

**MINUTES  
WORKFORCE DIVERSITY AND INCLUSION COMMITTEE  
APRIL 27, 2011 3:30 P.M.  
SCOTT HEYMAN CONFERENCE ROOM**

Present: S. Martel Moore; L. Roberts; P. Carey; A. Fitzpatrick; N. Shinagawa  
Excused: L. McBean-Clairborne; B. Doling; L. Holmes; J. Breedlove; M. DeSouza;  
K. Luz Herrera; M. Lynch; K. Belanger; K. Kephart  
Staff: K. Fuller, Deputy Clerk of the Legislature

**Call to Order**

Ms. Martel-Moore called the meeting to order at 3:45 p.m.

**Announcements**

Mr. Roberts announced the Job Fair would be held on April 28<sup>th</sup> 9:00 a.m. to noon at the Holiday Inn, Ithaca. There will be 38 employers present at the event and Mr. Roberts requested Ms. Carey help to find a representative from the Department of Social Services to assist with planning for the 2012 event. He noted it is a four-month commitment (January through April)

Ms. Martel-Moore reported the Diversity Consortium Roundtable event would be held on June 9<sup>th</sup>. The Committee has purchased refrigerator magnets highlighting the definition of diversity and inclusion to give away at the event.

Mr. Roberts said the Tompkins County Public Library collaborated to provide an excellent presentation regarding sexual abuse. He noted the library would like to collaborate in other areas and it may be worthwhile for the Committee to consider working with them to bring about diversity and inclusion awareness.

The Committee expressed a desire to advertise for additional members, particularly from outside the County. It was suggested Ms. Lynch could assist in developing a public notice.

Ms. Martel-Moore reported Mrs. McBean-Clairborne was unable to attend the meeting due to a proposed code change being considered by the City of Ithaca to amend the process of selecting Greater Ithaca Activity Center's (GIAC) executive director position. It was noted that presently the GIAC's Board of Directors are represented in any search committee and the new proposal would enable possible exclusion of the Board and place shift the authority to the Mayor. Mr. Roberts noted there are concerns being voiced about who is the authority for decisions in other departments as well, including the Department of Public Works.

**Diversity Brochure**

The Committee briefly reviewed the current diversity brochure and suggested amendments. Ms. Fuller will ask the full membership to review the brochure and will then produce a new document. The deadline for the initial review is May 6<sup>th</sup>.

Minutes  
Workforce Diversity and Inclusion Committee  
April 27, 2011

**Tompkins County Diversity Plan**

The Committee reviewed the work completed at the February meeting and continued to make amendments to the goals. Members of the Committee discussed the need to clarify how the plan would work, particularly in difficult budget years. Further discussion will take place at the next meeting. Ms. Martel-Moore stressed the need to request all members be present to provide full inclusion in the process.

**Adjournment**

The meeting adjourned at 5:00 p.m.

*Respectfully submitted by Karen Fuller, Deputy Clerk.*