

Members Present

Ricky Shabazz (Chair), Brisa Johnson, Carol Kim, Mimi Rosado

Staff Members Present

Tony Young, Interim President, and CEO

Location: 9246 Lightwave Ave Suite 210, San Diego, CA 92123

The meeting was called to order by Ricky Shabazz at 8:35 am with a quorum.

Non-Agenda Public Comment:

None

Action Items

Item 1: *Minutes of the January 24, 2023 DEI Committee Meeting*
Motion: Committee approves the meeting minutes.
Moved (B. Johnson), Seconded (M. Rosado), Curried
Unanimously.

Information Items

Item 2: *DEI Committee Principles & Pillars Overview*

➤ Adopt a School:

DEI Committee reviewed, discussed, and revisited “Adopt a School Program Partnership Proposal”. Adopt a School Program is collaborating work between 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) 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.

DEI Committee requested that Sarah Burns (San Diego Workforce Partnership) and Sasha Knox (San Diego City College) to present and provide an update on the program proposal at the next meeting.

➤ Internal Commitments (Internal DEI Work):

R. Shabazz expressed the DEI Committee interests in creating more interactive environment with the Workforce Partnership DEI internal staff. R. Shabazz also, overviewed the committee on his meetings with the internal DEI staff. It was agreed that both R. Shabazz and M. Rosado, DEI Committee members, will be meeting with the internal DEI staff on a quarterly basis.

R. Shabazz also, outlined the desire of the Workforce Partnership staff to get more involve in the permanent CEO selection process which he conveyed to the WDB at their last meeting.

T. Young, Interim Workforce Partnership President, and CEO outlined his plan and strategy on improving the internal DEI work. T. Young shared his commitment in providing all resources necessary to the DEI internal staff to help them succeed in implementing the DEI concepts in the day-to-day work within the organization. T. Young also shared that he is working on identifying a list of DEI consultants to be discussed with the DEI committee.

DEI Committee asked to invite the chosen consultant to provide his or her experience and context to the matter of DEI.

C. Kim expressed her concern of DEI strategic plans and challenges associated in implementing these plans. She mentioned that these written strategies sometimes don't implement in real work due to several factors. C. Kim shared her experience and suggested creating a DEI policy to be built in a general work policy and monitoring its implementation within the DEI Committee and Workforce Development Board.

M. Rosado shared her experience in her work and mentioned that the DEI work shall be on a collateral duty and volunteering basis. She also, suggested assigning a member to connect all groups and align all work to achieve this purpose.

B. Johnson requested more clarification on the work scop and purpose of the DEI consultant. She also asked about the responsibility of the consultant whether the consultant will be responsible solely for creating a DEI strategic plan or implementing the plan.

T. Young responded and mentioned that the consultant will provide consulting services to the DEI internal staff as a beginning point to help them navigate the DEI internal staff role within the organization and how to elevate the process.

➤ DEI Support of Business Partners and Industries:

Deferred to next meeting due to lack of time.

➤ SDWP Internships:

Deferred to next meeting due to lack of time.

Item 3: Joint Meeting with Staff Updates

Deferred due to lack of time.

Item 4: SDWP DEI Messaging – Review of SDWP's DEI Webpage.

Deferred due to lack of time.

Item 5: FY24 DEI Committee Priorities

Deferred due to lack of time.

Item 6: Employee Viewpoint Survey & DEI Perspectives

Deferred due to lack of time.

Adjournment: The meeting was adjourned at 09:30 am.