



Pierce County Community Engagement Task Force

City of Tacoma | Internship Improvement Team

11/10/2020





WHY WE ARE HERE



WE HAVE a disproportionate representation of post-secondary interns from Black, Native American, Pacific Islander, and Hispanic/Latinx communities in our internships

WE ACKNOWLEDGE the disparate impacts of systemic racism and *our role* in contributing to it and in changing it

WE ARE CHANGING the way we recruit, interview, hire, and retain interns

OUR FINDINGS

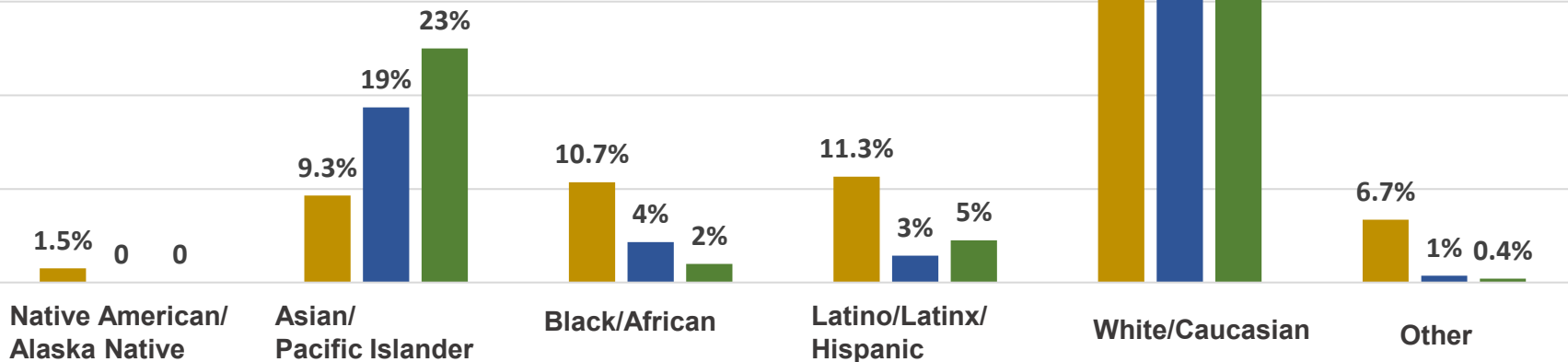


Comparison of City Demographics by Ethnicity to City Internships and Pay

\$1.2 million over the last 3 years

■ % City population
■ % of interns
■ % intern money

\$809,983: **White/Caucasian (70%)**
 \$266,195: **Asian/Pacific Islander (23%)**
 \$54,435: **Latino/Latinx/Hispanic (5%)**
 \$23,775: **Black/African (2%)**
 \$5,359: **Other (0.4%)**
 \$0: **Native American/Alaska Native (0%)**



3

Based on 2010 Census data, we are in the process of updating based on ACS data



OUR **STRATEGY** FORWARD



POLICY ♦ PROCESS ♦ MINDSET ♦ CULTURE

Insert consistent and reliable **Equity Checkpoints** into our internship hiring process to safeguard against implicit bias

Develop **Accountability** in processes to ensure compliance of hiring managers

Define what **Diverse Applicant Pools, Outreach, and Hiring Panels** means

Standardize **Diverse Interview Panels** and those responsible for making the hiring decisions

Redefine **Qualifications and Competency Requirements** to match the internship

Require a **Competitive Process** for all interns placed; requiring consistent processes for all, including **Evaluation Criteria Documented**



OUR **ASK** TO YOU



1

JOIN US RIGHT AFTER THIS!

PCCETF Follow Up Session

November 10, 2020

11:00 AM – 12:30 PM

Facilitated discussion with Q&A

2

COMPLETE A QUESTIONNAIRE

Respond to a 10 question survey about your organization's interaction with interns and the City

3

REVIEW DELIVERABLES

Review key deliverables, providing direct and critical feedback to our program materials and processes

LET'S CONNECT

External Partners Outreach Team

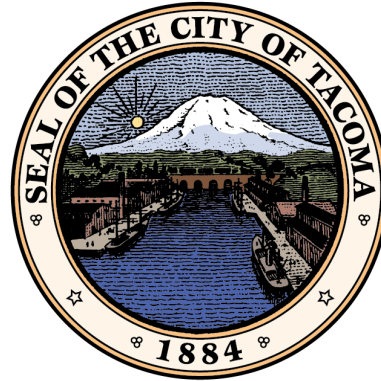


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Internship Improvement Team



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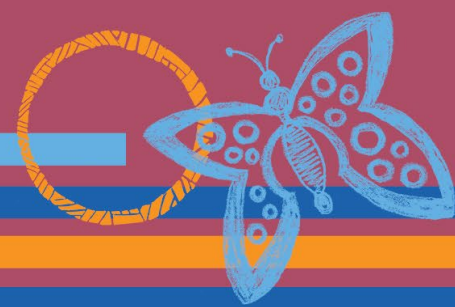


PIERCE COUNTY COMMUNITY ENGAGEMENT

T A S K F O R C E



POWERED BY WORKFORCE CENTRAL



The Child Care Crisis:

A Task for Us All

Mission

Child Care Resources improves all children's access to high quality early learning experiences by engaging with families, caregivers, and communities.

Embedded in Child Care Resources' daily work is identifying and addressing racism so that all children thrive in their early learning environments.

What We Do

- CCR provides early learning information, child care referrals, Play & Learn support groups, and financial assistance to **families** of all backgrounds – including families who are experiencing homelessness.
- CCR provides training and 1:1 coaching for child care **providers** as they integrate new research and best practices into their operations, ensuring a growing number of providers meet critical quality standards of care.
- CCR **advocates** for families and providers we serve, so the needs of the children in their care are recognized and prioritized by early learning leaders in our state.

Impact of COVID-19 on Families & Child Care

- In Pierce County, we have seen 14% of all Family Child Care Homes close and 31% of Centers (which includes school age sites).
- In Tacoma, 15% of Family Child Care Homes have closed and 37% of Centers.
- Child Care Resources, in partnership with First Five Fundamentals, Pierce County Human Services Department and the City of Tacoma distributed \$1.2 million in CARES Act relief grants to assist child care providers with resources necessary to offer safe, high quality care.
- Child Care Resources, in partnership with Pierce County Human Services Department and the City of Tacoma, is distributing \$3.5 million in CARES Act child care subsidies to support 783 children from families of essential workers or whose income, work hours, or access to child care was negatively impacted by COVID.
- We saw an uptick in Pierce County families calling our Child Care Aware of Washington Family Center looking for child care, particularly for school age children as school shifted to remote learning.

Our Ask

- Financial support for employees needing child care (i.e. stipends for child care, etc.)
- Resources for employees
- Enhanced referral services