

**MINUTES**  
**WORKFORCE DIVERSITY AND INCLUSION COMMITTEE**  
**MAY 26, 2010 3:30 P.M.**  
**BEVERLY LIVESAY CONFERENCE ROOM**

Present: L. McBean-Clairborne; S. Martel Moore; K. Luz Herrera; K. Belanger; P. Carey; M. DeSouza; R. DeLuca; C. DeMarco; P. Pryor; L. Holmes  
Excused: L. Roberts, K. Kephart, B. Doling  
Staff: A. Fitzpatrick, M. Lynch, S. Reistetter; K. Fuller, Deputy Clerk of the Legislature  
Guests: Jaimaica Breedlove, Health Department; Sara Persons, Alice Eccleston, TCAT

**Call to Order**

Mrs. McBean-Clairborne called the meeting to order at 3:35 p.m.

**Introductions**

Members, staff, and guests provided introductions.

**Announcement(s)**

- Ms. Herrera announced the Careers in Construction event was well represented by WDIC. She noted the students were very excited and represented a diverse population.
- Ms. Fuller announced Tompkins County has decided to participate at the Ithaca Dragonboat Festival. In past years this event has brought employees from various departments together for the team event. It is hoped to have the same success again.
- Mr. DeLuca said the Celebration and Recognition of Our Community of Care event took place on May 25<sup>th</sup>. Approximately 150 people were in attendance and awards were presented.
- Ms. DeSouza announced the Human Resource Management of Tompkins County is sponsoring a conference on June 2<sup>nd</sup> at Ithaca College entitled Human Resources in a Changing Environment. Included will be a seminar focusing on diversity.
- Ms. Holmes spoke of a possible project to be undertaken on by the LGBT aging services. The group is considering taking on an oral history about LGBT community members over the years.
- Ms. McBean-Clairborne announced the re-opening event for the Greater Ithaca Activities Center will take place on June 12<sup>th</sup> and the Juneteenth celebration will be on June 19<sup>th</sup> at the Southside Community Center. Volunteers and vendors are being sought.
- The Congo Street Market opens on Friday at the Southside Community Center. Hours are 4:00-8:00 p.m.
- Ms. Martel-Moore announced that the Supreme Court, with a 9-0 vote, sent the firefighter discrimination case back to the lower court.
- The Latino Association dish-to-pass annual picnic will be held at Stewart Park on July 11.

**Chair's Report**

Mrs. McBean-Clairborne reported she is troubled to see what is occurring regarding immigration issues. She noted two members of our community are awaiting deportation due to situations occurring many years ago and she as well as others are putting forth efforts to remedy this situation.

**Workplace Survey**

The workplace survey is being formatted to allow both a hard copy and electronic Survey-Monkey submission. It will be going out with the 6/17 payroll and asked to be returned by July 3<sup>rd</sup>. Once back will begin the process of analyzing the results.

**County Corridors**

The County Corridors newsletter will contain an article regarding Workforce Diversity and Inclusion. It was asked to have all members consider submission of articles and ideas for future use. A suggestion was made to speak of the recent training that has occurred in order to gain enthusiasm. A brief discussion took place regarding individual's perceptions and outcomes of the training, which were diverse. The Committee spoke of how the next round of participants would be chosen and that it is important to widen the group of individuals undertaking diversity training.

### **Strength in Diversity Award**

The Committee discussed moving forward with the "Strength in Diversity award. Discussions included how many times a year, what types of prize could be given, and how to determine recipients. It was suggested to have an award be funding to continue work with diversity and inclusion. It was suggested that members of the Committee only make a nomination once every three years. She also spoke of her experience at Cornell University awarding money the payroll taxes are removed and the balance provided to them. Discussions regarding the minimum standards vs. goals, it was suggested goals should be the primary factor. In addition, recognitions vs. cash often is equally or more important. It was also discussed that having an annual award may be too long; perhaps semi-annual or quarterly would be good. Also having numerous awards it could lead to more visibility on public television highlighting diversity and inclusion.

A suggestion was made to have a large plaque that annual recipients could be listed. Mr. DeLuca spoke of how the Mental Health awards are presented. It was noted there could be more than one category for the award(s), including individual and group. Mrs. McBean-Clairborne said the rationale for a cash award was to provide funds that would allow more work with diversity and inclusion would assist, particularly when budgets are tight; it would provide incentive to do more with the resource being made available. She said when the City started to include a monetary gift to departments people started to complete. Mr. DeLuca said that certificates are not a common item; people do appreciate them. Mrs. McBean-Clairborne said it was difficult to have the Legislature understand the need to have funds to provide training and other means of enacting diversity and inclusion within the County. Some businesses and agencies have a separate department that deals with this sort of education and training; since the County does not it is important to have dedicated funds to do so.

Ms. Herrera asked that there be a future discussion on the parameters of who could be nominated and eligible for the award. Ms. Breedlove asked that consideration be given to those who embrace diversity and inclusion at work, or would support of diversity and inclusion outside the workplace be considered as well. Mrs. McBean-Clairborne said she would review that question and respond at a later date.

Due to a lack of time, the WDIC Policy and Plan will be discussed at the June meeting.

### **Adjournment**

The meeting adjourned at 5:05 p.m.