Group 1 - Larry

Take 2 minutes to silently reflect and write on sticky notes your thoughts related to question #1

1. How might you leverage data to improve equity in your agency, community, state?

2. How could this support or accelerate other initiatives you already have in process?

3. What are some next steps you could take in terms of using data to advance equity?

- Cannot improve things that you don't measure. Important hygiene step. Compare across peers.

- Questions about outcomes across identity groups.

- Not cumbersome/difficult for companies to add data. 1st time might take an hour, but then will be less and less over time.

- Model is to be self sustaining through fees, but many foundations are interested. Looking to get a group of pilots that would be free to use.

- What does this look like for small employers? Anonymity factor? - using open source govt data to benchmark. For very small companies, there may be a "noise" issue, but it still can be a great way to get started. Willingness to measure.

- Could be a good way to help the employer community to engage in the equity conversation. - Don't share a company's underlying data with anyone. ONly share results with the company and the stakeholders that the company approves. Only becomes more public if the employer wants to do that.

- Can be used to target discretionary grants for better long term outcomes. Could put in a requirement in the grant process to put this data up.

- May start with "leaders" who are out in front at first, but can create positive pressure to compete on equity.

> Look at demographic data to identify disparate impacts

Look at more detailed outcomes by customer/participant, as well as more detailed information on participants (beyond standard demographic info) prior to intervention

It would be interesting to require contractors to participate in a dashboard like this.

Also curious on how this will work with small businesses.

larget discretionary grants for better longterm outcomes

Use data to understand issues

Looking at whether wages and wage increases are different by identity group. Strategizing to address any disparities

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1. How might you leverage data to improve equity in your agency, community, state?

1. Track placement in training and entry jobs by demographics. 2. Track retention and growth by race after placement.

Making transparent comparison available to industries - ie industry scorecard

2. How could this support or accelerate other initiatives you already have in process?

Interested in the tool and advance equity in workforce. As an employer, I'd love to use a tool like this because we're struggling to attract and retain people. Don't know if we do this analysis but interested. Don't have a lot of data and it provides insights and another layer of information.

Establish policies to promote accountability and transparency

3. What are some next steps you could take ir

Interested in the demographics, more than just wages. but 40 years later, The tools we have does not track what equality.

Barriers - San Diego is starting with funding they control and procurements they control. Workforce board made that a policy. Learning and growing from there and moving to city procurements. Started discussions for procurements for the LA Olympics. Could leverage this to ensure that the dollars investment can create good jobs and opportunities.

We know where people start at when benefits analysis. It's they're placed in a job (construction sites). This is where are they? And transparency for everyone how does this look we need which is job differently for a black policies in place to do this at man vs. white man.

> Invite employers who have pledged to support Equity Initiatives

Group 2 - Audrey

We can use data to establish a baseline

Tell the story

We can use to evaluate employers, partners, supply chain vendors

Encourage ppl/orgs to use data to better target resources and inform future decision making. Changing the culture around data and seeing it as an opportunity to do better/advance equity.

Hold all organizations accountable for openly sharing disaggregated

data hurano aone LA - We see the tracking of workforce data through project labor agreements can bring accountability and the city does business with. But you have to have a larger scale.

State procurement guidelines. If this is a software licensing agreement, it is going to take several months to justify and execute this agreement. Moving down a path of economic recovery, we have things in flight and if we haven't built it with equity at the center of it. If we implement a tool, how does that change the path we're on. What is the market landscape for this data? Are there other organizations that provide it and can we leverage data/research from others?

e equity?

Pilot working metrics with Local Workforce Board -

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already have in process? data to advance equity?

Use a? mechanis validate tha serving t populatio implementin plar

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Group 3 - Brooke

1. How might you leverage data to improve equity in your agency, community, state?

2. How could this support or accelerate other initiatives you

3. What are some next steps you could take in terms of using

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| ation and etwork dashboard nd jobs, mographics ere BIPOC sented and vers around iverse (| Engage with employers around a unified definition of job quality | | M | onsider how Working etrics might form state systems | |
| access on on ent to form nts - | Look at where investments are going - is it in proportion to our community | | | | |
| et ion in of ion - | | | | | |