

**MEMORANDUM**

FC 14 (01-02-07)

TO: Board of Directors**FROM:** Diversity and Inclusion Ad Hoc Committee Meeting**SUBJECT:** Diversity and Inclusion Ad Hoc Committee Meeting Summary for October 30, 2019**DATE:** November 1, 2019

This memorandum summarizes agenda items from the meeting of the Diversity and Inclusion Ad Hoc Committee Meeting held on October 30, 2019.

Summary:

Review Existing Diversity and Inclusion Programs, Recommend Enhancements and Ways to Monitor Effectiveness. Staff reviewed the following with the Committee:

Angelica Cruz reported on the Employee Resources Groups and annual budget for the twelve groups, Annual Disparate Impact Analysis Report, employee goal, recognition events/service awards, Multi-Year Master Plan, cross-training and knowledge transfer.

Laurel Hanchett reported on Summer Internship Program goals, career fair events, and current recruitment partners 2019.

Frank David reported on the recruitment process, veteran hiring events, applicant pools, job posting enhancements, internal employee career advancements, and classification flexibility.

Natalie Vye reported benefits and the wellness program.

Cathy Morrey reported further education/professional licensing, rotation program, Emerging Leaders Certification Program, and leadership academics.

The Committee provided input on the goals, measurements and program information and asked staff to return with additional information at the December 18, 2019 meeting.

Submitted by,

Director Estremera
Chair, Diversity and Inclusion Ad Hoc Committee

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