

Joint CLEO and CRWDB Meeting

Minutes for December 13, 2019

Attendance					
Member	Present	Absent	Alternates	Present	Absent
Hon. James Holland, Chair, (Chesterfield)	X		Sarah Snead	X	
Hon. Patricia Paige, Vice Chair, (New Kent)	X		Rodney Hathaway	X	
Hon. William Melton, (Powhatan)		X	Theodore Voorhees		X
Hon. Tyrone Nelson (Henrico)		X	Brandon Hinton	X	
Hon. Gilbert Smith (Charles City)	X		Michelle Johnson		X
Hon. Robert Minnick (Goochland) Casey Verburg	X		Todd Kilduff		X
Hon. Angela Kelly-Wiecek, (Hanover)	X		Jim Taylor		X
Hon. Michael Jones (City of Richmond)		X	Valaryee Mitchell		X

Other Guests:

Staff: Brian Davis, Carla Cosby, Alice Bowyer, Andree Davis, and Krishawn Monroe. ResCare staff, Danielle Johnson and Mychael Lee.

- I. Call to Order. Honorable James Holland, Chair called the meeting to order at 9:40 a.m. Mr. Holland and Mr. Paul Junod, Capital Region Workforce Development Board Chair welcomed guests and members.
- II. Welcome to Reynolds' Community College – Ms. Elizabeth Creamer shared several points about the Community College Workforce Alliance outcomes and areas of responsibility.
 - Served 7500 individuals through job training. Producing 180,000 training hours in 1500 discreet programs and courses.
 - Workforce Credentials. Helped Virginians attain 2900 workforce credentials in areas of manufacturing, logistics, information technology construction, and trades and customer services.
 - Data reflects that persons that complete workforce certification get 25%-30% increase in wages.
 - Registered Apprenticeship Program. Over 300 regional apprentices working with CCWA
 - New Center now located in East End to launch in May 2020. The Kitchens at Reynolds is a culinary institute for culinary workers. Workforce development training will also be offered.
 - Fast Forward initiative helped increase the standard of living wages for those at or near poverty. Last year, more than 100% of those served, increased wages. Working with community based organizations to offer varied services like WIOA.
- III. CLEO Call to Order and Public Comment Period. Mr. Holland presented a resolution to Mr. Minnick for his years of service on the CLEO Board. Mr. Melton was also acknowledged. Both CLEO members retired from the Board.
- IV. Approval of the October 19, 2019 Minutes. Honorable Robert Minnick moved to approve the minutes as presented; Honorable Angela Kelly-Wiecek seconded the motion. The motion carried.
- V. Keynote Speaker – Ms. Charm Bullard, Director of Programs for the Virginia Center for Inclusive Communities. The nonprofit organization works with businesses, varying communities and schools.

The presentation focused on understanding the differences between diversity and inclusion. Diversity is the presence of difference and inclusion is the accepting, respecting, and valuing of diversity. Inclusion requires intention.

Key Points

Demographic Trends. Increase in people of color, race/ethnicity, religion & belief systems, family structures, and generation and diversity

Family Structures. Generational diversity. Different ages. Communication changes. Recommend read Dr. Nancy J. Adler. Demographic Trends.

Effects/Views of Multicultural Teams (groups ineffective) and Mono-cultural Teams (alike in race, age, productivity).

Inclusivity requires setting aside differences, being humble about someone else's strength.

The Tapestry Effect. When diverse workplace is tapestry; not always pretty different elements.

Unconscious Bias. The attitudes or stereotypes that affect our understanding actions, and decisions in an unconscious manner. Forms favorable and unfavorable assessments. Activated involuntarily. Individual's feelings and attitudes based on characteristics such as race.

STROOP Test. Members were challenged to read words and letters together. Demonstrated how brain makes unconscious bias based on what it thinks it sees/processes information. Suggested members examine their lens.

Suggested steps to increase awareness of unconscious biases; to increase diversity and inclusivity

- Examine your lens. Shared author's Ms. Chimamanda Ngozi Adichie book 'The Danger of a Single Story'. Ask and encourage tough questions. Single stories exist all around us.
- Concept of Covering. Book by Kenji Yoshino. In essence we all try to tone down some parts of our identities.
- Power Dynamics. Believe sometimes power shows up.

Consider Reflective Questions

- Does it need to be said? Does it need to be said right now? Does it need to be said by me?
- Dr. Linda Powell-Pruitt book, Ways of Knowing. Suggests that there are more things that we don't know than we know.
- Acknowledge institutional bias and the left handed to right handed functionality of the brain.

VI. Information items for Consortium Board

- Fiscal year performance for the period ending June 30. was reviewed
- The categories for measurement are job placement, retention, median wages and credential attainment.t
- Dislocated Worker Performance – The provider failed to meet one measure, median earnings. If performance is not met again, sanctions or corrective actions could be imposed
- Adult and Youth Performance – All measures were met
- Customer Counts. Up about 5% from last year. Chesterfield counts are down. Virginia Employment Commission is 7 staff to Turner Road center. Foot traffic may increase with the addition of VEC services.
- Active Customer Counts (July through November) Adults. Year-to-date. 210.

VII. Dialogue Opportunity and Any Follow-up

- Governor Northam announced \$145 million in his proposed two-year budget for workforce initiatives. A portion of funds could go to community college to cover tuition and supportive services for low income individuals; as well as incentive payments to colleges based on student success.
- State Workforce Plan regional stakeholder session scheduled January 9 from 1pm - 3pm at John Tyler's Chester Campus.
- March 12 – CRWDB Strategic planning retreat is planned. The CLEOs are invited. Tentative plan for a full afternoon session; lunch provided.

VIII. Motion to adjourn to the CLEO meeting was offered by Mr. Hathaway and seconded by Mr. Smith. The motion passed.