

**TCDEIR October Member Meeting**

**October 19, 2022**

**Article Pre-read**

[Major US companies ask Supreme Court to uphold affirmative action | Courthouse News Service](https://www.courthousenews.com/major-us-companies-ask-supreme-court-to-uphold-affirmative-action/)

**Agenda**

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| 8:30-8:40am | **Bremer Welcome from Colette Campbell, Chief Talent Acquisition and Diversity Officer**Welcome from Bremer. Lots of changes and Bremer and gradually getting to be a more diverse, including the executive team. |
| 8:40-8:45am | **TCDEIR Welcome from Dr. Tonya Jackman Hampton** |
| 8:45-9:15am | **Fireside chat with Penny Phillips & Ryan Olson, Attorneys specializing in Employment Law & Affirmative Action, from the law firm of Felhaber Larson. Moderated by Shamayne Braman, TCDEIR E-team****Understanding Affirmative Action and history**Before civil rights and in 1964, title 7 gained more traction The use of Affirmative Action for college admissions is different than corporateMisconceptions- in the mind of some is a dirty world. It means different things pending the concept is in use. It is diversity actions is what OFCCP oversees. 1) outreach 2) fix practices that create disparate 3) training to ensure no disparate impact **How do you differentiate the work of DEI and this work is a quota?**Increasing diversity efforts without negating title 7. In recruiting, you are increasing your outreach efforts. That’s not a quota. You’re sharing roles where you normally don’t. Good mentoring is important too. Recruiting is one thing and retention is hard...Collection of data to see where you are going and what opportunities you have. analyze trends. **What in this space should DEI leaders be aware of?** The supreme court is looking at 2 issues. Harvard and North Carolina. 1) Harvard saying there is an adverse impact2) University North Carolina uses economic factors and that may benefit certain groups.Justice Jackson was at Harvard, so they split the court. She’s working on the North Carolina case. These issues are diff than the employment side for Federal Contractors. This corp side are more about the diversity initiatives. Today and last number of years are upholding the state. An FAQ delineates that. The decision at the school level will not necessarily impact corporate directly.**Why in DEI, TA, and HR care if college decisions/title 7 is overturned?**If you don’t have the collage admissions is found in violation of title 6, that means colleges won’t be able to have discretion to diversify student body. Then the trickle down impact is that then there’s potentially less qualified diverse graduates for employees.**What can DEI practitioners do to prepare?** A few things. It puts a greater emphasis for companies to make it work to diversify. Programs will be critical. Apprenticeship programs to build qualified applicant pools. There are guidelines and there’s always more that can be done bs just posting to the state workforces.Thoughts on data sharing and the freedom to do that under the context of this ruling?From a federal contractor perspective, there is differing opinions. The analysis should uncle your goals. In the end, what is your goal to share and if goal is confidential then less is shared. Some keep it c and some are more transparent. Freedom of information request-EEO-1 report. Today is last day for commentary. Issue is whether or not the consolidated type 2 report is confidential corporate commercial data or not. Their shared opinion is it probably isn’t private. Consider ways to share data without causing concerns. Who do you share and what you share. There’s a lot of discussion on this.**What data can be shared; example data requested?** You can provide and keep it broad so you’re not disclosing someone’s private information. If you’re a federal contractor, providing this information should also work. If people volunteer the info, it should be ok to share broadly. Example shared above 5% threshold.  |
| 9:15-9:45am | **Small groups to connect, network, and discuss best practices related to data sharing.** **Facilitated by Patricia Izek, TCDEIR E-Team** |
| 9:45-9:55am | **Group share out – 1-3 key takeaways**1. Understands the baseline
2. Understand if need to know vs want to know (just curious)
3. What deems necessity? when ERGs really wanted validation- prove that their org wasn’t diverse (and something they already knew). Ask back was to build the plan without the data.
4. Business leaders need to justify why they hired and need to know the demographics in the funnel and who they still chose.
5. Asking what the goal is. If reaching a greater representation.
6. Review McKinsey Report that came up. Helpful data that can support
7. People are looking for power and that is typically outside of HR and it can become a tug of war. Everyone is trying to drive the same outcome
8. When data is shown, some people use the word of hiring “qualified “ and maybe the word they mean is comfortable. With since qualifications, people need opportunity. No one has typically been in CEO role before they are CEO.
9. General job descriptions, be intentional about providing only the baseline. If someone sees that they have a lot of preferences, candidates of cole tend to move on to apply to another role.
10. Importance of diversity- bringing someone in that doesn’t look like you in mirror. You don’t hope to hit ground running. Everyone needs time to get developed. There’s systematic issues when people define who the expert is.
11. Hiring is a revolving door is environment isn’t inclusive.

Insightful article shared:  <https://www.mckinsey.com/featured-insights/diversity-and-inclusion/women-in-the-workplace> |
| 9:55-10am | TCDEIR closing from Dr. Tonya Jackman HamptonMoving away from terms qualified, articulate. Remember you can tell anyone with a smile. Turning your pain into your passion.  |

 *10-10:30am 30-minute optional listening session. We’re looking for your feedback on TCDEIR Programming for 2023.*

* Next member session – December 8, sponsored by Federal Reserve: Understanding the Indigenous Culture

**TCDEIR Community Norms**

* Consistently gives grace for learning
* Embraces hard conversations
* Actively listens and advocates for people
* Be respectfully fearless