

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

Board of Directors
September 8, 2020

Agenda



- Steering Committee Launch
- Task Force Update
- Staffing
- Diversity and Inclusion Master Plan (DIMP) Update

Steering Committee



- Launched August 19, 2020
 - Steering Committee (GM, HR Manager, OGC, and Union Representatives)
 - Emphasis on alignment and shared leadership for the projects

Task Force Update – Strategy 1 Implementation



- Task force established to develop a plan for a sustainable listening practice
- Task force includes members of each affinity group, advocates, and other volunteers
- Additional Wellness Check-ins
- Employee Focus Groups (led by The Winters Group)
- Strategies for sustainable listening

Task Force Update – Strategy 6 Launch



- Strategy 6 – Establish Protocols for Responding to Racism Targeted at District Employees
- Task force selected with representatives from:
 - Union Representatives (Locals 444, 2019)
 - Management Team Representative and OGC
 - District Security staff
 - Human Resources staff

Task Force Update – Strategy 7 and 8 Update



- EBRPD Police presentation on policing practices
- Dialogue with law enforcement may center around their implementation of reforms



- Task force will launch in September

Staffing Update



- The District received 87 applications for the LT Senior Human Resources Analyst position
- Interviews held on September 2, 2020
- Anticipate position will be filled by October 12, 2020

DIMP Update



- Internal Assessment continues with data collection through:
 - Employee Focus Groups on Diversity, Inclusion, Equity and Justice
 - One-on-One interviews with Key Stakeholders
- Core Team and SMT Training (Foundational Education)

Project Schedule



Phase	Strategy	Actions	Dates
Phase 1	Strategy 1 - Listening	District Listening Sessions	April -September 2020 
	Strategy 2 - Engaging Employees and External Community (Targeted to Black and African American Employees)	Focus Groups	August - October 2020 
Phase 2	Strategy 6 - Responding to Racism by Customers	Task Force Selected, launch meeting	August 2020 
	Strategy 7 - Internal Security Protocols	Task Force Selection and Launch	September 2020 
	Strategy 8 - Engaging Law Enforcement Partners	Task Force Selection and Launch	September 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		

Next Steps



- Continue work with Strategy 1 and Strategy 6 Task Forces
- Launch Task Forces for Strategies 7 and 8, possibly as a consolidated group
- Complete hiring of the LT Senior Human Resources Analyst
- Maintain staff communication of progress and tools for internal discussion
- Continue DIMP internal assessment

Board Discussion



Questions for the Board:

- What types of specific outcomes would the Board envision from the combination of REJ and the D&I Master Plan?
- Does the Board have feedback on the schedule and progress of the projects to date?

Coronavirus Update

Board of Directors
September 8, 2020

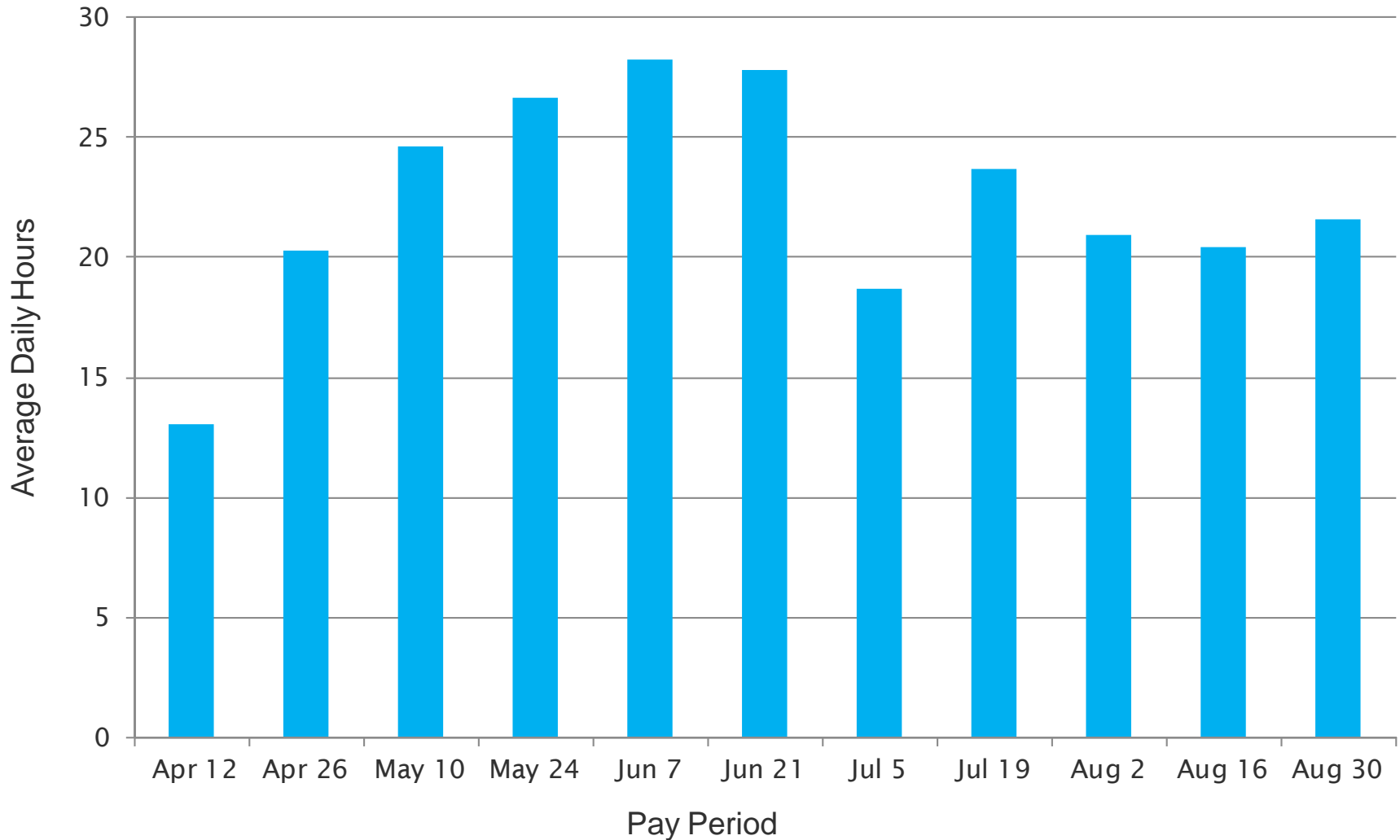
Updates to Health Orders



- New System for Re-Opening
 - New case rate/positive test rate define tiers
 - Alameda and Contra Costa Counties in highest tier (could be downgraded soon)
 - Central Valley rates remain high
 - Most indoor businesses remain closed
 - Less discretion at county level
- Local testing priority-based (mainly due to capacity)

County risk level	New cases	Positive tests
WIDESPREAD Most schools are closed to in-person instruction, unless they meet certain conditions	More than 7 daily new cases (per 100k)	More than 8% positive tests
SUBSTANTIAL Schools can reopen for in-person instruction after they have remained in the red tier for 14 days	4 - 7 daily new cases (per 100k)	5 - 8% positive tests
MODERATE Schools can reopen for in-person instruction based on state and county guidance	1 - 3.9 daily new cases (per 100k)	2 - 4.9% positive tests
MINIMAL Schools can reopen for in-person instruction based on state and county guidance	Less than 1 daily new cases (per 100k)	Less than 2% positive tests

COVID-related Leave



COVID-related Leave



- COVID-related leave remains small compared to other leave
 - 98 employees have exhausted 80 hours of federal leave
 - 78 of these 98 employees work in field
 - 31 now using emergency Family and Medical Leave Act (FMLA)
- No employee has used District-provided quarantine leave
- No employee has negative sick leave balance (sick leave advance)

Employee Assistance



- Additional leave
 - Families First in Coronavirus Response Act (FFA)
 - District-provided quarantine leave (for work-related exposure)
 - Sick leave advance
- Distance Learning Support
 - Flexible schedules
 - Parent Resource Platform (internal website)
 - Expanded unpaid time off
- Employee Assistance Program
- Telecommuting

Employee Assistance



Splashpad

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[Work Center](#)

[Employee Center](#)

[The District](#)

Parent Resources During COVID-19

Home / Unpublished / Parent Resources During COVID-19

[Parent Support Group & Discussion](#)

[Distance Learning](#)

[County Resources](#)

[School District Resources](#)

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Questions

