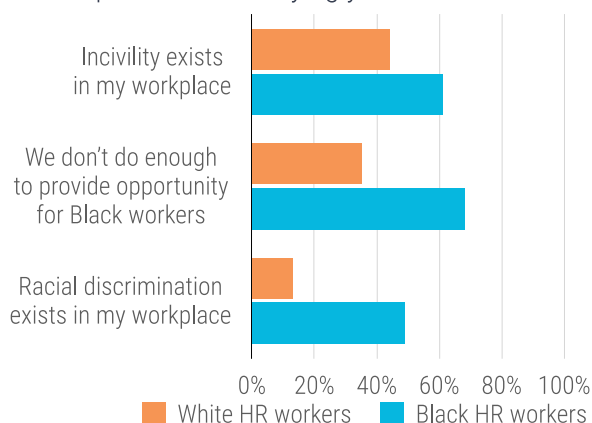


Before COVID, working-age adults of color were 31% more likely to be unemployed than white peers. Those who did find work were paid 38% less than white peers.



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

US HR professionals saying yes:



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

