



Diversity and Inclusion Task Force Meeting

Date:	March 8, 2018	Time:	2:00-4:00 PM	Location:	HOA Pt. Mugu Room
Facilitator:	Betsy Swanson Hollinger		Note taker:	Betsy Swanson Hollinger	
Attendees:	Shawn Atin, Claudia Bautista, Erik Cho, Melissa Livingston, Marcus Mitchell, Jennifer Orozco, Ramon Tejada, Staff: Betsy Swanson Hollinger, Matt Escobedo,				
Not attended:	Tabin Cosio, Rosa Gonzalez, Joseph Moore, Barry Parker, Matt Smith				
Agenda Item	Discussion Summary and Agreements				
Welcome, Agenda Review	<ol style="list-style-type: none"> 1. Dr. Tejada welcomed everyone, and did a review of the agenda 2. Betsy asked for comments or feedback on the meeting minutes from 11/15/17 3. Round of Introductions and welcoming of Marcus Mitchell 				
Mentor Program Updates	<p>See attached summary of Mentor program updates including application responses, scoring criteria, and matching process, and timeline of program activities: Pilot program: 28 mentors/29 mentees (one Mentor has 2 mentees)</p> <p><u>Application Highlights:</u></p> <ul style="list-style-type: none"> • Total Mentee Apps: 52 apps, 5 removed as they were not management, leaving 47 competitive apps • Mentees were screened for responses on why they wanted to be mentored, goals to accomplish, career background and accomplishments, skills seeking and mission statement, and years of service. • Mentors: 33 Mentors applied, 28 selected: Applications screened for why they want to be a mentor, skills areas they bring, and how their experience will support their teams and organizations on a larger scale <p><u>Orientations:</u> Mentor Orientation: March 21 8:30-11:00 Mentee Orientation: March 23 8:30-4:30</p>				



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Up and Coming Programs

Written materials: D&I corner for the InSync newsletter

- Discussion on expanding this to diverse teams, especially those who demonstrate interagency collaboration, for instance Thomas fire response and recovery teams
- Can be teams in Behavioral Health, Sheriff outreach, HCA whole person care, Santa Clara Collective impact project, HSA/RMA housing collaboration, etc.
- Group will select questions and vote on questions to use in the “team interviews”

Special Session with Gardenswartz and Rowe:

Members voted to Focus on:

Managing Diversity: A Strategic Approach

- Delineating the strategic case for diversity and inclusion Ventura County
- Focusing on three arenas: individual, managerial and organizational
- Identifying obstacles and opportunities within each arena
- Addressing systemic obstacles to inclusion
- Integrating diversity initiatives into existing policies, practices, and systems

Dealing Effectively with Diversity Issues on the Job

- Resolving diversity related problems and conflicts
- Dealing with values differences on a team
- Addressing stereotypes and prejudice in the workplace

Also we will ask Consultants to help us flesh out Idea Form presentations and next steps



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<p>Idea Form Presentations</p>	<p>Ron Solorzano- Library Cultivating partnerships with relevant institutions through which we can coordinate career pipelines to lead such individuals toward county employment (e.g., working with UCLA's MLIS program to identify candidates for library employment). A need for recruiting diverse backgrounds for management staff and Spanish speaking staff for front line positions.</p> <p>Victor Espinoza and Dina Ontiveras- AAA Diversity and inclusion are often represented as a matter of individual bias and culture, where bias is viewed as equally distributed among individual attitudes. Despite well intentioned efforts, awareness of individual bias and broad cultural competency inadequately addresses the historical and systemic problems of institutional discrimination, within an organization and toward clientele. This workshop will address historical and systemic understandings of race, culture, and diversity. Their ask: do a comparative study, solicit feedback from community groups, offer county wide training on “Beyond Diversity” and a host a Diversity library</p> <p>Discussion of tabling the “asks” for the next meeting where Task Force members can summarize the two Idea Form overviews and asks, get guidance from Gardenswartz and Rowe and take next step action.</p>
<p>Next Meeting:</p>	<p>Special Session with Gardenswartz and Rowe Thursday April 5th 1:00-5:00 PM HOA Room 231</p> <p>Also AM session for Management Council on: EMOTIONAL INTELLIGENCE & DIVERSITY: SKILLS FOR LEADERSHIP EFFECTIVENESS with Gardenswartz and Rowe</p> <p>8:30-11:30 AM Ventura County Office of Ed, Camarillo</p>