

MINUTES
WORKFORCE DIVERSITY AND INCLUSION COMMITTEE
DECEMBER 22, 2010 3:30 P.M.
SCOTT HEYMAN CONFERENCE ROOM

DRAFT

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

Call to Order

Mrs. McBean-Clairborne, Chair, called the meeting to order at 3:45 p.m.

Undoing Racism Training

There will be another Undoing Racism training in January. The training is being coordinated through the City of Ithaca. Mrs. McBean-Clairborne noted a debriefing session(s) of those participating in the first session was to take place. Some participants felt it was a good training and others felt they were left hanging. She asked if the debriefing had occurred. Ms. Reistetter said she did not believe so, however, individuals did complete testimony about the value of the training. Mrs. McBean-Clairborne said she had attended as City of Ithaca employee; subsequent to the training individuals met and discussed how to continue the work. She believed the same sort of thing should take place in the County. Ms. Reistetter said there had been discussions about how to best set up a debriefing. Mrs. McBean-Clairborne would like a follow-up to the initial training, particularly for those who were not pleased with the way they were left hanging.

Mr. Mareane said the County had made an obligation that the Workforce Diversity and Inclusion Committee would cover the cost of the first half of the training and the County would cover the second half.

Mrs. McBean-Clairborne would like to review the evaluations of the training session.

Chair's Report

Resolution – Martin Luther King, Jr. Street

Mrs. McBean-Clairborne reported she pulled the resolution from the Legislature agenda because of internet and GPS mapping problems that were discovered. Once all mapping problems are resolved the resolution would be placed on the Legislature agenda again. Mrs. McBean-Clairborne spoke of various concerns expressed regarding the resolution and noted it is encouraging the use of the dual designation and that employees would not be disciplined if they did not.

Ms. Pryor spoke of the Government Operations Committee discussions and noted it was thought the resolution brought back concerns expressed over the initial name change. She also noted the Committee felt the language should be amended to clearly indicate the change in address usage is a policy adopted by the Legislature.

Following a brief discussion it was noted County offices would be encouraged to use the dual designation of Martin Luther King, Jr./State Street on all correspondence. The resolution will be amended and go to the Government Operations Committee for approval.

Undoing Racism Training

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In response to Mrs. McBean-Clairborne's question about debriefing participants of the first training session, Ms. Fitzpatrick said it has not yet taken place.

Diversity Plan

A brief discussion took place regarding the Diversity Plan and how to progress from this point. It was decided to have a working meeting in January from 3:00 p.m. to 6:00 p.m. to break out into groups and work on separate goals. Facilitators for the groups will be Ms. Moore, Mrs. McBean-Clairborne, Ms. Holmes, and Ms. DeMarco. Department Heads will review the Diversity Plan when the work is completed.

Advance notice of the meeting will be done to ensure attendance.

Climate Survey

The Committee reviewed the Survey Monkey analysis of the climate survey completed by employees. A lengthy discussion took place regarding redacting information on the surveys that would indicate specific details regarding individuals and departments. Ms. Reistetter responded to the request of grouping similar comments together to provide weighted comparison by stating the Survey Monkey program does not allow that process. It was determined that Mrs. McBean-Clairborne will work with Ms. Reistetter to review the information in order to maintain confidentiality and enable the Committee to determine appropriate actions to take.

Ms. Fitzpatrick suggested an executive summary be made available to the County Administrator in order to provide direction to Department Heads. The Committee felt it would not be appropriate to do so. Ms. Fitzpatrick said there could be information indicating a particular department is in need of training. Mr. Mareane said the survey could provide information that clearly shows the need for assistance in some areas. Ms. Moore felt the assurance of confidentiality should be maintained.

Ms. Fitzpatrick reported she had attended a meeting where employees indicated they had commented on what they saw as problems in the survey and that no action had been taken to alleviate the problems. She believes it is important to provide assurance that the County Administrator is aware of problem areas.

Mrs. McBean-Clairborne expressed the desire to have a County Mission Statement. She noted the Legislature has one but it would be beneficial to have an overarching Mission Statement to cover all aspects of County business.

Project Assistant Funding

Ms. Moore said a discussion is needed to determine funding for the Project Assistant position.

Don't Ask/Don't Tell

Ms. Pryor reported the Don't Ask/Don't Tell legislation was signed. She said although it is good that it was signed, the de facto process used caused concern. She said goals of the LGBT community were set aside and the Don't Ask/Don't Tell became the priority. She said there is a great deal more work to be done.

Ms. Moore spoke of her experience as a veteran and that she was required to process people out of the military due to the law.

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Adjournment

The meeting adjourned at 5:10 p.m.