

MINUTES
WORKFORCE DIVERSITY AND INCLUSION COMMITTEE
OCTOBER 27, 2010 3:30 P.M.
BEVERLY LIVESAY CONFERENCE ROOM

DRAFT

Present: L. McBean-Clairborne; K. Luz Herrera; M. DeSouza; L. Roberts; B. Doling; C. DeMarco; P. Pryor; L. Holmes,
Excused: S. Martel Moore; K. Belanger; P. Carey; R. DeLuca; K. Kephart; A. Fitzpatrick; J. Breedlove; M. Lynch
Staff: K. Fuller, Deputy Clerk of the Legislature; S. Reistetter, Project Assistant

Call to Order

Mrs. McBean-Clairborne called the meeting to order at 3:32 p.m.

Chair's Report

Presentation to the Legislature

Mrs. McBean-Clairborne said she would like to provide a presentation to the full Legislature before the end of the year. The presentation would provide an overview of the ongoing work of the Committee including the Diversity Plan and future initiatives.

Book Reading Initiative

Mrs. McBean-Clairborne spoke of the purchase of the book "Where Do We Go From Here – Chaos or Community" by Dr. Martin Luther King, Jr. The plan is to make the books available to a variety of staff to read and discuss, possibly by holding Brown Bag book discussions. An online study guide is available. The Committee discussed a variety of ways this could be accomplished, including the possibility of using conference call equipment to do so. Mr. Roberts said it is beneficial to use technology when possible, however, he believes that face-to-face discussions may be a more effective way to discuss these topics.

Ms. Holmes shared information regarding her Department's Community Read program that is currently preparing to utilize the same reading material. She opens this activity up to interested staff as well and spoke of Sarah Glowgowski of the Tompkins County Public Library's assistance in coordinating these events. Mr. Roberts also encouraged contacting Ms. Glowgowski who has experience in this area as well as the ability to excite and attract new readers.

Committee Presentation

Mrs. McBean-Clairborne said she is planning on having an educational presentation at the beginning of 2011. She has asked Dr. Sean Eversley Bradwell about offering a presentation to the group. Ms. Herrera suggested opening up the event to staff and offered to provide light snacks at that time. Mrs. McBean-Clairborne asked that she be provided suggestions for a presentation.

Role of Immigration in the Community

Ms. Herrera asked that the Committee consider having discussions regarding the role of immigrants in our community. She often hears opinions that there are no problems and she believes it may not be accurate.

Staff Recognition

Mrs. McBean-Clairborne has received written information that had previously been provided to Department Heads outlining various staff recognition initiatives used within County Departments and suggestions that have been made. She would like to develop a low-cost plan to provide recognition to staff. She said the City of Ithaca's recognition program includes small gifts donated by local merchants and she has seen first-hand how the staff feels valued when they receive an award.

Ms. DeMarco asked that if donations were solicited for an award program they come from businesses and employers practicing diversity and inclusion.

Committee Funding

In response to Mr. Roberts's question regarding 2011 funding, Mrs. McBean-Clairborne said the Committee did not make a request since last year's budget provided \$40,000 for two-year funding for Workforce Diversity and Inclusion initiatives. The funds have been designated for the Project Assistant position, civil service training, and promotional material. The training was \$14,000 for the Diversity Cultural Training provided by David Billings. The Project Assistant position is now reduced to half time and may not extend beyond an eighteen-month period.

Mrs. McBean-Clairborne said when the Diversity Plan is complete there will be the need to make a Contingent Fund request to implement the plan.

Resolution to Amend Language

The Committee was informed the resolution had been pulled to allow input by the Mental Health Services Board Mental Retardation/Developmental Disability Subcommittee. They reviewed the document and are also listed as being supportive of the amendments. The Committee reviewed the changes and decided to further amend it to be more "people first" language and to reflect the current name of the subcommittee. Ms. Reistetter will amend the resolution and send the document to members of the Committee for review. Mrs. McBean-Clairborne asked if there is any other interested party that should review the document prior to moving it forward. It was suggested to ask the Health and Human Services Committee to also support the resolution. [Following the meeting Mr. Proto, Chair, agreed to place the resolution on the Health and Human Services Committee agenda.]

Resolution to Amend Address to Reflect Martin Luther King, Jr. Street

Mrs. McBean-Clairborne said everything is in place to allow use of Martin Luther King, Jr. Street. She asked that the resolution approved by the Committee be forwarded to her for a final review.

Meeting Dates

Following a discussion it was determined to change the date of the November meeting. Ms. Fuller will poll the Committee to determine when it would be held.

Consensus of the Committee was to maintain the same schedule of Fourth Friday from 3:30 p.m. to 5:00 p.m. for the 2011 meetings.

Announcements

The following announcements were made:

- On Tuesday, November 9, 2010, at 12:00 in the lobby of the Community School of Music and Art there will be a kick-off event for the Martin Luther King, Jr., Freedom Walk. It will highlight the first two loops of the walk, a sculpture, and the logo.
- On November 19, 2010, the Greater Ithaca Activities Center (GIAC) will hold its annual Harvest Fest from 6:00 p.m. to 8:00 p.m. at the Beverly J. Martin School. The event is free and open to the public.
- On October 29, 2010, the annual GIAC Parade and Party will take place at Center Ithaca. This event was co-sponsored by the Downtown Ithaca Alliance.

- On November 9, 2010, at 12:15 p.m. CSEA is hosting a one-day Prejudice Reduction Workshop at the Borg Warner Room of the Tompkins County Public Library. The event is open free of charge to CSEA members; non-members would be required to pay \$125 to attend.
- On November 3, 2010, the Disability Advisory Council will hold a public hearing to learn about the experiences of pedestrians with disabilities. For those unable to attend online input is available at <http://www.cityofithaca.org/DACSurvey>.
- On November 10, 2010, 9:00 a.m. to 3:30 p.m., the 17th Annual Conference on Depression is being held at the Borg Warner Room of the Tompkins County Public Library. Keynote speaker will be Paul Cody and will highlight depression and difficult life transitions.

Complaint Procedures

Mrs. McBean-Clairborne said she receives calls from individuals about hiring practices at various businesses throughout the County and wondered if there is a role for the Committee to address concerns. She said these calls were not just concerning City of Ithaca businesses and those calling ask what the County could do. Suggestions were made that perhaps input from SHERM, the Workforce Investment Board, or the Diversity Consortium may be beneficial to determine the best course of action. Mrs. McBean-Clairborne said more needs to be done to make it possible for those wishing to complain to feel comfortable with a process. This item will appear on a future agenda for further discussion.

CSEA Amendments

Ms. DeMarco reported having attended a CSEA Annual Delegate meeting in Albany. At that meeting the Constitution was amended to include gender identity or expression to the non-discrimination clause for the second reading. There had been a nomination to remove all the non-discrimination clauses, however, was unsuccessful. The amendment passed with very little issue and also lobbied the other individual who then did not bring it up for discussion.

Encourage Voting

Mrs. McBean-Clairborne urged everyone to exercise their right to vote and to bring others who may not have transportation.

Future Agendas

Mrs. McBean-Clairborne asked to review Tompkins County laws to determine whether there is need to amend any of them. Ms. Herrera also noted the need to review how law enforcement relates to immigration.

Adjournment

The meeting adjourned at 4:45 p.m.