

**MINUTES**  
**WORKFORCE DIVERSITY AND INCLUSION COMMITTEE**  
**DECEMBER 16, 2009 2:30 P.M.**  
**BEVERLY LIVESAY CONFERENCE ROOM**

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

**Call to Order**

The meeting opened at 2:40 p.m.

**Chair's Report**

Mrs. McBean-Clairborne has had ongoing discussions with the Ithaca School District regarding their request for WDIC to provide a portion of the cost of having David Billings of the Peoples Institute provide training regarding racism.

**Election Worker Training**

Mrs. McBean-Clairborne spoke of receiving complaints over the past three years regarding negative experiences at polling locations throughout the County. As a result, she would like to determine the best possible approach to provide sensitivity training for poll workers. She suggested that a program might be developed to include this training as part of the Board of Elections orientation process for this group. The Committee briefly discussed the issue and was in agreement that sensitivity training would be worthwhile to assist in having a better understanding of appropriate behaviors regarding how the impact of statements having a negative effect on voters.

It was noted that the Election Commissioners appear to be open to discuss the concerns presented and Ms. Martel Moore suggested she and Ms. Reistetter meet with them to have preliminary discussions with them regarding the topic. She also offered to assist in the actual training process.

**Census Workers**

The discussion of sensitivity training continued as it would relate to census workers. The Committee spoke of some individuals not being receptive to strangers coming to their homes; there is a need to make the workers aware of potentially dangerous situations as well. Ms. Belanger said the regulations now state that the forms must be completed or individuals face possible fines or imprisonment.

**United Against Hate**

The Committee spoke of the United Against Hate project that distributes paper signs to display in car and home windows and buttons to wear bearing the message, "United Against Hate." This is a way for individuals to show their opposition to the small but loud minority of those who use hate speech to try to intimidate and instill fear.

**Conversation regarding amended laws as it pertains to agencies**

Mrs. McBean-Clairborne and the Committee held a discussion concerning recent telephone threats involving staff at the Greater Ithaca Activities Center. Recent changes in the laws no longer allow aggravated harassment charges to be brought to those using a telephone to threaten others.

**Sensitivity Training for Agencies**

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A brief discussion occurred about the possibility of requiring sensitivity training of personnel located in agencies receiving County funding. It was believed that it may be allowable and to do so would assist in bringing about an awareness that is presently lacking. Ms. Belanger spoke of how schools undertake curriculum assessments and that a department/agency assessment would be useful.

### **2010 Goals**

Mrs. McBean-Clairborne will be working on refining 2010 Committee Goals during the next month. Items to be included are: Diversity Plan, employee recognition, Climate Survey, recruitment for inclusion and diversity, sensitivity training, etc. A more refined list will be made available in the future.

### **Employee Groups Discussion**

A brief discussion regarding whether it is possible to have employee support groups for employees; it was noted the groups would have to be open to any employee. If desired, a group could be formed by an outside entity.

### **Adjournment**

The meeting adjourned at 3:40 p.m.