

Recommendations from Independent Review of Workplace Concerns

Organization, Personnel
& Technology Committee
Item 8-1
August 16, 2021



Primary recommendations

1. Elevate the EEO Office to an independent department reporting to the Board of Directors (including hiring an EEO Officer) and eliminate Legal Department's direct involvement in most investigations.

Primary recommendations

2. Create three additional internal EEO investigator positions.

Primary recommendations

3. Create a DE&I Manager position to be filled by an individual with prior DE&I experience to create a DE&I Office, lead the DE&I Council, and guide Council members and District Leadership to identify and implement best practices.

Primary recommendations

4. Create additional positions in the Training Unit and Employee Relations to ensure both areas are properly staffed and resourced.

Primary recommendations

5. Designate a committee and allocate funds for the District to implement the recommendations detailed in the Report.

Additional contract authorization

- Increase maximum amount payable in Shaw Law Group contract by \$25,000 to a total of \$575,000.
 - For final phase in resolving four EEO investigations.

Board Options

● Option 1

- Adopt the Shaw Law Group recommendations as presented and direct staff to implement the recommendations; authorize increase in the maximum amount payable to the Shaw Law Group by \$25,000.

● Option 2

- Adopt the Shaw Law Group recommendations with modifications, and direct staff to implement the recommendations; authorize increase in the maximum amount payable to the Shaw Law Group by \$25,000.

● Option 3

- Do not adopt Shaw Law Group recommendations, direct staff to implement recommendations, or authorize increase in maximum amount payable under this contract.

Staff Recommendation

- Option #1 or #2

