San Diego **Workforce** Partnership

**Workforce Development Board (WDB)
DEI Committee Agenda**

Date: December 14, 2023
Time: 9:00 – 10:00 a.m.
Place: In person & via Zoom
                9246 Lightwave Ave, Suite 210, San Diego, CA 92123
                https://workforce-org.zoom.us/j/87572137694
Meeting ID: 875 7213 7694

Welcome

    Ricky Shabazz – Chair
    - Call the meeting to order
    - Non-agenda public comments
    - Introductions and greetings

Action Items

    - Item #1: Minutes of October 19, 2023, DEI Committee Meeting

Information Items

    - Item #2: Adopt A School - Post Presentation Discussion & Follow up
    - Item #3: FY24 DEI Committee Priorities
    - Item #4: DEI Committee Principles & Pillars
        o   DEI Support of Business Partners and Industries
        o   SDWP Internships
    - Item #5: 2024 DEI Committee Calendar & Meeting Frequencies

Adjournment

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.

Next Meeting: TBC

Item #1:   Minutes of October 19, 2023 DEI Committee Meeting

WDB - DEI Committee
Meeting Minutes: October 19, 2023

Members Present

Ricky Shabazz (Chair), Brisa Johnson, Carol Kim, Jeffrey Noyes, Kurling Robinson, Mimi Rosado

Staff Members Present

Tony Young, Interim President, and CEO
Sarah Burns, Director of Learning

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:

Virginia Guerra, Reasonable Accommodation Coordinator and EEO Specialist at EEO Office, Commander, Navy Region Southwest, Department of the Navy, expressed her interest in becoming a WDB Director as well as DEI Committee member.

Action Items

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

Motion: Committee approves the meeting minutes.
Moved (M. Rosado), Seconded (B. Johnson), Motion carried,
J. Noyes and K. Robinson abstained.

Information Items

Item 2:   ***CEO Report***

T. Young outlined SDWP's efforts in diversity, equity, and inclusion (DEI) work. He also shared SDWP's DEI internal group enthusiastic about moving forward and the process of interviewing experts in DEI and organizational work to determine potential collaborators and guide DEI internal group setting their work plan.

T. Young conveyed the recommendation of Henry Foster III, Chief of Staff of the Policy Board Chair, Montgomery Steppe, in establishing relationships with the City and County of San Diego departments focusing on racial equity, specifically Kim Desmond and Andrew Strong to potentially involve them in the board and specifically in the DEI Committee.

R. Shabazz discussed the formation of the DEI Committee, the desire to confirm whether the committee falls under the Brown Act, and the frequency of the meetings. He suggested to consult the general counsel for clarification.

Item 3:

Adopt a School Presentation

Sarah Burns, Director of Learning at SDWP, and Sasha Knox, Associate Dean of Strong Workforce at San Diego City College, presented Adopt A School program.

The presentation covered the progress and plans for the Adopt A School project. The project is aimed to promoting labor market equity and ensuring access to opportunities for everyone in the County.

S. Burns shared that the learning team is responsible for the project, focuses on various aspects such as job opportunities, career planning, skills development, and resource accessibility.

S. Burns overviewed the learning team mission. Additionally, she emphasized the expansive definition of learning and the diverse audience they work with including; sector initiatives programs, community partners, and students.

In her presentation, S. Burns shared examples of the learning team work, including the design of career exploration spaces within schools, curriculum development for lessons, and the creation of online learning resources.

The approach taken by the learning team is described as transformational rather than transactional. The learning team focuses on building long-term connections and capacities within school systems rather than providing one-time events or workshops.

The goal is to move beyond short-term engagement, such as one-day career events or resume workshops, and instead establish sustained connections with school systems. This

approach aims to build the capacity of schools to continue the work independently and create lasting impacts on the educational and career trajectories of individuals in the region.

S. Knox added that the Adopt A School project was originated about four years ago through collaboration with Stacey Dent from the San Diego Unified School District. The project was developed as a holistic approach for students in the Mount Hope area. The project aims to ensure college and career readiness for all students and especially for Black and Brown students starting from elementary and middle schools.

Additionally, she stated that the project integrates tools like the RIASEC framework to equip students with the necessary tools to navigate challenging pathways.

The program overview highlighted the collaborative and unique nature of Adopt A School, focusing on engaging elementary and middle schools in the Lincoln and Morse Clusters. The intention is to provide high expectations paired with high support, particularly for deserving populations. The program is hyper-focused on specific clusters, recognizing the need for targeted support.

S. Knox stated that Adopt A School program begins by providing students and parents with guided self-college and career exploration workshops rooted in the RIASEC framework. The goal is to take an intentional approach to help every student understand and explore their interests. The program aims to move beyond the limited set of career aspirations commonly expressed by students in the target area and expose them to a broader range of opportunities.

The guided workshops are designed to be one-on-one, ensuring personalized attention for each student. The program combines college awareness and readiness, bringing in mentors from various backgrounds to share their college experiences.

Mentorship is provided not only by professionals but also by peer mentors and San Diego City College students who have undergone training. The emphasis is on demonstrating to students that there are diverse paths to success, including college and trade programs.

The program incorporates industry exposure through interactive workshops conducted in classrooms and off-site visits to various

industries. Partnerships with organizations like SDG&E are leveraged to provide real-world experiences for students. The program also includes a campus-wide career event where students can engage with employers and explore different career opportunities.

Adopt A School program's success is attributed to collaboration with various program partners, including San Diego Unified School District, San Diego College of Continuing Education, San Diego Regional Consortium, San Diego Black Chamber of Commerce, and San Diego County Hispanic Chamber of Commerce. These partnerships ensure a well-rounded approach to trades, apprenticeships, and industry exposure.

S. Burns mentioned that the Adopt A School program was piloted at Millennial Tech Middle School in the Lincoln and Morse clusters, focusing on 6th-grade students. The program involved a comprehensive approach, including guided self-college and career exploration workshops rooted in the RIASEC framework. This initiative aimed to introduce students to a variety of career pathways, moving beyond the limited career aspirations commonly expressed by students in the targeted area.

The program was implemented with the collaboration of San Diego Unified School District, utilizing an online tool called Zello to guide students through career exploration activities.

Additionally, she highlighted the informal survey conducted at the end of the program which indicated positive outcomes. The results concluded that students agreed on believing they can reach their goals, gaining knowledge about educational pathways, understanding the economy and priority sectors, and feeling more informed about their interests and research options.

R. Shabazz added that Adopt A School program vision is to bridge the gap between employers and schools, facilitating connections between industry professionals and students. He addressed the disparities in opportunities for students South of Interstate 8 and provides early exposure to trades and apprenticeships.

Additionally, he stated that the program aims to expand beyond City College to involve other community colleges in the region, creating opportunities for collaboration with employers and

enhancing the overall impact of the initiative. The DEI committee's commitment to staffing future career fairs reflects a dedication to the ongoing success of the Adopt A School program.

DEI Committee members, S. Burns, S. Knox, and T. Young discussed the involvement of public-school representatives in the planning of the program, particularly in terms of resources and human capital. R. Shabazz shared that the public-school representatives have been part of planning calls, with two counselors actively involved in the project. However, the limitation seems to be related to human resources and the need for additional support.

J. Noyes overviewed his efforts on behavioral health equity, highlighted the jobs and wages for people with behavioral health disabilities challenges, and offered to participate in the project.

S. Knox discussed the identification of the current year as a Community School by MTM, emphasizing collaboration with parents. She highlighted the efforts to provide both students and parents with information and ideas about future career paths through parent engagement tracks and workshops. The focus is on addressing equity gaps in opportunities.

A full-day career takeover involves industry partners conducting workshops on priority industry sectors for students and parents. Additionally, a college mentorship program is introduced, where San Diego City students will receive training to serve as mentors. The goal is to establish ongoing connections with students beyond a one-time touchpoint.

R. Shabazz acknowledged the significant opportunity presented by SDWP and expressed enthusiasm for potential expansion.

T. Young highlighted existing board members, like Carol Kim, who might be interested in supporting the initiative.

K. Robinson inquired about the path for more new partners to join this project. He mentioned a recent event with alumni ride San Diego and various prestigious universities, emphasizing the potential for collaboration with such groups.

R. Shabazz touched on the alignment with the Adopt A School project and collaboration with organizations like United Way. Both R. Shabazz and T. Young discussed the need for

corporate funding and a call for champions within corporations to adopt elements of the program in middle schools.

M. Rosado shared her commendation for including parents in the initiative, with an acknowledgment that recent events have emphasized the importance of parental involvement in various initiatives.

Additionally, she focused on the importance of changing parents' perspectives on education and career options. M. Rosado shared personal experiences about the limited options they perceived while growing up and emphasized the need to alter the mindset that college is the only viable path.

The conversation explored the challenges parents face, including the financial barriers associated with college. The importance of a literacy piece that includes the cost-benefit analysis of trades and the potential for earning without taking on student loans was highlighted.

Overall, the discussion underscored the significance of addressing parental perceptions and providing comprehensive information to students about diverse career pathways.

M. Rosado offered to partner in developing messages and workshops related to the one-shot fallacy and showcasing diverse career options. She shared her personal experience and emphasized the need to shift the mentality of both students and parents regarding career paths.

DEI Committee members expressed their appreciation to both S. Burns and S. Knox for the updates and information shared during the meeting.

Item 4:   **FY24 DEI Committee Priorities**

Deferred to next meeting.

Item 5:   **DEI Committee Principles & Pillars Overview**

Deferred to next meeting.

Adjournment: The meeting was adjourned at 09:40 am.

Item #2: Adopt A School Post Presentation Discussion & Follow up

INFORMATION ITEM – NO VOTE REQUIRED

DEI Committee to discuss Adopt A School project post presentation, outcomes, and follow up.

Item #3: FY24 DEI Committee Priorities

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)

• One of the biggest obstacles to progress is a refusal among many to acknowledge inequality.

SDWP Organizational goals:

- <u>Leadership</u>. 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.

- <u>Community</u>. 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.

- <u>Research</u>. 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.

- <u>Program & Services</u>. 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](#).

Item #4: DEI Committee Principles & Pillars

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

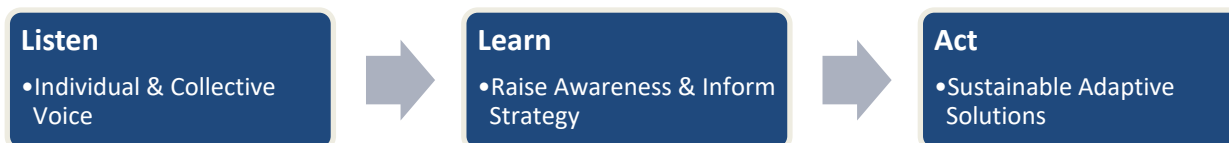**Pillar 1:** - Create internal DEI policies and practices.

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

Listen	Learn	Act
•Individual & Collective Voice	•Raise Awareness & Inform Strategy	•Sustainable Adaptive Solutions

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.

The six signature traits

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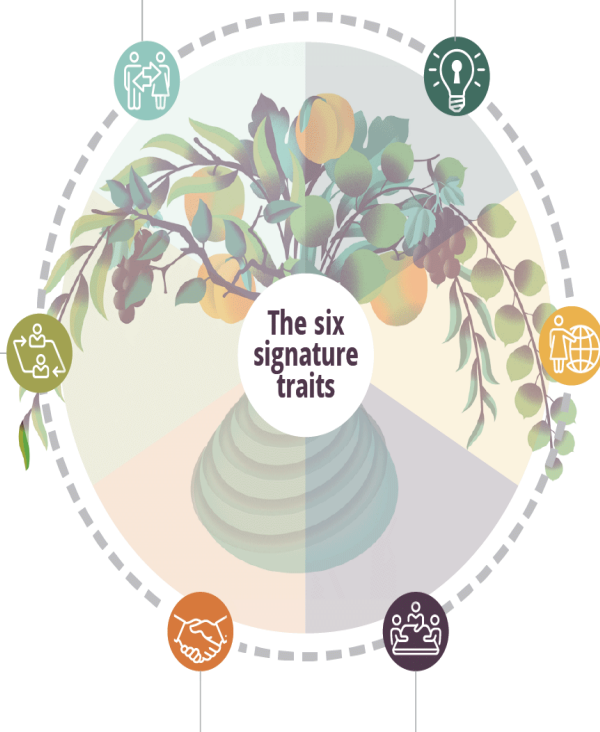
Sources: Juliet Bourke and Bernadette Dillon, *The six signature traits of inclusive leadership: Thriving in a diverse new world*, Deloitte Insights, April 14, 2016; Deloitte analysis.

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.

Item #5: 2024 DEI Committee Calendar & Meeting Frequencies

INFORMATION ITEM – NO VOTE REQUIRED

DEI Committee to discuss DEI Committee meeting frequencies and schedule upcoming Meetings for 2024.

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Circled dates: Jan 1, Jan 15, Feb 19, May 27, Jun 19, Jul 4, Sep 2, Oct 14, Nov 11, Nov 28, Dec 25

Jan 1 • New Year's Day	Apr 15 • Tax Day	Jul 4 • Independence Day	Nov 29 • Black Friday
Jan 15 • Martin Luther King Jr. Day	May 5 • Cinco de Mayo	Sep 2 • Labor Day	Dec 24 • Christmas Eve
Feb 14 • Valentine's Day	May 12 • Mother's Day	Oct 14 • Columbus Day	Dec 25 • Christmas Day
Feb 19 • Presidents' Day	May 27 • Memorial Day	Oct 31 • Halloween	Dec 31 • New Year's Eve
Mar 17 • St. Patrick's Day	Jun 14 • Flag Day	Nov 5 • Election Day	
Mar 31 • Easter Sunday	Jun 16 • Father's Day	Nov 11 • Veterans Day	
Apr 1 • Easter Monday	Jun 19 • Juneteenth	Nov 28 • Thanksgiving Day	