

**MINUTES**  
**WORKFORCE DIVERSITY AND INCLUSION COMMITTEE**  
**JUNE 25, 2008 3:30 P.M.**  
**BEVERLY LIVESAY CONFERENCE ROOM**

Approved 12/17/08

Present: Leslyn McBean-Clairborne, Chair; Shawn Martel Moore; Lisa Holmes; Chantalise DeMarco; Constance Thompson; Betsy Doling; Marcia Lynch; Larry Roberts; R. DeLuca  
Excused: Dave Richardson; Kristina Belanger; Kit Kephart, Carol Griep; Kathy Luz Herrera  
Guests: Shanova Moody, Linette Short, Barbara Eckstrom, Nick Dalleva, Paula Younger, Karen Fuller

**Call to Order**

The meeting was called to order at 3:40 p.m. by Mrs. McBean-Clairborne.

**Announcements**

Mr. Roberts announced the Finger Lakes Independence Center's Annual Picnic would be held on July 16<sup>th</sup> from 12:00 noon to 3:00 p.m. at the Stewart Park small pavilion. He also announced there would be a workshop held by Dr. Brian Bartholomew of Bartholomew Family Chiropractic on July 1<sup>st</sup>, 1:00 p.m. to 2:00 p.m. at Lifelong, on ways that chiropractic care can benefit individuals with arthritis and related conditions. Mr. Roberts spoke of the recent purchase of HAVA compliant voting machines and said that Sequoia would be at the Finger Lakes Independence Center on July 18<sup>th</sup> to provide the opportunity to provide input on how the company could make their equipment better. He asked if anyone knew of an individual who did not have the use of their hands as this is one area of study requiring more input on design.

Ms. DeMarco spoke of the upcoming event regarding the Indigenous Grandmothers. Interested parties should go to the website <http://www.womensgathering.com/> to see information provided by the event sponsors. The sponsors are still looking for donations to assist in the cost of the event and are hoping to have as much of the activities free of charge to the public. She also noted that the Children of the Earth Foundation, an offshoot of Tom Brown's (Survivalist) Tracker School, have agreed to come up from Tom's River, NJ, with many volunteers to set up several workshops for the children to take part. There will be flint napping, shelter building, learning to build a fire the ancient way, awareness games and others. The Foundation teaches the spiritual connection to the Earth and how to live with respect to all creation.

Mrs. McBean-Clairborne reported the County is still in need of individuals for the Dragon Boat race and suggested members participate. A brief discussion occurred, during which the committee approved the purchase of shirts for the team, to include "Tompkins County Dragon Boat Team" on the shirts. They would be used each year for the race.

It was announced that the Juneteenth celebration has been postponed until September.

Mrs. McBean-Clairborne said she was very proud to see the diverse population at the festival, including the individuals visiting from New Orleans.

**Request for Information**

Mrs. McBean-Clairborne requested copies of the WDIC brochure.

**Approval of Minutes of May 28, 2008**

The minutes of May 28, 2008, were approved as amended by consensus.

### **Update on Strength in Diversity Award**

Mrs. McBean-Clairborne provided a draft of the criteria for the Tompkins County *Strength in Diversity Award*. She asked members review the document and provide suggested amendments and/or corrections. The document has been designed in a manner to make it broad enough to cover individuals, a group of individuals, or businesses. She hopes to bring this forth to the Legislature to provide time to launch the award in 2009. She noted the City of Ithaca made it a local law, however it was restricted to City departments. She would like it to go beyond the County government and be far-reaching to the community at large as well.

### **Presentation – Overview of Creating an Inclusive Organization**

Ms. Thompson gave an informal presentation of how to establish a foundation for diversity and inclusion within an organization and discussed the following:

- Organizational Case for Diversity and Definitions
- Tompkins County Line of Sight
- The Four Phases of Creating an Inclusive Organization
- Developing a Strategic Focus

The presentation showed the County needs to utilize its diversity statement as a map toward the goal, that it is the line of sight, with four very distinct statements. She then defined Equal Opportunity, the law stating certain requirements when doing business with the government; Affirmative Action, the enforcement of the law; Diversity, that which makes us same and different, is a management piece requiring outreach and mentoring; and Inclusion, which is the result of recognizing each member of the organization and developing a strong sense of communication, understanding, and continued acceptance of all involved in order to achieve our goal.

The four phases of creating an inclusive organization were outlined and include: Awareness, Fairness, Diversity Management, and Inclusion (Leverage). Each aspect was reviewed, followed by how to develop a strategic focus in the three areas of organizational culture, talent, and marketplace. She noted the employer should be aware of the various generations within the business/organization.

Following the presentation a brief discussion regarding how the County is including various aspects of the recommendations into departments. Mrs. McBean-Clairborne spoke of a desire to make this presentation to the full Legislature. Ms. Thompson noted that the best individuals to involve are middle management personnel. Ms. Eckstrom spoke of the recent hiring of an individual that included many suggested recruitment techniques. She spoke of having him involved with the WDIC Committee.

Ms. Younger indicated the work completed by Ms. Eckstrom is included within the Core Performance standards for the County. She suggested the Committee have a presentation by the Core Performance subcommittee.

Mrs. McBean-Clairborne was excused at 5:10 p.m.

Mr. Roberts indicated the more Legislators utilize the language for diversity and inclusion, the more accepted it would be by staff.

### **Adjournment**

The meeting adjourned at 5:15 p.m.