

Diversity, Equity, and Inclusion Strategic Plan Update

Legislative/Human Resources Committee
November 8, 2022

Agenda

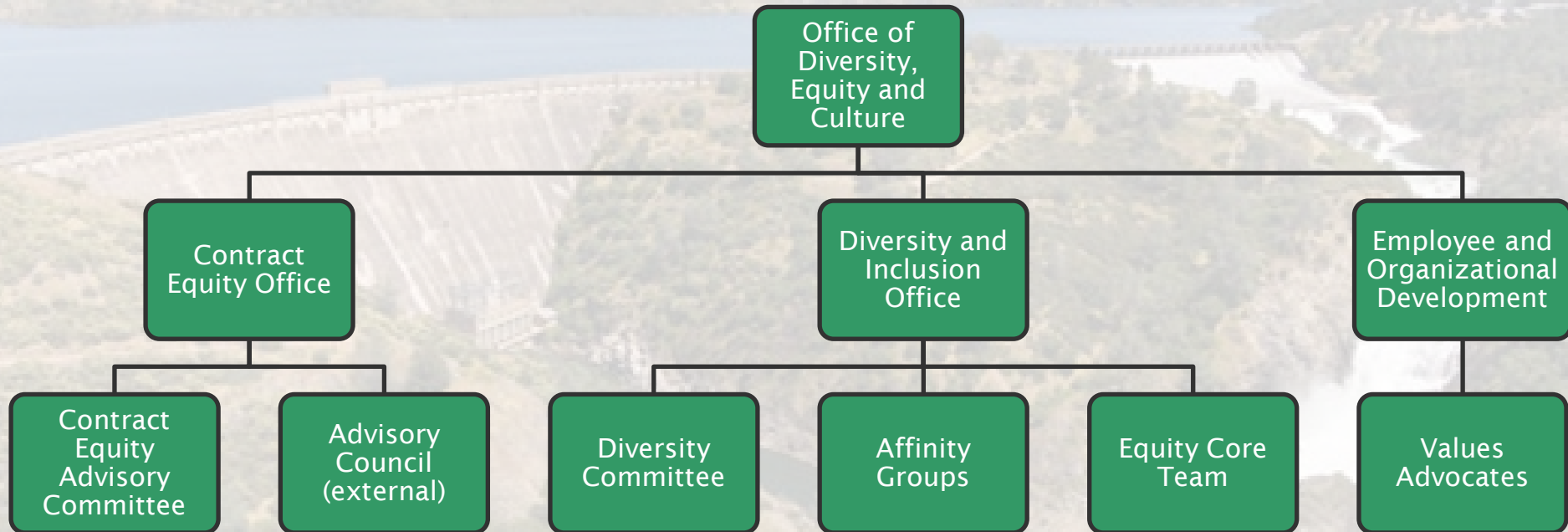


- DEISP Governance Review
- Strategic Pillar Action Updates
 - Leadership Accountability
 - Workforce Diversity
 - Inclusive Culture
 - Supplier Diversity
 - Social Responsibility
- Next Steps

Governance Structure



Over **230** employees and external partners in the District's DEI governance structures.



Contract Equity



Contract Equity Advisory Committee (Internal)

- Carlton Chan
- Linda Hu
- Rick Hu
- Beverly Johnson
- Tim Kline
- Devina S. Ojascastro
- Kelley Smith
- Serge Terentieff
- Carlynn Wooten

Advisory Council (External)

- Matthew Ajiake, PhD, San Francisco African American Chamber of Commerce
- Stanley Cooper, NAACP - Oakland Chapter
- Lamar Heystek, Asian, Inc.
- Jessica Madrigal, Women Construction Owners & Executives
- Joe Partida, Oakland Latin Chamber of Commerce (OLCC)
- Cecil Plummer, Western Region Minority Supplier Development Council (WRMSDC)
- Len Turner, Contractors Resource Center
- Lisa Vela, San Joaquin County Hispanic Chamber of Commerce
- Mario Wagner, National Association of Minority Contractors - Northern California
- Oscar Zavaleta, OLCC (Montez Group)

Diversity and Inclusion

Diversity Committee



- Charmin Baaqee
- Dawn Benson
- Courtney Carlson
- Cindy Charan
- George Cleveland
- Rischa Cole
- Dorothy Collier
- Max Fefer
- Barry Gardin
- Scott Hill
- Vincent James
- Chandra Johannesson
- Delorean Johnson
- Latrice King
- Sue Leiga
- Jose Lopez
- Michiko Mares
- Alberto Mendo
- Derry Moten
- Christian Narvaez
- Virginia Northrop
- Danny Pham
- Derek Pham
- Jennella Sambour-Wallace
- Mario Soares
- Katherine Tate
- Alice Towey

Diversity and Inclusion Affinity Groups



- Asian Pacific Employees Association
- Black Employee Network
- Disability Advocacy and Rights Team
- Fuerza Latina
- Raining Pride

Diversity and Inclusion Equity Core Team



- Courtney Carlson
- Clifford Chan
- Cindy Charan
- George Cleveland
- Rischa Cole
- Sam Feldman-Crough
- Jack Flynn
- Barry Gardin
- Daniel Gill
- Juanita Ison
- Vincent James
- Beverly Johnson
- Laura Johnson
- Orlando Leon
- Jose Lopez
- Derek McDonald
- Derry Moten
- Laura Salangsang
- Jennella Sambour-Wallace
- Sophia Skoda
- Katherine Tate
- Serge Terentieff
- Chad Thigpen
- Alice Towey
- Florence Wedington
- Gistand Williams Jr.

Employee and Organizational Development Values Advocates



- Traci Anchors
- Han Barrett-Liu
- Dawn Benson
- Kerry Blackwell
- Nathalie Bogatirsky
- Tiffany Chan
- Michael Condon
- David Correa
- Dillon Cowan
- Nicole Douglas
- Diane Eggering
- Lee Evans
- Nicholas Farrell
- Adrian Gonzalez
- Phoebe Grow
- Randy Hernandez
- Tori Hirata Feetham
- Matthew Hoeft
- Rick Hu
- Juanita Ison
- Delorean Johnson
- Elliott Johnson
- Tracie King
- Tina Kwan
- Eric Larsen
- Vivian Ling
- Gilbert Loredó
- Max Low
- Tony Martin
- Mortay Mendoza
- Bruce Moog
- Devina Ojascastro
- Joseph Pangelinan
- Sonia Perez
- James Porter
- Syed Rahman
- Adrian Robinson
- Chris Shumate
- Gabriel Silva
- Joey Smith
- Geoffrey Snyder
- Angelee Strawder
- Navneet Virk
- Kellie Volek
- Kari Walters
- Gary Walters II
- Lori Work Kazimi
- Victor Zarich

Strategic Pillar 1

Leadership Commitment



- DEI Roundtable Pilot
 - Human Resources Department/Office of Diversity, Equity, and Culture staff
 - Discussion of DEI programming challenges in HR programs/practices

Strategic Pillar 2

Workforce Diversity



- Seven Outreach Events

- Pinole High School: Junior Achievement of Northern California's Job Fair
- Concord High School: Outreach Event
- Cypress Mandela Training Center: Celebration Fundraiser
- Los Medanos College: Opportunity Fair
- San Francisco State University: Engineering and Computer Science Career Fair
- College of Alameda: Career Fair

Strategic Pillar 2

Workforce Diversity (cont'd)



- Seven Outreach Events (cont'd)
 - Cypress Mandela Training Center: Skilled Trades Fair
 - Oakland Unified School District students and Cypress Mandela Training Center pre-apprentices
 - Hands-on learning activities: simulated main break with guided tour of District service truck and leak detection van



Strategic Pillar 3

Inclusive Culture



- DEI-In-Action Challenge
 - Global Diversity Awareness Month
 - Seven-day learning challenge providing employees series of resources for “Living and Working Inclusively”
- Employee Feedback Program
 - Phase 1: Update Exit Survey and Interview Process
 - All voluntarily exiting employees provided survey and option to request formal exit interview
 - Phase 2: Planning for Employee Engagement Survey
 - District’s Values Advocates

Strategic Pillar 4

Supplier Diversity



- 11 Outreach Events

- Contractors Resource Center City of Oakland Supportive Services' Year One Gathering
- Greater Stockton Chamber of Commerce's Growing Unity Inclusion Diversity and Equity (GUIDE) Luncheon
- Contract Resource Center Advisory Board Meeting
- Oakland Metropolitan Chamber of Commerce's DEI in the Supply Chain Process: How to Access Big Contracts as a Small Minority Owned Business
- Women Construction Owners and Executives' (WCOE) Annual Conference
- BuildOut California's Construction Inclusion Week
- Women Business Enterprise Council Pacific's (WBEC) WE-Xcel Fall Cohort Graduation and Vendor Showcase
- Oakland Latino Chamber of Commerce's Monthly Board Meeting
- Women Business Enterprise Council Pacific's (WBEC) Pacific Board meeting

Strategic Pillar 4

Supplier Diversity (cont'd)



- Contract Equity Advisory Committee (Internal)
 - Reviewed recent federal/state legislation as it impacts District's Contract Equity Guidelines
- Contract Equity Advisory Council (External)
 - Ongoing discussions on identifying barriers to participation in District's contracting process and promotion of contracting opportunities

Strategic Pillar 5

Social Responsibility



- Corporate Social Responsibility Pilot Project
 - Partnership with construction contractor to offer a career exploration and mentoring program at a local high school
- Local High School Career Events and Tours
 - OUSD, Pinole, and Concord High Schools

- Feedback or Questions?
 - Items presented today
 - Overall DEISP work and activities

Next Steps



- Continue implementation of the DEISP's action items
- Fill remaining vacant positions
- Update to the Legislative/Human Resource Committee on December 13, 2022 on Intern Programs