

## **DEI COMMITTEE AGENDA**

Date: October 19, 2023  
Time: 8:30 – 9:30 a.m.  
Place: In person & via Zoom  
9246 Lightwave Ave, Suite 210, San Diego, CA 92123  
Via Zoom: <https://workforce-org.zoom.us/j/89877872531>  
Meeting ID: 898 7787 2531  
Passcode: 617494

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### **Welcome**

Ricky Shabazz – Chair

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

### **Action Items**

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

### **Information Items**

- Item #2: CEO Report
- Item #3: Adopt a School Presentation
- Item #4: FY24 DEI Committee Priorities
- Item #5: DEI Committee Principles & Pillars overview
  - DEI Support of Business Partners and Industries
  - SDWP Internships

### **Adjournment**

**Next Meeting:** December 14, 2023

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PUBLIC COMMENT: Members of the public may address the Board on issued 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.

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

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Workforce Partnership DEI Committee  
Meeting Minutes: August 24, 2023

## **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), Carried  
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.

## Item #2: CEO Report

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### **INFORMATION ITEM - NO ACTION REQUIRED:**

Interim President & CEO T. Young to present updates on Internal DEI Working Group, DEI internal plans and strategy, and DEI consultant candidates.

## Item #3:      **Adopt a School Presentation**

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### **INFORMATION ITEM – NO VOTE REQUIRED**

*Sarah Burns, Director of Learning at San Diego Workforce Partnership, and Sasha Knox, Associate Dean of Strong Workforce at San Diego City College, to provide a presentation on adopt a school program.*

# Item #4: FY24 DEI Committee Priorities

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## **INFORMATION ITEM – NO VOTE REQUIRED**

discussion of areas of organizational focus for FY24. DEI Committee to discuss and identify opportunities for committee focus.

**Our Goal:** To continuously advance diversity, equity, and inclusion within our own workforce, employer partners, and funded partners by understanding the demographics of the people we serve and the impact on their careers due to our programs and services through targeted workforce interventions for population-specific groups to measure, learn from, and adjust our efforts as needed.

### **Relevant factors:**

- 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.

### **SDWP Organizational goals:**

- 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 should lead 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.

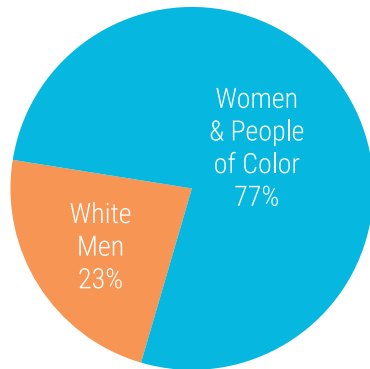
### **Alignment with our vision and strategic pillars:**

Racial, ethnic, and gender inequality persists creating obstacles to 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](#).

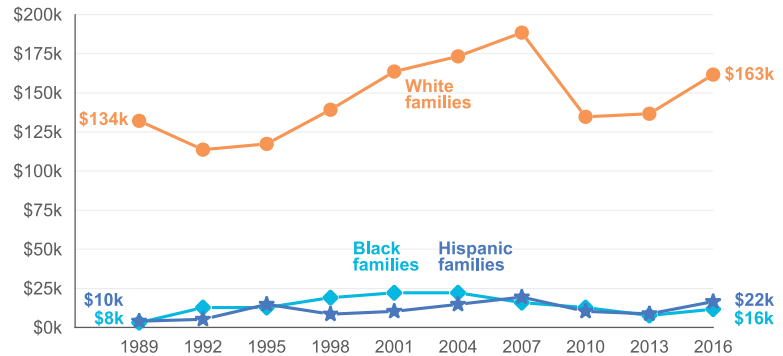


Most San Diego County residents are women & people of color.

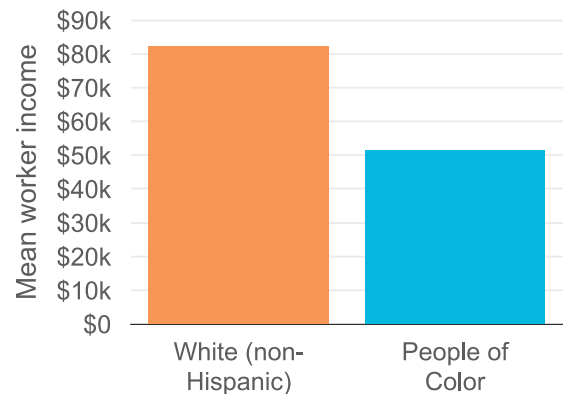
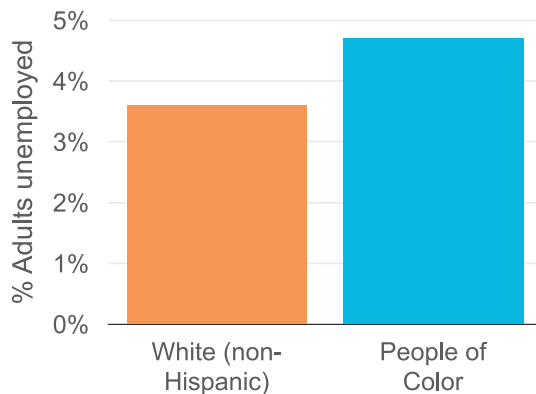


The median US family of color has 1/10<sup>th</sup> the wealth of the median white family

Median family wealth

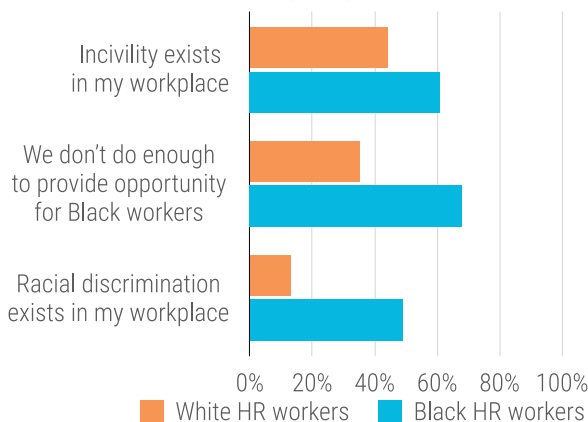


Before COVID, working-age adults of color were 31% more likely to be unemployed than white peers. Those who did find work were paid 38% less than white peers.

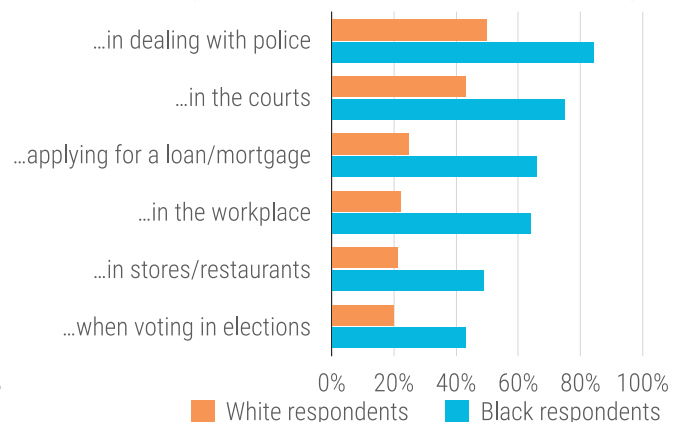


An obstacle to progress is white Americans' refusal to acknowledge inequality.

US HR professionals saying yes:



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



# Item #5: DEI Committee Principles & Pillars

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## INFORMATION ITEM – NO VOTE REQUIRED

### DEI Committee Pillars

1. Create internal DEI policy and practices
2. Support Business, Partners and Industries in their DEI efforts
3. Establish SDWP internships

### Pillar 1: - Create internal DEI policies and practices.

The San Diego Workforce DEI committee is dedicated to supporting best practices regarding internal and Board DEI policies and initiatives.

*Currently this is the verbiage regarding the SDWP commitment to DEI:*

#### Our Commitment to Diversity, Equity, and Inclusion

The Workforce recognizes the value of having not just a diverse culture, but an equitable and inclusive one as well. From a wide variety of insights, experiences, and perspectives on the injustices of inequity, marginalization, and systemic oppression, we chose to Listen, Learn, and Act. Our goal is to expedite progress through a common vision for Diversity, Equity and Inclusion (DEI) that permeates the business strategy.

#### **The Framework**



#### **Board Commitments**

Our commitments incorporate internal and external perspective taking of our organization, leadership and talent, partnerships, and strategic impact. The Workforce knows the value of diversity is realized through equity and inclusion and is serious about fostering inclusive thinking as the board presides over strategy evolutions and investments. The board understands that their actions and decisions may lead to inclusion-related implications and so employs inclusive governance practices and behaviors in all board proceedings.

1. **Imperative:** Diversity, Equity, and Inclusion are organizational priorities.
2. **Board Members:** Intentionally diverse, representative of the communities we serve, and their voice - reflective of their lived experience, is valued.
3. **Workforce Talent:** Nurtured and developed through strategies that ensure diverse recruitment at all levels where all are expected to embody and exhibit the values of equity and inclusion.

4. **Community Engagement:** Be intentional in our participation by actively seeking to Listen, Learn, and Act on the mission aligned input from the communities you serve.
5. **Business Partners:** Inspire meaningful action in DEI in our home organizations and amongst partner organizations and establish that meaningful means prioritizing DEI and providing resources towards learning and understanding diverse communities, capacity building, and actionable allyship.
6. **Strategy & Investments:** Commit resources to grow programs in our portfolio centering marginalized communities and apply a DEI lens to our investment strategy.
7. **Impact:** Continuously monitor and evaluate our effectiveness by analyzing data that tracks who is benefiting from our work and how to inform improvement and advancement.

## Cognizance

Because bias is a leader's Achilles' heel

### As a board member:

Be aware of personal biases and develop systems to mitigate the impact of those biases.

## Curiosity

Because different ideas and experiences enable growth

### As a board member:

Ask questions to avoid assumptions. Wonder how the definition of "success" may be broadened.

## Courage

Because talking about imperfections involves personal risk-taking

### As a board member:

Share with others your strengths and development areas to role model humility.

## Cultural intelligence

Because not everyone sees the world through the same cultural frame

### As a board member:

Acknowledge difference as strength, and make decisions through an empathetic lens.

## Commitment

Because staying the course is hard

### As a board member:

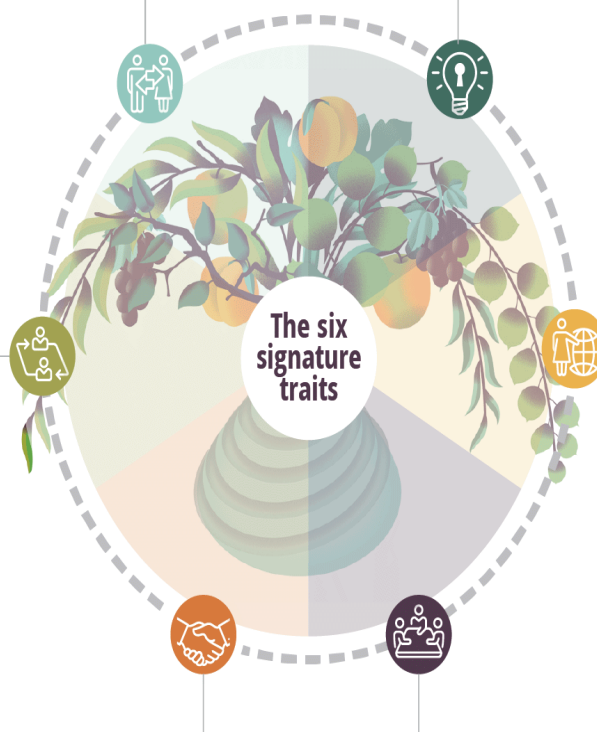
Commit to demonstrating inclusive leadership personally, and to holding fellow board members and the broader organization accountable for those behaviors.

## Collaboration

Because a diverse-thinking team is greater than the sum of its parts

### As a board member:

Proactively collaborate with fellow directors and with management, and promote collaboration among diverse individuals across the organization.



Sources: Juliet Bourke and Bernadette Dillon, *The six signature traits of inclusive leadership: Thriving in a diverse new world*, Deloitte Insights, April 14, 2016; Deloitte analysis.

## **Pillar 2:** - DEI Support of Businesses, Partners and Industries

The DEI committee is committed to supporting and nurturing DEI efforts with local Businesses, Industry and Community partners.

## **Pillar 3:** - SDWP Internships

Support the creation of an internship program at the Workforce partnership.