



Economic and Workforce Development Subcommittee Meeting Minutes

April 4, 2019

8:30am – 10:00am

Meeting Attendees:	Chad Patton, Tawana Brown, Lorena Aguayo-Marquez, Adrienne Goodstal, Nancy Oliver, Cassandra Wolf, Tammy Britton, Monica Light, Daniel VanderMolen, Juan Rosario, Betty Beth Johns, Emilio Zamardipa, Jodi Peterson, Adriene Pendery, Lynne Bosma, Lynda Sweigart, Gema Lowe, Mary Engle, Valerie Butler, Sharlene Organ, Sara Magnuson, Giuliana Fuentes, Wende Randall, Brianne Czyzio		
Time Convened:	8:40	Time Adjourned:	10:10

Introductions	
Name, organization, what is the last interaction you had with a client	
Movimiento Cosecha	Gema Lowe
Discussion	
<p>Movimiento Cosecha is a movement all about collective. They are fighting for social change for immigrants. They are immigrant-led and nonviolent. They advocate for permanent protection, dignity, and respect for all immigrants. Permanent protection is the ability to work, travel, drive, etc. without fear. In Michigan, one of the things that immigrants wanted was drivers license and better pay. In 12 other states, one can get drivers license without documentation. Driver license bill would impact 10 million people in the state of Michigan. May 1 is International Workers Day; they show the impact of immigrants in the community by removing themselves from the workforce. This tells the community that immigrants are here and are needed. Everyone's time and connections are important in making a social change. The group is accountable to 14 principles. They make decisions collectively. There is a flowchart that helps guides whether the group should participation is certain events, i.e. whether it falls within their 14 principles. They have a network of volunteers with many talents. There are different arms to the movement – GR Rapid Response to ICE (defensive arm), Pacifists (people are trained to deescalate and protect participants). Contact: Movimientocosechagr@gmail.com</p> <p>Upcoming events: they have a Facebook page with all their events: https://www.facebook.com/cosechagr/ April 13, 10am: Ally training. May 1: Noon at Garfield Park, International Workers Day</p>	
Evaluation Framework Update	Jodi Peterson
Discussion	
<p>Work in the past 5 years has been done in the community, how can the system work together to create further opportunities, and open doors. Jodi has been talking with a lot of subcommittee members and getting feedback. 2 components to the work: process evaluation, and outcome evaluation plan.</p> <p>The process evaluation piece looks at what has worked so far, how can we increase impact. Activities include interviews, meeting observations, and more. For the interviews, there was good diversity in the responses. Key findings include: There are mixed levels to people at meetings, this is great for networking, but hard because may be difficult to talk about system alignment. There is a need for introduction/orientation to ENTF. Capacity is a concern across the board. The main takeaway was that strategic direction gets lost sometimes. There are a few ideas on how to improve in these areas. Perhaps have a navigator meeting as well as a leadership meeting and have different goals for</p>	



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different meetings. Next steps: ENTf planning, aligning this data with future finding requests, informing IPS's Promising Practices report.

Outcomes Evaluation will explore how we can set up for success. The goal is to build a plan around the outcomes of the funded systems development work. The overall goal is Financial Independence, Sustainability, & Personal Fulfillment that is equitable for all. There are supports that need to be in place, and barriers present. Local, state, and national policies affect the system. Service providers exist in many the spaces leading towards the goal. How can ENTf ensure services are not being duplicated, and that need and capacity match up? Additional ENTf outcomes and systems outcomes components also need to be organized in a way that the pieces add up to the end goal. ENTf's role is understand the system. If we know how the system functions, we can find out what needs to change.

Action Team goals: How do we measure these? Differences in outputs and outcomes? These are system level goals.

One example: Looking at disparities and using tools to create inclusive and effective systems strategies.

Goal is to figure out what system of measurement makes sense for each of these areas. Is there a rubric? Administrative data? What is the definition of success?

Action Items	Person Responsible	Deadline
Data Decision Tree Update	Chad Patton, Tawana Brown	
Discussion		
<p>The Data Decision Trees took self-reported data from organizations and compared it with demographic data. The goal was to look at how unemployment lines up with services provided and decide if they are provided in a manner that reflects the community we are serving. The zones are areas where there is greater unemployment and unemployment inequity and where greater funding is available. The main takeaway was that it was extremely difficult to draw conclusions without complete data from all organizations. The current data (pulled in 2016) does not allow you to look at whether programs are aligning. In the future, could use data to connect outside of the economic and workforce development system. The next step is to request zone meetings to drill down into the expertise of each organization and to bring in organizations who did not provide data. If you are not sure if your organization has been working with CSR, connect with Adriene (arp28@calvin.edu). She can help your organization with how to best collect data within your organizations. If you are interested in digging more into this topic, contact Amanda Merrill, Bob McKown, or Tawana Brown.</p>		
Action Items	Person Responsible	Deadline
Action Team Updates		
Discussion		
<p><u>System Navigators:</u> They are hosting a Navigator Training for the people who are doing system navigation work, especially those who are new. Register here: https://www.eventbrite.com/e/making-connections-connecting-clients-with-resources-tickets-59540524311</p>		



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Policy: From Idea to Action Budget and Advocacy Workshop will be led by Michigan League for Public Policy. The goal is to provide capacity for people at all levels. The action team is hoping to better understand local hiring practices, and advocate for change so practices are more advantageous to the community.

Community Engagement: is really close to having a draft of the flyers completed.

Equity: has been focusing on how to take perspective of identity into the work everyone is doing, will be looking at the next stage of capacity building among subcommittee members.

Agency Updates

Discussion

Goodwill has a lot of job openings, connect with Daniel (dvandermolen@goodwillgr.org) or visit Goodwillgr.org/employment if you have interested candidates. They do provide additional supports for employees.

West Michigan Works!: The Parks Department and Road Commission have a lot of job openings. There will be event on April 16 2-4:30 at West Michigan Works!

Talent 2025 will be starting a webinar series this summer. They are in need employers who are willing to speak about with their decision to hire returning citizens, send anyone who may be interested to Tammy (t.britton@talent2025.org)

Kent District Library has a diversity and inclusion learning tool was shared with KDL staff members, they will be having a diversity and inclusion event May 2.

ENTF events calendar: organizations can start submitting events to the ENTF website. Brianne will be sending out the link with more information. Please share this link with whoever does marketing at your organization does marketing. Brianne and Wende can share events on Facebook as well.