

Community Equity and Inclusion Committee (CEIC) Meeting Notes: February 4, 2020

Attendees: Gil Carreon, Art Cortez, Janice Mason, Maurice Rahming, Sydney Schilling, Jerome Henry, Michael Burch, Jerome Henry, James Posey Staff; Judith Mowry OEHR, Gennie Nguyen Paula Wendorf, Cathleen Massier and Cathy Sherick, Elizabeth Pape.

Introductions: The group went around the room and discussed new, challenging, strange or interesting developments in the world of construction. These Included:

- Raimore Construction, an African American owned firm, will be the lead on 87 million dollar construction project.
- The gross sales tax and how that impacts construction firms
- PBDG will be hosting a class for project managers taught by Walsh Construction
- Boeing: Plane that will not be manufactured and the resulting lay offs
- COBID construction firms are 17% of total number of COBID – need to grow the pool and increase certification.
- RE: Grants and Prosper (formerly PDC) note of prior track record with communities of color. Request to have Morgan Masterman at the March meeting to present on the grants.
- Procurement fraud conference.

Data Work and areas of focus and import for the committee. Gennie N. provided a look at the data dashboard capabilities. Reviewed options for data, discussed with the group their priorities and interests. The following are specific points of the discussion.

- There is a strong desire to have accountability under each area of the CEIP.
- The committee would like to have a graphic depiction of the project outcome (red Line)
- Adding a column or space for the committee to mark it as a failure.
- Committee requests data in advance and in real time.
Note: employer reporting is not done in real time, often within 30-day window.
How to receive more efficient data faster.
- Disaggregated by race and gender – discussion of 'other' or blank (notation is typically Caucasian)
- Disaggregated by trade / craft
- Phase the person is in training (1st or 2nd yr. will show advancements)
- The name of the project, length of time the person was on the project.
- Ability to count race, level, and gender separately without duplicating.
- Compliance on project: how to find out if they are gaming the system and how to change that.
- Is there a way to put an asterisk on the dashboard? To be able to lead the reader to additional data.
- In terms of gender are we tracking the non-binary individuals?
- Tracking apprenticeship hours for those who do not train apprentices.
- Graduation from COBID those firms' numbers will no longer be available.
 - Is there a way to recognize those firms for their growth / achievement?
 - The program is working, but for whom and how well?
 - Now that they have graduated, how are they investing back in the community?

- COBID firms have a lot to offer from their success.
- What happens when they graduate – where do they go, how do we connect?
- How do we continue to grow the field and advance people? Apprentice, journey, supervisor, foreman then perhaps with business ownership?
 - Grow new
 - Where can we influence and encourage new construction firms?
 - How and where is this support?
- Reporting on wages, who is getting prevailing wage, (or not) being paid for over-time?
- Important to know who workers are, non-duplicated so that the truth can come out.
- Review of zip code map – where are firms coming from? Are they bringing workers or employing here?
- Rewarding local hires – looking at who is KEEPING staff, who stays hired.
- Finding those working in the state (from out of state) who is fraudulent, and if there are COBID firms operating just below the line to maintain status.
- Retention: critical issue that the data will help illuminate. How to encourage and support both the worker and the firm.
- Length of time in the trade – who can mentor, who else is on the job that is the same?
- Discussion of census categories for many varied Asian communities – can we find them?
- Documenting zip codes of workers: East County has new communities of color, is there a way to ensure that selections for workers are made from a geographic region?
- Weight is on compliance we need to focus on bad actors and sanctions for bad behavior.

A 'SAMPLE' of a *potential* CEIC report was provided to the committee on over-head. The committee requested that these materials be sent in advance. Cathy shared that this was a sample that was being reviewed by her supervisor as data metrics and report formats are not all complete or coordinated. Acknowledgement of that request and the work underway was shared with the group, in response to the question as to why the materials were not sent in advance. The need for the group to have context for the discussion and the decision to share the information with the group prior to the meeting, to ensure understanding and the over-arching concerns.

The group reviewed the By-Laws and briefly discussed:

- The quorum and majority voting issues.
- The proposed process for managing decision making.
- Review of the document was very quick, with the assurance that they can be amended next year.

The group voted, by show of name plates, to approve the By Laws.

Mr. James Posey abstained from the vote.

Meeting closed for the Corrosion Control meeting.

NOTES: for next meeting

- Morgan Masterman to present on the Prosper RFP and grant process currently in the works.
- Retention is a critical area of concern; committee wants to see on agenda.
- Future meetings may involve Bureaus presenting on their work, Cathy to begin scheduling.
- The committee would like to plan time prior to and after meetings with the committee to 'de-brief'.