



## Economic and Workforce Development Subcommittee Meeting Minutes

August 6, 2020

8:30am – 10:00am

Meeting Attendees:	BettyBeth Johns, Niesa Nelson, Chad Patton, Tawana Brown, Colene Johnson, Adrienne Goodstal, Carra Oteto, Lisa Venema, Lorena Aguayo-Marquez, John VanElst, Marcy McMahan, Jennifer Summers, Adriene Pendery, Tia Zeien, Erin Donnelly, Jayme Vosovic, Jodi Petersen, Melanie Wiersma, Laura St, Louis, Giuliana Estrada, Sarah Parano, Joyanne Huston-Swanson, Juan Rosario, Mary Engle, Michelle Bryk, Tammy Britton, Wanda Couch, Shawn Arapovich, Lynne Bosma, Lawrence Kloth, Darryl, Michelle Mei, Jenna Arcidiacono, Marcy McMahan, Minh Nguyen, Wende Randall, Emily Madsen, Brianne Robach <i>(List may not be complete- please contact Brianne if you were on the call but are not listed here.)</i>		
Time Convened:	8:34	Time Adjourned:	10:04

<b>Introductions</b>	
<b>Panel Discussion: HR and Workforce Development</b>	
Discussion	
<p>Panelists:</p> <ul style="list-style-type: none"> <li>• Jenna Arcidiacono, Chef and Owner, Amore Trattoria Italiana (<a href="mailto:amoretrattoria@hotmail.com">amoretrattoria@hotmail.com</a>)</li> <li>• Michelle Mei, Talent and Development Director, Butterball Farms (<a href="mailto:MichelleM@butterballfarms.com">MichelleM@butterballfarms.com</a>)</li> <li>• Minh Nguyen, Workforce Development Coordinator, Praxis Packaging (<a href="mailto:mnguyen@praxispackaging.com">mnguyen@praxispackaging.com</a>)</li> <li>• Marcy McMahan, Vice President of Human Resources, Mel Trotter Ministries (<a href="mailto:marcymcmahan@meltrrotter.org">marcymcmahan@meltrrotter.org</a>)</li> </ul> <p><u>Diversity, Equity, &amp; Inclusion - Hiring Practices and Strategies</u> Common strategies include cross-organization teams that provide support and educational opportunities. For all agencies, leadership buy-in and support is extremely important to the work.</p> <ul style="list-style-type: none"> <li>• Butterball will be partnering with local subject matter experts to provide training to staff.</li> <li>• Mel Trotter has been working to strengthen partnerships with community organizations. They are also implementing opportunities such as on-site training to promote internal development and reduce gaps in diversity between entry-level and leadership staff. In addition, they have updated their imaging and branding to reflect staff and patrons and listed their anti-racist statement online. Staff are held accountable as cultural education is tied to performance.</li> <li>• Amore has an open-door policy with leadership and encourages conversations. In addition, a DEI specialist does occasional presentations to staff.</li> <li>• Praxis has coordinator who works directly with local nonprofit organizations to hire folks from different backgrounds. They have implemented accommodations such as translators to meet barriers.</li> </ul> <p><u>Workforce Safety</u> During this time, common strategies include implementing temperature checks, social distancing and mask protocols. Clear responsibility for safety enforcement is important, particularly at large facilities.</p>	



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- Butterball has plant wide communications every other week to share updates. For those working from home, they have found that supportive leadership, development, and relationship building are important for remote teams.
- Praxis was flexible in providing time off to employees who were concerned about COVID.

### Calls to Action

There are opportunities for partnership and support with sharing open positions to increase applicant pool and draw from diverse communities.

- Mel Trotter has opportunities to partner for apprenticeship and to training opportunities in-house. In addition, Mel Trotter has a workforce development program for guests and would like to increase placement opportunities for graduates.
- Amore - transportation is a barrier for potential employees as the nearest bus stop is about a mile away, partnerships may help overcome this barrier.

### **IPS Smart Practices Report Update**

#### Discussion

Recently, the Steering Committee received the full Smart Practices report from IPS and is determining action items. They are centering in what keeps them coming back to the group, encourage all group members to think about this and share if you would like.

Next steps include looking at a SOAR analysis to focus on the direction forward using smart practices to make strong intentional efforts. The report should be used as a resource and will be available through email and the website.

### **ENTf Strategic Planning Update**

#### Discussion

ENTf as a whole is going through a strategic planning process. Feedback from subcommittee members through interviews and survey is being compiled into the plan. There will be a large convening at the end of August to share this with the group.

### **Community Partner Updates**

#### Discussion

- **DHHS** has masks to share with community! Individuals can come to the 121 Franklin office to pick up masks for their household. Organizations can also pick up masks to distribute, reach out to Carol Jensen for boxes [jensenc2@michigan.gov](mailto:jensenc2@michigan.gov)
- **WMW!** Is holding monthly virtual hiring events, veterans connect events, and a second chance job fair later in August, For more, visit [westmiworks.org](http://westmiworks.org)
- **Consumers Energy** has a roundtable discussion today on how community members and clients can benefit from energy efficiency programs.
- **Talent2025** – WFD contact will be changing as Tammy has accepted a position with Community Development at the City of Grand Rapids.
- **MLPP** - advocacy for flexible federal funding for states is important during this time.