

MINUTES
WORKFORCE DIVERSITY AND INCLUSION COMMITTEE
JUNE 23, 2010 3:30 P.M.
BEVERLY LIVESAY CONFERENCE ROOM

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

Call to Order

Mrs. McBean-Clairborne called the meeting to order at 3:35 p.m.

Welcome

Mrs. McBean-Clairborne welcomed new Committee member Jamie Breedlove. Also reappointed were Marcia Lynch and Anita Fitzpatrick.

Announcement(s)

- Ms. Fuller announced paddlers and sponsors are still needed for the 2010 Dragonboat Race. Mrs. McBean-Clairborne asked members to seek out additional paddlers and volunteers.
- The Latino Association Annual Picnic will be held starting at 11:30 a.m. on July 11th at Stewart Park. Ms. Herrera said the event has a lot of good food and music.
- The New York State Legislature passed, with bi-partisan support, legislation for all students. This is designed to prevent bullying and biased discrimination. It shows the manner the legislators have been educated to understand the importance of these issues has been successful. Now the Governor needs to sign this legislation into law.

Request for Consideration

Ms. Herrera shared a resolution crafted by Orleans County requesting the terms “mentally retarded” and “mental retardation” be changed to “intellectually disabled” and “intellectual disability” in Federal, State, and local laws relating to education, employment, and other social services. She would like to bring forward a resolution for consideration by the Committee. Ms. Fuller will send a copy to all parties. Ms. Martel-Moore requested a copy of the resolution; she is on the resolution committee for the International Human Rights Association and would like to submit it for their consideration. Ms. Pryor asked to be informed how the specific terminology was chosen.

Chair’s Report

Mrs. McBean-Clairborne announced the Juneteenth celebration was very successful. She expressed appreciation to Mr. Mareane who assisted in setting up tables and chairs as well as other tasks necessary for the event.

Workplace Survey

Ms. Martel-Moore reported that at this time there is a twenty-five percent return of the surveys; industry standards are only five to ten percent for initial surveys. A reminder will be sent on June 28th. Thus far 122 individuals responded online, and 45 by hard copy. It is hoped to have a fifty percent return by July 1st. Ms. Martel-Moore said when the information is tallied and reviewed a report would be given.

Summer Meeting Schedule

The Committee briefly discussed whether to amend the meeting schedule during the summer months. It was determined to continue the existing schedule of the fourth Wednesday of the month at 3:30 p.m.

Board Membership

The Committee discussed vacancies in membership and the various aspects relating to it. Mrs. McBean-Clairborne noted that when first created there were many participants in the meeting, including unions. Some indicated it was due to a concern that the County staff would only be persons of color. Since then, people have grown more comfortable with the work being done, however, their voices are important as well. Mrs. McBean-Clairborne also noted previous discussions included the possibility of members from the business community. She asked for suggestions of how to bring in members.

Ms. DeMarco believes there is interest by staff, however, due to consolidation of duties due to the economic downturn it is often difficult to obtain release time to participate in committees. Ms. Breedlove agreed it is often difficult and spoke of her unit experiencing the loss of an experienced staff member in the WIC unit, which will result in additional duties for the two remaining individuals. She does not believe it is intentional that supervisors may not allow release-time, rather it is trying to maintain the appropriate level of service within departments. Ms. Doling also suggested additional education to staff may bring an awareness to staff of the importance of participating. Mr. Mareane felt an invitation would help and also suggested contacting physical service departments such Facilities, Airport, Highway, Solid Waste, Emergency Response, etc. Ms. DeMarco said it might be necessary to pay individuals in the physical service departments for any time that may occur if they attend the meeting.

Mrs. McBean-Clairborne spoke of having continued contact with staff from the Highway Division, clearly showing an interest in the work being completed by the Committee.

Ms. Herrera said there is a lot of interest in the Climate Survey; perhaps putting information in the context of what the Committee is doing would bring about more interest and noted that offering wages to attend may help to get members.

Mrs. McBean-Clairborne said the committee work should include staff input, which is equally as important as department heads.

Ms. DeSouza suggested contacting the employees who continue to express interest in the committee's work.

The committee briefly discussed the possibility of amending quorum for action items since it is difficult to have enough members present to do so.

The discussion continued, noting during outreach it would be good to seek a balance that would include rank and file employees, additional male members, business representatives, and rural representation. It was suggested that Mr. de Aragon, ITCTC staff and member of the Latino Civic Association could be asked to participate.

Strength in Diversity Award

A subcommittee consisting of Mrs. McBean-Clairborne, Ms. Martel-Moore, Ms. Reistetter, Mr. Roberts, and Ms. DeMarco will meet to review and revise the criteria for the award.

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Diversity Plan

The committee deferred review of the plan to the next meeting.

Additional Announcement

Mr. Roberts announced the celebration of the 20th anniversary of the Americans with Disabilities Act taking place on July 26th.

Adjournment

The meeting adjourned at 4:37 p.m.