

CONSENT AGENDA NO. 7A-1

Approval of the February 5, 2019 Work Session Minutes

It is recommended that the Board approve the minutes of the Work Session on February 5, 2019.

The Board of Trustees of the Dallas County Community College District held a Work Session on Tuesday, February 5, 2019, beginning at 9:38 a.m. at the District Office.

Board Members and Officers Present

Ms. Monica Lira Bravo
Ms. Charletta Rogers Compton
Ms. Diana Flores (chair)
Mr. Wesley Jameson (vice chair)
Dr. Joe May (secretary and chancellor)
Mr. Phil Ritter
Mr. JL Sonny Williams
Ms. Dorothy Zimmermann

Members Absent

None.

1. **Certification of Notice** posted for the meeting was confirmed by Chancellor Joe May.

2. Dimensions of Diversity and Inclusion

- A. Exploring the Dimensions of Diversity and Inclusion
Presenters: Beth Gerwe, Deloitte and Scott Friedman, Deloitte

Beth Gerwe and Scott Friedman with Deloitte presented, Exploring the Dimensions of Diversity and Inclusion. Beth Gerwe and Scott Friedman reviewed the following information with the Committee as follows:

- About Deloitte
 - Deloitte serves higher education clients around the globe. Among these are over 220 institutions and systems across the United States including:
 - Financial Management and Operational Excellence.
 - Student Experience and Lifecycle Management.
 - Digital and Technology Transformation.
 - Organization, Talent and Leadership.

- Deloitte participated in Fairway to Success (FTS) scholarship and mentoring program as well as the City Year Dallas Program Sponsorship.
- Deloitte was the recipient of the University of Texas at Dallas Corporate Diversity Award in 2017. Deloitte was also the recipient of the Corporate DiversityFIRST in 2019.

For 25 years, Deloitte has led the way with inclusion. Deloitte defines inclusion as creating an environment in which people feel involved.

- The three cases for inclusion include:
 1. Diversity of thinking is the new frontier.
 2. Diversity without inclusion is not enough.
 3. Inclusive leaders cast a long shadow.

Diversity and inclusion efforts are one-dimensional, forcing individuals to identify by a single characteristic. Inclusion is often essential for attracting, engaging and retaining today's workforce. Inclusivity is often perceived differently by different individuals. When it comes to the workplace culture, most respondents relate more to the way inclusion "feels" over how inclusion may "look."

Given the converging workforce and workplace trends, Deloitte reimagined inclusion. Deloitte approach at the work session:

- Attracting, retaining and advancing a diverse workforce, as well as strengthening their inclusive culture where all their people can connect, belong and grow.

Where should we start?

- Deloitte leverages a value-centered approach, that will offer strategic guidance across eight activators and the talent lifecycle. The eight activators are:
 1. Infrastructure
 2. Talent
 3. Culture
 4. Analytics
 5. Leadership
 6. Customer
 7. Community
 8. Brand

Deloitte believes that fostering an inclusive culture unleashes the power of their diversity and that being a leader, means being an inclusive leader.

Compression Planning Session: Providing Direction on Addressing Diversity and Inclusion in DCCCD

Presenter: Mary Brumbach

Mary Brumbach presented the Compression Planning Session which provided direction on addressing diversity and inclusion at Dallas County Community College District. A summary of the Compression Planning will be presented at a later date.

3. Compression Planning Session: Review and Reaffirmation of Strategic Priorities

Presenter: Mary Brumbach

Mary Brumbach presented the review and reaffirmation of strategic priorities. A summary of the Compression Planning will be presented at a later date.

4. Executive Session

None.

5. Adjournment

The Work Session was adjourned at 11:05 a.m.