



## Economic and Workforce Development Subcommittee Meeting Minutes

August 1, 2019

8:30am – 10:00am

Meeting Attendees:	Juan Rosario, Jamon Alexander, Lorena Aguayo-Marquez, Ricardo Martinez, Valerie Butler, Sharlene Organ, Trenessa Allen, Adriene Pendery, Lynda Sweigart, Jayme Vosovic, Sara Magnuson, Adriene Pendery, Jennifer Summers, Tia Zeien, Shea Johnson, Daniel VanderMolen, Tawana Brown, Tammy Britton, Betty Beth Johns, Lynne Bosma, Michelle Bryk, Bob McKown, Amanda Reimink, Deb Martis, Ken James, Giuliana Estrada, Erin Donnelly, Dan Mitchell, Wende Randall, Brianne Czyzio		
Time Convened:	8:35	Time Adjourned:	10:00

<b>Introductions</b>	
Name, Organization, last learning opportunity	
<b>GR Chamber: Diversity and Inclusion Services</b>	<b>Ken James</b>
Discussion	
<p>Ken James from the Grand Rapids Chamber of Commerce share about the diversity, equity, and inclusion services that the GR Chamber offers as well as learning opportunities and how they interact with the businesses of the chamber. Recently he was at a conference and learned that the National Chamber of Commerce are looking to formalize a strategy to help formalize second chance hiring. They noted that one of the opponents to this is the national prison guard's union because they recognize that people are more likely to recidivate if they are not able to get a job. This ties in with the ACLU Smart Justice works and is one example of the interconnectedness of systems.</p> <p>The Chamber has 3 main focuses – talent development, business services, govt affairs and work to create great communities, connections, business, leaders, and policy. Their vision is fostering a thriving West Michigan for all. Programs at the chamber that focus on diversity, equity, and inclusion: EPIC Awards; ELEVATE Minority Businesses; Inside Grand Rapids (cohort); OutPro; Facing Racism; Diversity, Equity, &amp; Inclusion Summit. A Diversity and Inclusion lens is infused through all programs at the Chamber. In addition, to these programs, they offer a diversity, equity and inclusion assessment of organizations. They give the assessment and give them a rating, and then highlight where the company is doing well and areas to grow. They suggest ways to grow and offer Chamber programs that can help the company improve. They try to meet employers where they are at with this assessment. They have noticed that the assessment is more effective if there is executive level buy-in to help ensure that recommendations can be implemented. One way to get buy-in is from peer stories, making the business case, other strategies. The are hoping to share the journey of employers already engaged in hopes of getting others involved.</p> <p>Areas of rating for assessment:</p> <ul style="list-style-type: none"> <li>- Executive/board – tied into succession planning, how</li> <li>- Hiring practices</li> <li>- Supplier diversity</li> <li>- Community engagement</li> </ul> <p>The Chamber also offers an implicit bias training, which is a 2-hour training. They also have a cultural competence team building training. They recognize that recruitment without retention is not successful, culture can result in low retention rates. This training ties in the business case of why culture is important. Trainings are available to all in the area but are priced on a sliding scale.</p>	



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<p>The Chamber has political action committees, but they are working to ensure that the voices from all in the community are included. One barrier is the cost to be a member of a political action committee.</p>		
<b>Equity Activity</b>		
Discussion		
<p>Table groups discussed the ways their organizations engage with diversity, equity, and inclusion, what more they would like in their organization, how to engage chamber membership, and what are next steps?</p> <p>Wende encouraged members to continue these conversations at their organizations and with others in the community.</p>		
Action Items	Person Responsible	Deadline
<b>Community Engagement Conversation</b>		
Discussion		
<p>The Community Engagement action team has been struggling with what comes next. They discussed releasing the flyer but ran into a wall because they recognized that organizations have different levels of engagement in ENTF. Members discussed the goals of the action team and potential next steps in working towards these goals.</p>		
Action Items	Person Responsible	Deadline
<b>Agency Updates</b>		
Discussion		
<p><u>UCOM</u> – has space in their financial literacy class. The class meets on Mondays from 5:30-8pm for 4 weeks. There is a flyer on Trello, contact Betty Beth and encourage participants to do the same.</p> <p><u>MLPP</u> – Jayme has flyers around the changes to the public charge ruling. Copies are also available at MIRC.</p> <p><u>Comprenew</u> – has a computer literacy training program. They also have a volunteer for a computer program where participants can volunteer for 40 hours and get a free computer.</p> <p><u>Community Engagement Action Team</u> – is looking for possible recruitment, please let Juan or Brianne know if you are interested in getting engaged with this team</p> <p><u>Hispanic Center</u> – Hispanic Festival will be August 9-11 at Calder Plaza</p> <p><u>KDL</u> – has 2 new programs: Career Online High School, as well as free college courses for KDL card holders.</p>		