



Legislation Details (With Text)

File #: 2021-0300 **Version:** 1 **Name:**
Type: Action Item **Status:** Agenda Ready
File created: 7/30/2021 **In control:** Board of Port Commissioners
On agenda: 9/14/2021 **Final action:**
Title: INFORMATIONAL UPDATE ON DIVERSITY, EQUITY, AND INCLUSION WORK AND INVITING
FEEDBACK AND DIRECTION TO STAFF
Sponsors:
Indexes:
Code sections:
Attachments: 1. 16. 2021-0300 Attachment A

| Date | Ver. | Action By | Action | Result |
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DATE: September 14, 2021

SUBJECT:

**INFORMATIONAL UPDATE ON DIVERSITY, EQUITY, AND INCLUSION WORK AND INVITING
FEEDBACK AND DIRECTION TO STAFF**

EXECUTIVE SUMMARY:

Diversity, equity, and inclusion in all that we do is essential to our success in serving our customers and communities where everyone has the opportunity to thrive. This update is provided to inform, educate and reaffirm our commitment to diversity, equity, and inclusion (DEI) while being transparent in our transformation to truly change in the face of continued societal challenges. Quarterly updates and presentations will be provided as part of the refreshed DEI framework at the Port to invite feedback and open dialogue for success.

Additionally, driven by the Board's commitment and interest in DEI matters, staff invites feedback and direction to staff.

RECOMMENDATION:

Receive staff's informational update on diversity, equity, and inclusion work and inviting feedback and direction to staff.

FISCAL IMPACT:

This agenda item has no fiscal impact.

COMPASS STRATEGIC GOALS:

Updates on our DEI efforts and achievements will reaffirm our commitment and set expectations on how we operate and engage with others. This agenda item supports the following Strategic Goal(s).

- A Port that the public understands and trusts.
- A Port that is a safe place to visit, work and play.
- A Port with an innovative and motivated workforce.
- A financially sustainable Port that drives job creation and regional economic vitality.

DISCUSSION:

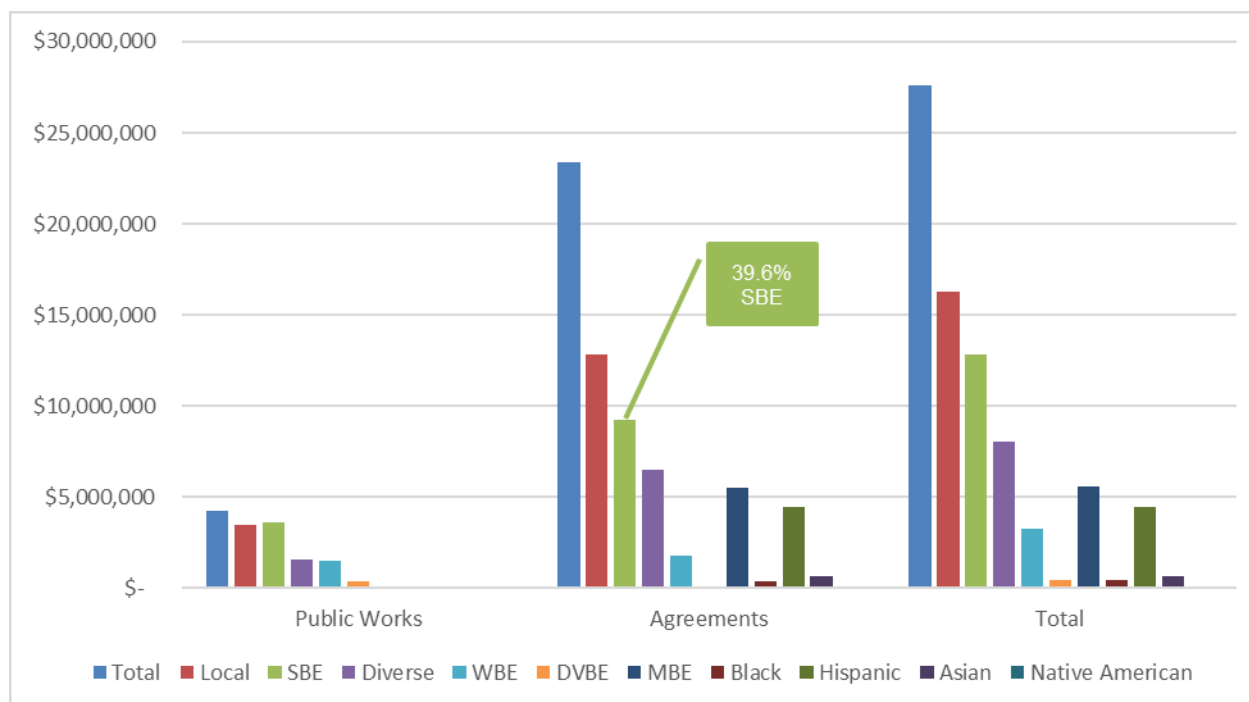
To be proactive in sharing information and to consider feedback and adjustments in a timely manner, reports and a presentation highlighting outreach, contract awards, workforce and accessibility, will be provided on a quarterly basis. Today's presentation highlights the last quarterly report covering April through June 2021.

Outreach: From April through June 2021, the District participated in a diverse array of 22 community and organization events as a means to continue connecting with employees, businesses, and communities. A few highlights during the report period includes:

- Participating in the Turner School of Construction Management Public Agency Consortium (PAC) presentations on "How to do Business" with the PAC agencies;
- Conducting a "How to do Business with the District" video/virtual workshop with the San Diego Hispanic Chamber of e-Commerce;
- Participating in the Government Alliance on Race and Equity (GARE) informational sessions and becoming a member;
- Volunteering during Juneteenth at the Cooper Family Foundation Celebration;
- Hosting regional public agency DEI program managers interested in sharing and collaborating through a DEI Consortium; and
- Connecting with other ports to gather best industry practices and learn about successes.

Contract Awards: Contracts awarded by the Board including this reporting period include 32 awards [5 Public Projects and 27 Agreements (3 with multiple primes)] with dollars broken down in the following categories and on the graphic below:

- \$27,598,389 Total Awards
- \$16,297,946, or 59.1% San Diego County firms,
- \$12,845,531, or 46.5% Small Business Enterprises (SBEs),
- \$8,050,853, or 29.2% Diverse (Minority Business Enterprises (MBEs)/Women Business Enterprises (WBEs)/Disabled Veteran Business Enterprises (DVBES), no duplicates),
- \$3,229,807, or 11.7% WBEs,
- \$434,318, or 1.6% DVBES,
- \$5,586,718, or 20.2% MBEs,
 - \$457,181, or 1.7% Black,
 - \$4,483,816, or 16.2% Hispanic,
 - \$660,389, or 2.4% Asian
 - \$3,332, for Native American.



The District's Workforce: As of August 23, 2021, the District's workforce is made up of 531 total employees with 185, or 34.8% women and 243, or 45.8% minority. Women and minorities make up 333, or 62.7% of the total workforce. Following is a "snapshot" of the District's workforce with representation in comparison to the availability data in the San Diego region:

| Year | Total | Women | Men | No n- Bi n a r y | Minority | Hispanic | Black | American Indian | Asian | Pacific Islander | Two or More Races | White |
|----------------------------------|-------|-----------|-------|------------------------------------|-----------|----------|-------|--------------------|-------|---------------------|-------------------------|-------|
| Data as of August 23, 2021 | 531 | 185 | 346 | 0 | 243 | 126 | 27 | 1 | 60 | 3 | 26 | 288 |
| Availability | | 50.0 % | 50.0% | | 56.3 % | 36.1% | 4.3% | 0.4% | 11.4% | 0.5% | 3.3% | 43.7% |
| Representation | | 34.8 % | 65.2% | | 45.8 % | 23.7% | 5.1% | 0.2% | 11.3% | 0.6% | 4.9% | 54.2% |

Availability data from SANDAG Series 13 Regional Growth Forecast 2020 Population Estimates

As shown by the highlighted areas in the above table, the data reflects underrepresentation of Women and Minorities, including Hispanic, American Indian, and Asian businesses. In addition to the above, a workforce analysis of the various job groups was conducted to further identify areas where outreach could be enhanced. The workforce analysis is included as Attachment A. For this analysis, absent more recent civilian labor force availability by job category, the 2006-2010 American Community Survey for San Diego County State and Local Government Job Groups availability data

was used. New data is anticipated to be released this year as part of the 2020 Census. Underrepresentation of women continues in the Technicians, Protective Services, Skilled Craft and Service Maintenance job categories and minorities in the Managers, Technicians and Protective Services job categories.

Accessibility: Accessibility Advisory Committee (AAC) meetings occurred on April 29th and August 19th so far this calendar year. Presentations have included:

- Updates on the Shared Mobility Device Draft Ordinance to regulate motorized scooters and other such devices on Tidelands;
- Ferry Landing Accessibility at Coronado;
- Updates on Electric Vehicle Charging Stations;
- Port Annex Space Conversion for a Lower Cost Overnight Lodging with PODs, Private Rooms and Shared Accommodations by Stay Open San Diego, LLC; and
- An FY 2022 Major Maintenance and Capital Improvement Program Projects Overview.

The eight-member committee assists the Board in ensuring that all Port services, programs and facilities are fully usable and accessible to all persons, with or without disabilities as defined by the Americans with Disabilities Act.

Activities planned during the next reporting period include reports on recruitments and updates on the work from the internal DEI council to ensure that policies, programs, and processes are being reviewed with a focus on the District's DEI initiatives. The goal of the Council is to provide feedback and insight to the ELG on issues of District culture, equity, inclusion, and diversity in the workplace. This may include recommendations regarding strategies to meet the organization's current and future workforce needs (i.e. unbiased recruitment, current hiring, and retention practices, as well as small business contracts). The DEI Council is made up of "Ambassadors" from various departments across the District as the wide range of perspectives is imperative in advancing our proposed DEI strategic objectives for Fiscal Year 2022 as follows:

- Champion Diversity, Equity, and Inclusion, achieving hiring levels that meet or exceed the demographics of San Diego County; and
- Contract with small and diverse businesses including those owned by women, minorities, disadvantaged, disabled veterans, and veterans that meet or exceed the state goal.

General Counsel's Comments:

The General Counsel's Office has reviewed the agenda sheet and attachments, as presented to it, and approves them as to form and legality.

Environmental Review:

The proposed Board action, including without limitation, receiving an informational update regarding diversity, equity, and inclusion work, does not constitute a "project" under the definition set forth in California Environmental Quality Act (CEQA) Guidelines Section 15378 because it will not have a potential to result in a direct or indirect physical change in the environment and is, therefore, not subject to CEQA. No further action under CEQA is required.

The proposed Board action complies with Section 35 of the Port Act, which allows the Board to do all

acts necessary and convenient for the exercise of its powers. The Port Act was enacted by the California Legislature and is consistent with the Public Trust Doctrine. Consequently, the proposed Board action is consistent with the Public Trust Doctrine.

The proposed Board action does not allow for “development,” as defined in Section 30106 of the California Coastal Act, or “new development,” pursuant to Section 1.a. of the District’s Coastal Development Permit Regulations. Therefore, issuance of a Coastal Development Permit or exclusion is not required.

Diversity, Equity, and Inclusion Program:

This agenda item has no direct DEI impact.

PREPARED BY:

Shirley Hirai
Manager, Diversity, Equity, and Inclusion

Attachment(s):

Attachment A: Workforce Analysis dated August 23, 2021