



WDC FULL BOARD MEETING

December 8th, 2022

SEAKINGWDC.ORG

AGENDA

- Review draft agenda

- I. OVERVIEW OF OUR WORK: Setting the Stage for Board Partnership
 - A. WIOA Adult, Dislocated Worker and Youth
 - B. WIOA Business Services
 - C. Transformation Progress
 - Regional Partnerships
 - Blended Funding
 - Innovation
 - Data
- II. BUSINESS MEETING
 - A. Action Items
 - Approve Minutes -September 15th, 2022
 - Bylaw Modification (Pending Final CLEO Legal Review)
 - B. Outgoing Board Member Recognition
 - C. CEO Report
 - D. Strategic Framework Report
 - E. CEO Evaluation
 - F. Adjournment





OUTGOING BOARD MEMBER RECOGNITION



CEO REPORT

Strategic Framework

What is our unique strategy in the region that lives inside the Regional Plan?

Purpose – Why do we exist? Vision – What do you ultimately want to achieve?
Leadership toward an inclusive, dynamic, regional economy.

Mission – What is our specific role in or how we go about this purpose.
To champion a workforce and learning system that allows our region to be a world leader in producing a vibrant economy and lifelong employment and training opportunities for every resident.



Values – What ways of being and beliefs guide our decisions and actions?
Integrity | Support | Adaptability | Inclusion | Trust | Courage

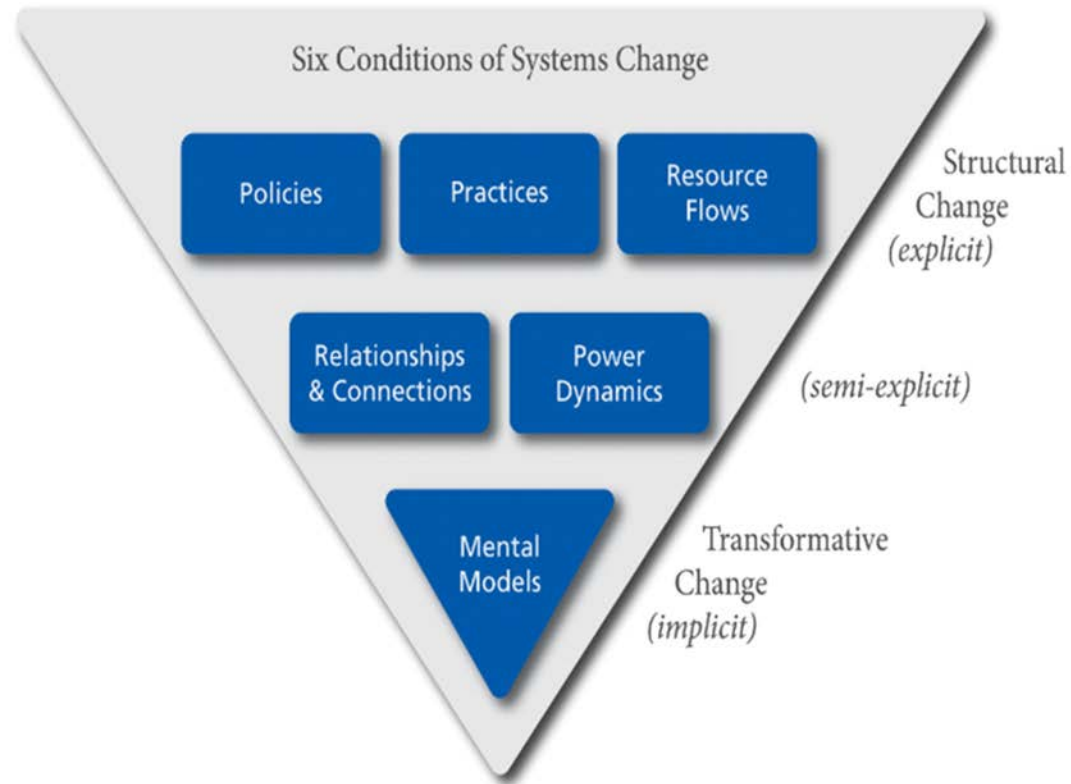
Working Definitions

- Systems Change
- Job Quality
- Racial Equity
 - Targeted Universalism

Systems Change

Systems change is about advancing equity by shifting the conditions that hold a problem in place.

To fully embrace systems change, everyone should be prepared to see how their own ways of thinking and acting must change as well.



Systems Change, cont.

System Entrepreneur roles –

Orchestrator (Backbone) - Primary Role

- Facilitates alignment toward common goals and coordinates groups, organizations and sectors.

Innovator - Secondary Role

- Creates new, actionable solution(s) to address dysfunctions in the system.

Agitator - Tertiary Role

- Creates visibility into systems dysfunction and/or raises grievances of individuals or groups to the forefront of public awareness.

Job Quality

Job Quality - Defined

A quality job includes economic stability, economic mobility, equity, respect and voice.

Outcomes in the Regional Plan:

Raises the expectation and commitment of all partners in the workforce system to:

1. Improve the quality of existing jobs where BIPOC workers, immigrants and refugees are over-represented.
2. Placing BIPOC workers, immigrants and refugees not into just any job, but into a quality job with livable wages and benefits, opportunities for advancement and assurances of a safe and healthy workplace.

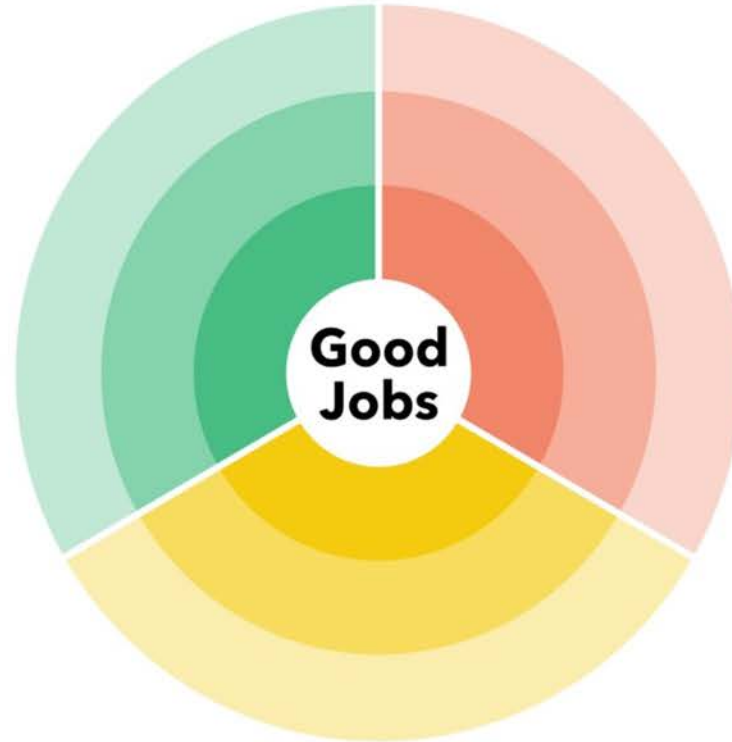
Good Jobs: A Working Definition

Economic Stability

- ❑ Stable, family-sustaining pay
- ❑ Sufficient, accessible, and broadly available benefits
- ❑ Fair, reliable scheduling practices
- ❑ Safe, healthy, and accessible working conditions

Economic Mobility

- ❑ Clear and equitable hiring and advancement pathways
- ❑ Accessible, paid training and development opportunities
- ❑ Wealth-building opportunities



Equity, Respect & Voice

- ❑ Organizational and management culture, policies, and practices that:
 - ❑ are transparent and enable accountability
 - ❑ support a sense of belonging and purpose
 - ❑ advance DEIA*
 - ❑ and address discrimination.
- ❑ Ability to improve the workplace, such as through collective action or participatory management practices

*DEIA: diversity, equity, inclusion, and accessibility

From: Workers and Families Fund & Aspen Economic Opportunities Program

Racial Equity

Racial Equity - Defined and Success

- Understanding history and how it has led to systemic inequities and disparate outcomes
- Better outcomes for BIPOC populations instead of focus on serving more BIPOC people
- The focus is on removing systemic barriers instead of deficits in people
- Bringing another chair to the table and building a bigger table
- Community is the center of power and brilliance

From Strategic Plan:

Anchored on a recovery effort that prioritizes the inclusion of BIPOC workers and other economically marginalized communities; and the dismantling of structural and systemic racism across our institutions, such that all workers regardless of race or ethnicity have equitable access to high quality jobs and share in the region's economic prosperity.

Targeted Universalism

Targeted universalism is an approach that prioritizes the needs of the particular while reminding us that we are all part of the same social fabric.

Through this approach:

- Universal goals are set
 - (e.g., 100% math proficiency among all eighth-grade students)
- The goals are achieved by deploying targeted approaches that address the varying needs and circumstances of each group with prioritized attention being given to those groups farthest from the goal
 - (e.g., provide ESLspecific math tutoring)

The Scorecard Will be a Mix of Outputs & Outcomes

Outputs

The things we do

- Deliverables
- Projects

Example: Employers in opportunity sectors complete job quality and equity assessments

The number of employers completing the assessment

Outcomes:

The measurable results we get after doing something

Example: There are more employers hiring BIPOC employees for quality jobs

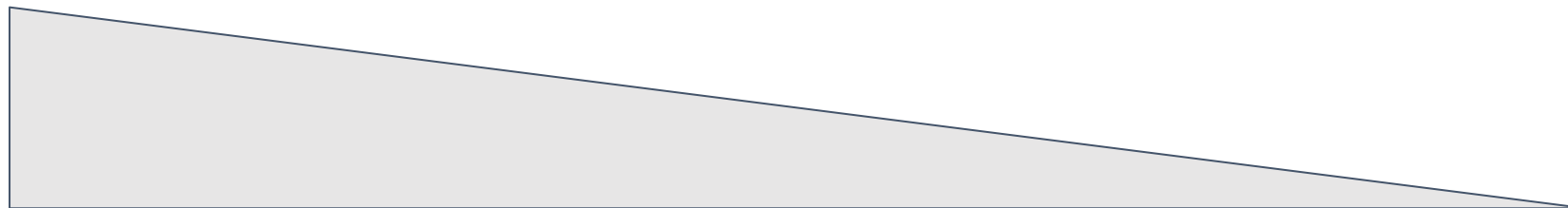
More BIPOC people are being hired into opportunity sectors

Impact:

High level, lagging indicators

Example: Equal access to quality jobs

Data shows the employment rate and wage rate for the county and BIPOC employees are employed at proportionate levels to the aggregate



Attribution

Contribution

The background is an abstract, textured composition of various colors including purple, blue, green, and orange, resembling a watercolor or oil painting. A solid blue horizontal line runs across the middle of the page, positioned below the main title.

CEO EVALUATION



ADJOURNMENT



HAVE A GREAT BREAK &
HAPPY HOLIDAYS!

Thank you!

The next Full Board Meeting is on March 22 and 23, 2022.