

MINUTES

WORKFORCE DIVERSITY AND INCLUSION COMMITTEE

JANUARY 25, 2006 3:30 P.M. BEVERLY LIVESAY CONFERENCE ROOM

Present: L. McBean-Clairborne, Chair; Cathy Covert; Dave Richardson; Audrey Cooper; Constance Thompson; Satomi Hill; Cheryl Nelson; Jim Dennis; Aurora Valenti; Deana Bodnar; Tim Joseph; Betsy Doling; Chantalise DeMarco; Kit Kephart; Kathy Luz Herrera; Shelley Michell-Nunn; Marcia Fort; Shawn Martel Moore

Called to Order

The meeting opened at 3:33 p.m. and began with introductions.

Announcements

The following announcements were made by various committee members:

- An 8-week course to learn American Sign Language will be held from February 15 - April 5 at the Finger Lakes Independence Center. Early registration deadline is February 3, 2006 and costs \$70.
- In celebration of Women's History Month, the second annual Sister Friends event will be held March 9th from 11:00 a.m. - 2:00 p.m. at Emerson Suites at Ithaca College. Registration deadline is February 24th and tickets cost \$15.
- Congratulations were extended to Kathy Luz Herrera as the recipient of the Peacemaker Award.
- January 28th is the Human Rights Awards Dinner and Leslyn McBean-Clairborne will be the recipient of a special award that evening.
- May 18th will be the first-ever Human Resource Conference at Emerson Suites at Ithaca College. The full day conference will cover diversity, performance management, creating balance score cards, and other activities.
- February 3rd is the next First Friday event at the Hilton Garden Inn from 9:00 p.m. - 2:00 a.m. The theme is Carnivale 2006 and there will be a costume contest and other activities.
- Ithaca Forward will be holding a Gala on Saturday, February 4th at the Hilton Garden Inn and tickets are \$30.
- Cornell University recently revised its contract language in regard to outside contractors building buildings. Mr. Richardson said this has been in the works for five years and is pleased to announce that revised language has been approved. *Committee members expressed interest in receiving a copy of the revised contract language; Mrs. McBean-Clairborne asked if it was possible to have the information distributed at the next meeting. Mr. Richardson and Ms. Thompson agreed to look into this request.*
- Cornell University is also establishing a new diversity hire program. A new director has been hired and has made it a priority to have the revised language in all contracts referenced in the previous bullet. The groundwork for this program has begun and will be launched next year.
- Cornell University's pre-apprenticeship program received a grant after applying for the last two years. The grant is \$114,000 and will help to hire a fulltime staff person and get consultants. The pre-apprentice is a part of The Skill Trades Diversity initiative which is made up of the Tompkins Cortland Building Trades Council and Cornell University. The community also plays a part in all of this (GIAC, Workforce, BOCES).
- Mrs. McBean-Clairborne acknowledged the Family Medical Leave Act recently revised and enacted by Cornell University.
- April 12th Cornell University will have its first time ever Women of Color Conference. Some of the sessions will include discussions concerning the research that has been done about leadership and support of management of women in the workplace, workplace strategies for development, and coping within the environment.
- The next Naturalization Ceremony will be held May 4th at 1:30 p.m. in the Courthouse Courtroom. Ms. Valenti said she would like to include the Diversity Statement in the packet of information.

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- On February 5th the Ithaca Asian American Association will be having their first Lunar New Year celebration from 5:00-7:30 p.m. at the Hai Hong Restaurant.

Update from Diversity Policy Committee

Mrs. McBean-Clairborne said Ms. Belanger had contacted her and said additional feedback was received on the draft Diversity Policy presented to the Committee. The Policy Committee is going to schedule another meeting to review the additional information received before it moves forward to the County Legislature for adoption. She hopes to be able to share the input and the Diversity Policy with the Committee at the next meeting.

Report from the Marketing Team

Ms. Thompson reported that the Tompkins County Relocation Guide published by the Chamber of Commerce features the Recruitment and Resource Guide created by the Committee. This is an example of the type of work the marketing team will be engaging in. A brief discussion followed concerning the Relocation Guide and that there will be further discussions held to include more information about diversity in the Guide such as the Diversity Statement.

Video "About Race"

Following the viewing of the Video "About Race", Committee members expressed thoughts and expressions and shared personal experiences. Ms. Thompson spoke about a small group from Rochester that takes dialogue to the next level. They take community leaders and match them up with people of different background cultures and experiences and have a dialogue about race and culture and then report back out to the community about what this has done and try to charge these people with how they can make this part of their work and organization they are part of. She said she will try to invite this group to a meeting of the committee to talk about their work.

Additional Announcement(s)

Mr. Richardson announced that Cornell University began two diversity training workshops today.

Adjournment

The meeting adjourned at 5:00 p.m.