

CONSENT AGENDA NO. 7A-1

Approval of Minutes of the April 2, 2019 Work Session

It is recommended that the Board approve the minutes of the April 2, 2019 Work Session.

The Board of Trustees of Dallas County Community College District held a Work Session on Tuesday, April 2, 2019, beginning at 1:32 p.m. in the lower level, room 007. This meeting was convened by Vice Chair Wesley Jameson.

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 by Chancellor Joe May.

2. Compression Planning Session Updates

Presenter: Mary Brumbach

A. Review and Reaffirmation of Strategic Priorities

- Mary Brumbach reviewed results of the compression planning session of February 5, and summarized revisions which were reflected in her slide presentation and handout materials. Strategic Priorities for 2019/20 document showed two new additions.
 - 60x30TX is embedded rather than as a separate priority
 - Commitment to annual progress assessment/impact of Strategic Priorities is now included
- The main change is a new strategic priority to create a diverse and inclusive, high-performing work and learning environment leading to employee and student success. Also included was a summary of the suggestions and expectations that resulted from

the discussion, including development of higher education guided career pathways and to review and revise the employee evaluation system to incorporate best practices, feedback, and recognition throughout the year.

- Chair Flores stated that a great job was done in outlining and laying out of the new initiatives.
- Trustee Ritter asked how this plan fits into the annual planning process and is it embedded in on of the many current planning processes? Mary answered it's a new initiative at this point, aligned with the "people plan" they are working on. She continued that it's not a disparate plan but a part of the ongoing process of revising and renewing how Human Resources are being handled.
- Vice Chair Jameson asked if once up and running, is it dispersed throughout the rest of the plan? Mary answered yes. Ritter asked if it also includes procurement and Mary answered eventually, yes. Dr. May added that after looking at some models, they are moving towards less of a report and more of a useful tool going forward.

B. Next Steps on Addressing Diversity and Inclusion in DCCCD

- Mary reviewed several directives in the presentation and recapped definitions. She said there was much discussion on this in the compression session and reiterated that the role leadership is a large component in these issues.
 - Flores requested there be even more comprehensive definitions than stated here and also that authenticity have its own definition.
- Mary described the sophisticated survey that would be conducted in September of 2019 to gather data on the employee experience of diversity and inclusion in the District. They are stressing sensitivity in the method of communication as well as the survey itself.
- In October-November of 2019, a selected company will provide results and analysis of their finding to the Leadership Team.
 - Trustee Compton asked regarding the inclusion of part-time employees and Mary responded that they would be included in the future, but not for this first phase, due to the sheer number of full-time employees. Compton asked whether there was a demographic of part-time employees and Mary confirmed that this info was tracked. Compton asked for a copy of that data, as she feels that is an area where people feel exclusion, such as with employment

opportunities. Mary replied that she would bear that in mind and that as this progresses that environment would change.

- In November of 2019, critical priorities would be identified for action – a breakdown of these were outlined in the presentation.
- Anticipated for December of 2019, a report would be presented to the Board on findings and initial plans. Mary mentioned that as it is a new initiative, the cost of designing a survey is not included in the current budget book and will come to the Board for approval.
- Mary reviewed projections for spring and summer of 2020, which included training to address the most critical priorities, a follow up employee experience survey to measure change, and a report to the Board on the initial impact.
- Trustee Ritter asked about examples of policy and process revisions from other organizations. Mary responded that a couple of universities she'd looked into had created a process for the hiring of individuals at the onset, including training of search committees.
 - Chair Flores added that UTSA and UT Dallas were among those that have expectations on diversity and inclusion with good approaches to be considered.
- Trustee Compton inquired of Dr. May the plan to hire a diversity and inclusion individual, to which he replied that it is still the plan and it is in the budget; they are looking to do that in conjunction with the Chief HR Officer position that needs to be filled. Mary added that this process would provide guidance in selecting that individual.
- Mary mentioned in the summer of 2020, the leadership retreat would focus heavily on these issues.
- Vice Chair Jameson asked if they were looking for a survey company who had dealt with higher education as opposed to just corporate. Mary said they are looking at a combination of higher ed and the characteristics that we share with corporations. Dr. May added that as corporations are mainly concerned with employees, we also are concerned with the students.
- Chair Flores stated that it would be helpful for the Board to see the type of questions that the survey takers would be responding to. Mary said that a preview of it should be possible within the realm of proprietary ownership of the survey company.

3. Executive Session

None.

4. Adjournment

Vice Chair Jameson adjourned the meeting at 2:00 p.m.

Captioned video and transcripts for DCCCD Board Committee Meetings, Work Sessions and Regular Board Meetings are available at our website – www.dcccd.edu/trustees.