

MINUTES
WORKFORCE DIVERSITY AND INCLUSION COMMITTEE
FEBRUARY 24, 2010 3:30 P.M.
BEVERLY LIVESAY CONFERENCE ROOM

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

Call to Order

The meeting was called to order by Vice Chair Shawn Martel Moore at 3:27 p.m.

Announcements/General Discussion Items

- Ms. Fuller announced a link to 2010 Census information on the County web page. Mr. Roberts noted if individuals do not respond there is a chance of losing representation in Congress as well as in other areas.
- Mr. DeLuca said the Mental Health Community Service Board will hold its annual recognition celebration event on May 25th, 5-7 p.m. The event recognizes service providers working for an individual with a mental health challenge. The award design includes the Diversity Logo.
- Mr. Roberts announced the World of Skills Trade Fair will be held April 29th, 9:00 a.m. – noon at the Holiday Inn. There is no charge for this event. A pre-Fair will take place on April 23rd, 1-3 p.m. and April 26th 10 a.m. – noon at Workforce New York.

Approval of Minutes of January 27, 2009

By consensus, the minutes were accepted as amended.

Community Partnership and Outreach

Undoing Racism Training and Development

Ms. Martel-Moore, Ms. Reistetter, and others have been having meetings regarding this upcoming training, now in the planning process. Mr. Mareane and Ms. Fitzpatrick are having discussions on how to market the training. More information is anticipated by the first part of March, after which it would be presented to Department Heads. Ms. Fitzpatrick hoped to introduce the program at the next Department Head meeting or the one following, stating it would be good to have a brief orientation the discussion at the following meeting. Ms. Martel-Moore said prior to that she would like to finalize plans for this program and noted there may be some scholarships available to the County, which could be utilized by interested Legislators.

Mr. Roberts reported the Diversity Consortium stressed the importance of having people without any diversity and inclusion training attend rather than those who have had exposure. To achieve this they will be asking who is interested in the program and then review the list to first provide an opportunity to individuals without the review and ask others to wait until the program is offered again.

Civil Service Workshops

Ms. Reistetter has partnered with the City of Ithaca to facilitate civil service exam workshops, with the latest workshops covering the upcoming security positions and the firefighters examination. One core group has ten individuals, and a larger group 26; of these she anticipates at least six to score high on the exam. The group will also be taking the police exam and would have the ability to use the test roll-

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over into the upcoming County Sheriff Exam being given in November. It was noted that utilizing those taking the workshops as recruiters for future ones would be advantageous.

A brief discussion of how individuals could roll over exam scores to future exams occurred.

Career Fairs

Ms. Reistetter said she believes she would be attending more career fairs and would like suggestions for brochure materials to use.

Ithaca Youth Bureau Spring Leadership Workshops/Recruitment

Ms. Reistetter said The Ithaca Youth Council is sponsoring a Youth Leadership Training Series this spring. The Youth Leadership Training Series will be a collection of leadership workshops designed by local agencies and collaborators that are free and open to all youth in the community. The series will bring together youth leaders from diverse backgrounds to network and learn from each other. The objectives of this series are to familiarize youth with existing community resources, empower youth to lead civic projects and equip youth to take action on issues that are important to them. It is hoped that the Committee could participate and provide light refreshments for one of the workshops and encouraging youth to consider employment with the County. She would encourage a Department Heads to offer student enrichment as well.

The planning process for this year's Teen Empowerment Forum that will occur in fall 2010 has begun. They are seeking local youth workers who are interested in participating. Last year the event was held at the Clarion.

"People-Friendly" Workplace Survey

Ms. Reistetter is incorporating suggestions into the survey and will provide a revised draft when complete.

Re-examine Current Parking Play/Rules for County Lots

The Committee had an extensive discussion regarding employee and handicapped parking in County lots. Ms. Fitzpatrick provided a thorough history of how decisions were made regarding assigned parking in the Courthouse Complex as well as at the Human Services Building. Ms. Fitzpatrick noted there is a high demand and limited spots to park. When the State Courts took over operations new requirements to provide parking for State employees had to be negotiated. Ms. Fitzpatrick provides handicapped spots as needed by employees. Although the members of the Committee had various viewpoints, it was decided to postpone further discussion until Ms. Martel-Moore reviews what the actual law states with regard to assigning handicapped spots in private parking lots. Also, it was noted that Ms. Herrera was excused from the meeting and may have significant input on the topic.

Martin Luther King, Jr. Street

It was noted that several County offices desire to utilize the Martin Luther King, Jr. Street, however, until the United States Post Office provides clarification to use the alternative address it would be difficult to change-over and insure mail would be properly received. Ms. Carey said it is very important for her mail as it relates to the State requirements. Ms. Martel-Moore will discuss the matter with Mrs. McBean-Clairborne to determine if the Committee should take up this topic.

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February 13th, Ithaca Journal Articles

A brief discussion regarding the articles and online blog comments took place. It was noted that if more than one complaint on the comment is received by the paper it will be removed.

Adjournment

The meeting adjourned at 5:07 p.m.