

Meeting called by the Community Engagement Task Force.

Date: November 10, 2020

Time: 9:00 am – 10:30 am

Location: Zoom Meeting

Attendees: 74

## Data Led Hiring Policy and Process Re-Design for Equitable Internships – Raeshawna Ware, City of Tacoma Cross-departmental effort

- City of Tacoma has disproportionate representation of post-secondary interns from Black, Native American, Pacific Islander, and Hispanic/Latinx communities in internships. Working to change the way they recruit interview and hire. Creating a system by design to remove the default functions of their system
- Intern in this context: Focusing on post-secondary paid interns, not job shadows or volunteers.
- Findings
  - City of Tacoma wanted to look at representation in the amount of “bodies physically present” as well as the “amount of dollars invested”, or the amount of salary paid out towards interns
  - Glaring issue is that 70% of the \$1.2 million of salary was directed to those identifying as White and 23% of it directed to those identifying as Asian/Pacific Islander.
  - There are new classifications now that were not available in 2010, so not as easy to translate their data over. So even those Asian and Pacific Islanders are within the same group in the data shown, doesn't mean that Pacific Islanders are really represented. Not quite able to accurately display Pacific Islander populations and Latinx and Hispanic populations
- Strategy moving forward
  - How do we get people in the door that reflect the community that we serve, and provide them a complimentary experience toward their pursuits?
  - Evaluating the hiring process against manuals given to use to see if there are any places in the process that needed new policy or a new mindset approach.
    - i.e. What is actually an intern? Redefining qualifications and competency requirements. Right now is very closely linked to entry level positions. So they want to script competency requirements so that whoever can benefit most from the opportunity will get the opportunity.
  - Creating equity checkpoints. The system cannot be cumbersome, otherwise it cannot be carried out.

- How do we define diversity? We have a blanket word that we use in so many forms, but there is no framework in how to use it in the internship program. Looking for feedback in this
- Finding ways to change the hiring panels. Oftentimes, one singular person makes the decision on who gets hired. Want to move towards shared responsibility in hiring decisions
- Want to require competitive process for all interns placed. Make sure that each one is evaluated and that criteria is documented
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- **The Ask**
  - Join us at 11:00 for a Q&A and facilitated discussion. Please share your ideas on these accountability measures
  - Complete a 10-question survey about your organizations interaction with interns and the City. Will be sent next week
  - Review key deliverables and provide direct feedback to the program.
- **Contact:** Raeshawna Ware at rsager@cityoftacoma.org

 <b>LET'S CONNECT</b> External Partners Outreach Team		
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 <b>Internship Improvement Team</b>		
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<b>Lisa Woods - Sponsor</b>	<b>Kat Flores - Member</b>	<b>Christian Paige - Member</b>
<b>Gary Buchanan - Sponsor</b>	<b>Celine Mina - Member</b>	<b>Jacques Colon - Member</b>
<b>Tanisha Jumper - Sponsor</b>	<b>Mia Navarro - Member</b>	
<b>Jim Sant - Sponsor</b>	<b>Alice Massara - Member</b>	

# The Child Care Crisis: A Task for Us All – Courtney Nolen-Viducich & Katie Kaiser, Child Care Resources

- Child Care Resources improves all children’s access to high quality learning experiences so that they thrive in their early learning environments. They also work to identify and address racism in these environments.
- What Child Care Resources does
  - Provide early learning info, early learning referrals, and financial assistance to families of all backgrounds
  - Have a statewide call center and give their name and ZIP to get help in finding a family childcare provider within their area.
  - Play & Learn support groups. Provide support to neighbors, friends, and family members-provided care
  - Provide 1:1 coaching and training for childcare providers. Have done so with over 25,000 providers in King and Pierce county. Even during COVID-19 they are working remotely to provide this coaching
  - Advocate for the families and providers they serve so the needs of the children are prioritized.
- Impact of COVID-19 on Families and Child Care
  - COVID-19 has impacted the landscape of childcare in Pierce County. 14% of all childcare providers closed, and 31% of centers have closed in Pierce County whether temporarily or permanently. These are small businesses with tight margins. Drops in enrollment during the pandemic, need for smaller class ratios, and higher costs of supplies and PPE have contributed to these closings.
  - Child Care Resources in partnership with Pierce County Human Services Department and City of Tacoma is distributing \$3.5 million in CARES Act child care subsidies to support 783 children from families of essential workers or those whose income, hours, or access to childcare was impacted by COVID-19.
  - CCR saw an uptick in Pierce families calling looking for childcare, especially for school age children.
- The Ask
  - Want to raise awareness of the COVID-19 impact on childcare and the results with families. Will be sending out flyers with the info for their Call Center.
  - Encouraging employers to consider offering financial support for your employees needing childcare. If this is not an option, a partnership with Child Care Resources can be an option. CCR can provide hands-on support in helping them find childcare providers that work for their family
- **Contact:** Courtney Nolen-Viducich at [Nolen-Viducich@childcare.org](mailto:Nolen-Viducich@childcare.org) & Katie Kaiser at [kaiser@childcare.org](mailto:kaiser@childcare.org)

## Organizational Structures Report Out – Dr. Cindy Caldwell

- Organizational Structures group is about bring DEAI to the organizations that are part of the task force. Have already created a leicon, resource guide, assessment tool, and are currently working on a summit for January – April. Have four different sub-groups within this committee
  - People
  - Policy
  - Practice (DEI on the Ground)
  - Promotions
- Would love to have more people in the group, especially those willing to take leadership of some projects!

## Outreach Report Out – Ana Owens

- Outreach Committee works to identify and implement ways for people to connect across the Pierce County community. Are calling 2021 the year of resiliency
- Goals and projects for next year:
  - Have unified intake framework for Pierce providers
  - Working with diversequalusion
  - Working on community-focused events for 2021

## People & Providers Report Out – Jeff Wolff

- People & Providers Committee centered on taking a human approach toward both community and providers. Raising awareness on services and helping providers by leveraging partnerships or building better tools.
- Goals & projects:
  - Speakers bureau for people who have experienced homelessness to give them a voice and toolkit to build resiliency. Will eventually expand to other topics as well
  - Pandemic Pods: alternative learning and childcare during COVID-19. Looking to partner with local organizations
  - Jeff Dade is leading an un-siloing effort of Pierce County to help service providers connect with each other
  - Phyllis from Career Connect WA is starting a sub-work group to start a cross-county collab on raising awareness on different career paths.

## L.O.O.P. & Lobby Breakout Rooms

- Before COVID-19, we would have a whole task force meeting and then break off into small groups to work on committee projects, do the actual work of the task force. This gave every member voice and the opportunity to contribute.
- We want to get back to this meeting format, so we will be starting break off rooms at every PCCETF monthly meeting. If you don't have a group, you can stay in the "Lobby" and learn more about each group as well as the entirety of the Task Force.

## Reminders

- Next meeting is Wednesday, December 2nd at 9am.