

**DEI Board Subcommittee**  
**Staff Recruitment, Retention & Development**

**January 13<sup>th</sup>, 2022**

**12:30-1:30pm**

**Meeting Agenda**

- 1) Committee Opening with departure of Jim Reyes
- 2) Discuss Spring DEI Workshop Series for Staff
  - a) Proposed offerings
    - i) February: Developing Your Racial Equity Literacy
    - ii) March: Identifying and Challenging Sexism in the Workplace
    - iii) April: Understanding Bias in the Workplace
    - iv) May: Developing and Respecting Boundaries
- 3) [Review Bias in Search Training Outline](#)
- 4) Identify Next Steps

**Meeting Notes**

Attendance: Allbaugh, Alvarez, Casis-Woidyla, Daniels, Garcia, Jones, Martinez, Moses, Okoh

**1) Committee Opening**

- a. Recommendations:
  - i. Jose Chaidez Sosa from the Office of Financial Aid & Scholarships
  - ii. Hold a space for the Director of Talent Acquisition
- b. Hold on this decision to seek clarity from Steering Committee on membership time limits, renewal, and turnover

**2) Discussion on Spring DEI Workshop Series for Staff**

- a. Connect with Cristina to ensure content aligns with Compliance education
- b. Dates earlier in the term would make more sense to accommodate for end of year administration

**3) Review Bias in Search Training Outline**

- a. Ensure engagement with PDC (come back to this when we get to implementation plan)
  - i. Create specific messaging to PDC staff
  - ii. Could create specific “pilot” group and include PDC representation
- b. Tier 2 training needs to include information for policies for hiring policies within CBA
- c. Question: How can subcommittee members best contribute and be involved in the rollout of this training?
  - i. Co-facilitators for workshops!

- ii. Independent facilitator training for subcommittee members

**4) Next Steps**

- a. Jessica & Andi: to continue to build out content (LeSondra would like to join)
- b. Run through content with subcommittee to check for feedback
- c. Logic Model follow-up, assessment of subcommittee
  - i. Next meeting
- d. Roll Out & Implementation