

Coronavirus Update

Board of Directors
November 10, 2020

Blueprint for a Safer Economy



Risk Tier	Positive tests / 100k	Positivity Rate	
		Countywide	Healthy Equity Quartile
<p>WIDESPREAD</p> <p>Many non-essential indoor business operations are closed</p>	<p>More than 7.0 Daily new cases (per 100k)</p>	<p>More than 8.0% Positive tests</p>	
<p>SUBSTANTIAL</p> <p>Some non-essential indoor business operations are closed</p>	<p>4.0 – 7.0 Daily new cases (per 100k)</p>	<p>5.0 – 8.0% Positive tests</p>	<p>5.3 – 8.0% Positive tests</p>
<p>MODERATE</p> <p>Some indoor business operations are open with modifications</p>	<p>1.0 – 3.9 Daily new cases (per 100k)</p>	<p>2.0 – 4.9% Positive tests</p>	<p>2.2 – 5.2% Positive tests</p>
<p>MINIMAL</p> <p>Most indoor business operations are open with modifications</p>	<p>Less than 1.0 Daily new cases (per 100k)</p>	<p>Less than 2.0% Positive tests</p>	<p>Less than 2.2% Positive tests</p>

County Status: November 4



County	Tier	Rate / 100k	Positivity Rate	Equity
Alameda	Moderate	3.4	1.5	2.6
Contra Costa	Moderate	4.8	2.2	4.0
San Joaquin	Substantial	7.0	4.0	6.2
Amador	Moderate	10.4	2.6	NA
Calaveras	Moderate	2.6	1.3	NA

Recent trends are upward

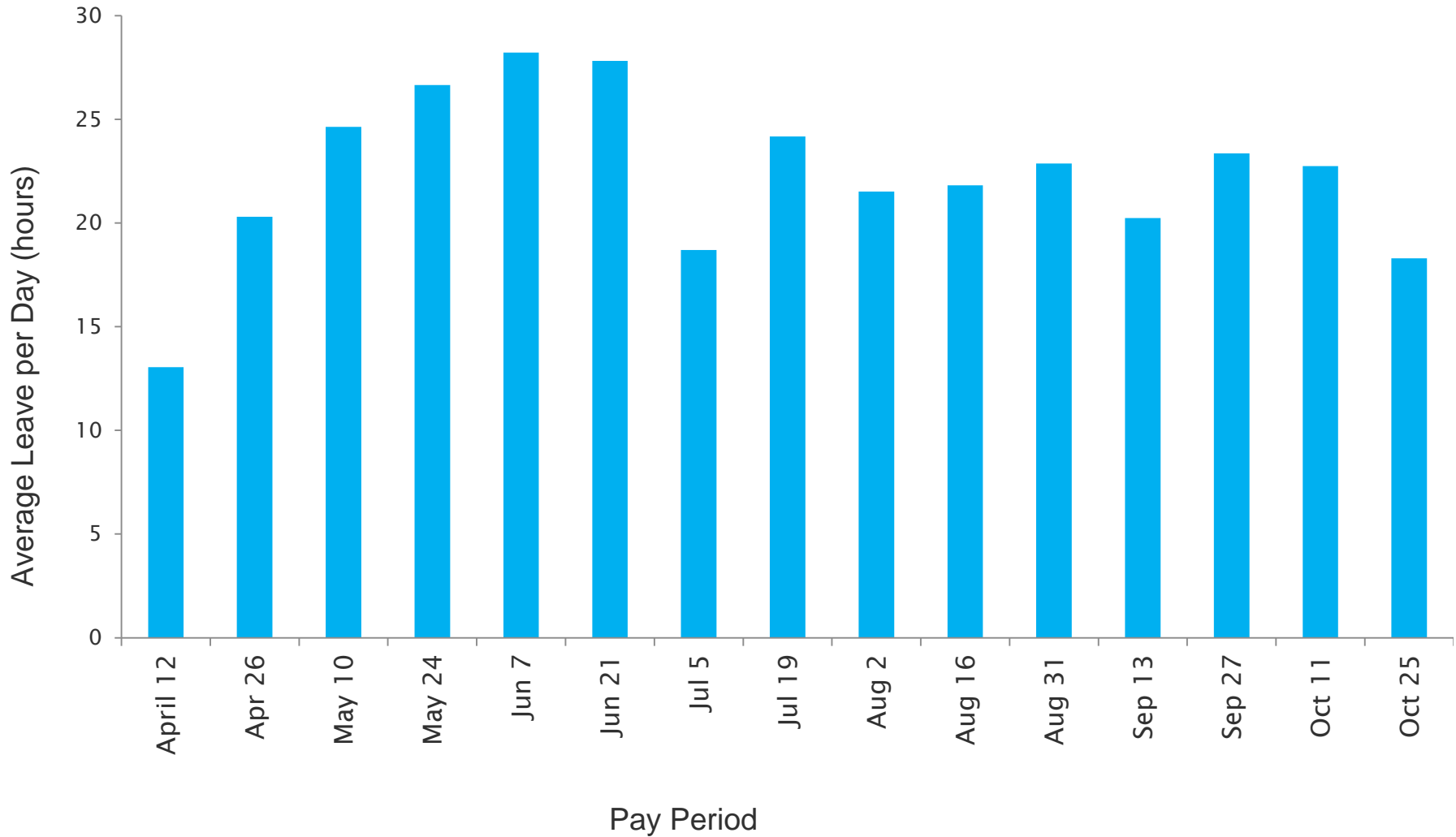
Bay Area counties considering 2-week visitor quarantine

District Operations



- Preparing for all scenarios, including complications associated with flu season
- Likely to extend telecommuting and travel restrictions beyond December 31
 - Most large unified school districts remain closed
- No change to safety protocols
 - Exception is reopening District gyms consistent with county guidelines
 - No public access to District buildings
- Preparing for higher caseload and additional reporting requirements for positive cases
- PPE supply remains at 10-12 weeks

COVID-related Leave



Questions



Racial Equity and Justice and Diversity and Inclusion Master Plan Projects Update

Board of Directors
November 10, 2020

Agenda



- Introduction of new staff member
- Racial Equity and Justice (REJ) and Diversity and Inclusion Master Plan (DIMP) Update
- Schedule
- Next Steps
- Questions for the Board

Staffing Update



- Introduction of Jaisha White, Senior Human Resources Analyst

REJ Update Task Force Progress



Strategy 1 and Strategy 6 Implementation

- Both Task Forces made recommendations to the Steering Committee on November 3, 2020
- Implementation of Task Force recommendations

Strategies 7 and 8 Initiation

- Initial conversations with the law enforcement agencies has begun
- Task Force developing formal actions

REJ Update

Task Force Recommendations



Strategy 1

- Train Affinity Group leaders and District Advocates with basic facilitation, influence, listening, and validation skills
- Conduct active listening sessions with all Affinity Groups, and at remote locations
- Initiate the process for a bi-annual employee engagement survey

Strategy 6

- Support customer-facing employees through training on engagement, de-escalation, and reporting protocols
- Updated protocols and methods for District investigation of incidents
- Post-incident support for employees

DIMP Update

Core Team and SMT Training



Phase 2 - Racial Equity Training (3 courses)

- Creating the Foundation for Racial Equity
- Elevating Understanding and Identifying Opportunities to implement Racial Equity
- Developing a Racial Equity Plan

Core Team Training started October 27/29

SMT Training Begins November 18

SB 1343 Training



- Move beyond legal compliance to create a culture of inclusion and belonging
- Integrate racial equity, emotional intelligence, and District values approaches to the required content

Project Schedule



Phase	Strategy	Actions	Dates	Status
Phase 1	Strategy 1 - Listening	Recommendations and Implementation	April - November 2020	
Phase 2	Strategy 6 - Responding to Racism by Customers	Recommendations and Implementation	August - November 2020	
	Strategy 7 - Internal Security Protocols	Task Force Launch	November 2020	
	Strategy 8 - Engaging Law Enforcement Partners	Task Force Launch	November 2020	
Phase 3	Strategy 2 - Engaging Employees and External Community	TBD based on results of internal and external assessment by the Winters Group	TBD	
	Strategy 3 - Review District Processes and Practices			
	Strategy 4 - Review District Policies and Procedures			
	Strategy 5 - Training and Dialogue			
	Diversity and Inclusion Master Plan	SMT and Core Team Training	November - February	 8

Next Steps



- Implement recommendations for Strategy 1 and Strategy 6 Task Forces
- Develop actions for Strategies 7 and 8
- Maintain staff communication on progress and tools for internal discussion
- Continue Phase 2 training for Core Team and SMT

Board Feedback



Staff requests the Board's feedback on the Global Diversity and Inclusion Benchmarks categories and DIMP/REJ outcomes list.

Questions

