



# Workforce/GAC Joint Advisory Committee Meeting

Thursday, October 19, 2023, 5 – 7 p.m.  
Shoreline Community College, 9000 Building (PUB), Cafeteria

## Meeting Minutes

Emmanual Flores  
Mike Chan  
Nate Daum  
Jenee Myers Twitchell  
Dan Gallagher  
Fikru Diro  
Lauren Hadley

5:00 – 5:30	Welcome, Introductions .....	All
5:30 – 6:00	All Committee Training .....	Lucas Rucks
	<ul style="list-style-type: none"><li>· Jack Kahn – Shoreline CC welcome</li><li>· Dan Gallagher - Shoreline School District welcome</li><li>· Industry representative – E. Mandisa Subira</li><li>· Student stories – Amber Avery and Bani Rassaian</li><li>· Lucas Rucks – charge to the committees</li></ul>	

### ADJOURN TO THE CAREER CENTER – ROOM 9203

6:00 – 6:10	Break and Transition to 9203.....	All
6:10 – 6:15	Election of Chair and call for Vice Chair .....	Lauren
	Approved welcome and introductions (Nate checks parent box)	
6:15 – 6:40	Shoreline School District Updates and Approvals .....	Dan
	<ul style="list-style-type: none"><li>• Teacher Certification</li><li>• Program re-approvals</li><li>• Career and Technical Education (CTE) Annual plan</li></ul>	

Dan presented and the committee approved teacher certification list to the committee that they discussed in the spring and asked the committee to approve the list 2023-24 list.

The Family and Consumer Science program is up for reapproval this year that includes culinary, (see email) the committee approved the program.

6:40 – 7:00           Comprehensive Local Needs Assessment Discussion .....All (Lauren)

- What processes are in place in your workplace to recruit diverse candidates?

City of Shoreline - Blind application process – stripping out the name and gender identification and college identification  
Hiring with an open mind – looking at candidates with a variety of backgrounds that can do the job, vs. having a traditional credential. Open to on-the-job training – outside of the obvious pathway  
Policy changes over the past five years WASTEM  
Salary and benefits transparency in all job postings  
In the job description it states what job requirements the job requires for DEI, and candidates write a DEI statement  
Goals for diversity in the organization which are to match state-wide K-12 students – demographics for board and employees – goals are reported on the website  
Purposeful non-blind process – taking equity statement into consideration – being very intentional about the selection of candidates  
Bias training  
Not listing degrees – but ask for the skills needed  
WSLC – Culture shift – training called race to labor – takes a safe space and moves it into a brave space – stepping into a space to have a contentious conversation – creating a space for difficult conversation  
Paid intern program in the role of labor advocacy

- What strategies are in place in your workplace to retain employees?

Personal and career growth – pathways  
College could get more involved with local employers in helping them to upskill their employees  
(through worker retraining)  
Ability to understand what upward mobility you will see and what you will be supported in. Is it transparent  
Employee climate survey – including what we heard and actions we are taking  
Ability to mentor employees – if they are not in a supervisory role, asking them to mentor gives employees supervision experience  
Affinity groups and mentorship  
What do you see yourself doing in 3-5-7 years and what do you need to get there? Ask how do we get you there? The authenticity tells the employee something to show they are valued.  
Recognized, accepted, and valued – employers need to be intentional in showing employees these things.

7:00

Adjourn ..... Emmanuel

*A Doodle poll will be sent to schedule winter meeting.*