



Economic and Workforce Development
 Subcommittee Meeting Minutes
 December 5, 2019
 8:30am – 10:00am

Meeting Attendees:	Adriene Pendery, Betty Beth Johns, Shea Johnson, Sara Magnuson, Tawana Brown, Chad Patton, Jamon Alexander, Jennifer Summers, Sharlene Organ, Giuliana Estrada, Oogie Lamar, Michelle Bryk, Daniel VanderMolen, Sara Parano, Lynne Bosma, John VanElst, Tony Calcagno, Christopher, Monica Light, Wende Randall, Brianne Czyzio Robach		
Time Convened:	8:37	Time Adjourned:	9:33

Introductions	
Equity Discussion	
Discussion	
<p>Jamon presented on behalf of the equity action team. The team sees their role as a support role to see how they can support individuals and organizations to ensure work is done through an equity lens. In 2020, there will be a calendar with community events as well as discussions within the group. Jamon noted that there can be a tendency to disconnect systems work from individuals. It is important note the impact that individuals have on systems.</p> <p>Members were asked to read the <i>Danger of Silence</i> article ahead of the meeting. Jamon invited members to get in small groups to have a conversation around the article. Groups reported out on their conversations.</p> <p><u>Highlights from conversation included:</u> Silence is loud. Difficulties or hesitation when speaking to funders around equity issues. Creating understanding is important. Jamon asked if organizations discussed news and events within their teams – it seems that this happens in small groups but not within the broader organization. Speaking up is everyone’s personal responsibility. Focusing on personal experience and values can be an important part of these conversations. Fatigue of not being silent. Needing a moment to step back does not mean that the passion is lost. How to care for yourself as you’re speaking out. Dynamics in leadership. Role modeling how to talk about something and be uncomfortable. Being an accurate witness if you are using your voice on behalf of someone else. Silence is sometimes more powerful than talking. Silence is a privilege. A group of allies needs to be responsive, not just aware. Actions can speak louder than silence. Recognizing that passion can be mistaken as aggression. Jamon reflected that it seems like the group is struggling with the how.</p>	
2020 Action Team Planning	
Discussion	
<p>Over the past year, action teams have been working towards different action steps. As the year comes to an end, it is time to review progress over the past year and next steps. Wende also asked the group to consider the fact that ENTFF will be moving into a strategic plan for all ENTFF subcommittees. She asked groups to think about whether there are other aspects to incorporate into action team work.</p> <p>Attendees split into action teams and reviewed action steps from 2019, progress, and next steps for 2020. This conversation will continue in January. Wende encouraged groups to schedule a meeting mid-January to discuss planning for 2020.</p>	



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Action Items	Person Responsible	Deadline
2020 Steering Committee Nominations		
Discussion		
<p>There are 4 seats open for election for Steering Committee. Nominations are being accepted electronically through this Google Form. You can nominate yourself or someone else. Please get someone else's consent before nominating them. Voting will happen electronically in December. There will be one vote per agency, please communicate within your agency.</p>		
Organizational Updates		
Discussion		
<p>WMCAT – Jamon shared information on their step year program. Please encourage young people to check out this program</p> <p>KDL – is hosting small business expo in January, more information will be sent out with updates. In addition, they have a new translation system in the pilot stage, they are looking for those who speak multiple languages to try to system out. Sara provided postcards with more information.</p> <p>System Navigator Convening – December 12th, 9-11:00 am at Kent ISD Education Services Center.</p> <p>Next meeting: January 9th, at West Michigan Works!</p>		