

Workforce Investment Board

Executive Committee

Minutes of February 9, 2022

Members Present: Stephen Jackson, Pat Harper for Ed Barr, Robin Bartholow, Judy Coffey, Steve Herron, Roy Hurd, Scott Kincaid, Michael Pickens and Ananda Sweet

Other Attendees: Celia King

WIB Staff: Michelle Revecho, Fabiola Garcia Almonaci, Max Brownlee (EDB), Lydia Lopez, Katie Stohlmann, Quinne Woolley (EDB), and Judy Oates

* Indicates members who arrive late or leave a meeting early.

I. Public Comment

None.

II. Approval of Minutes of January 12; and Review Action Items

Motion to approve Minutes of December 8, 2021: Michael Pickens /s/ Roy Hurd. Approved Stephen Jackson, Pat Harper for Ed Barr, Robin Bartholow, Judy Coffey, Steve Herron, Roy Hurd, Scott Kincaid, Michael Pickens and Ananda Sweet.) There were no “nay” votes and no abstentions. The motion carried.

III. WIB Business

A. Membership

Discussed reaching out Alena Rich-Wall of Kaiser to apply for WIB membership due to member Judy James retiring from the healthcare field and now representing the wine industry.

Action: Judy will reach out to Alena Rich-Wall and encourage her to apply for the WIB.

B. Attendance

Discussed reaching out to WIB members that have their proxy attend in their place regularly to remind them missing a meeting counts as an absence even if your proxy attends in your place. Also decided to reach to all members with 50% attendance.

Action: Stephen will reach out to Ed Barr, Paul Duranczyk, and Steve Herrington.

Action: Mike will reach out to George Steffensen.

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IV. DEIB Next Steps

Reviewed discussion on DEIB from the January WIB meeting noted some items.

- Impressed with the amount of people who already had some DEI training.
- The B for belonging is still new to many as DEIB training continues to evolve.
- Want to remind members that nearly everyone said they were in favor of more training and we hope they attend and embrace the training when offered.

Discussed what to recommend to the WIB regarding goals and commitment to DEIB. Ideas that were discussed are listed below.

- Unsure if the WIB membership reflects the community of Sonoma County. Maybe we should look at doing more targeted recruiting for members. Maybe look at more people from food, wine, and agricultural to represent more industries. Would this type of change take place by attrition or would we increase membership?
- The WIB used to have a Youth Council that had more youth focused industries and opportunities and brought more age diversification.
- Membership recruitment efforts to date has been reactive to replacing members that step down. Need to look at what type of people and industries we want to recruit long term for the seats. There may be more targeted areas in business, labor and other areas within the priority sectors.
- Look at including more people of color from various industries when creating WIB sub-committees or when choosing people to present on the industries represented by the WIB. Maybe ask the owners/CEO to designate people of color in their industries to represent them. Maybe this could be a way for people of color in manager positions to be introduced to the WIB and learn about the WIB and organizations like it. Are we the right organization to ask for people to come in and do this type of education?
- Discussed reaching to Judy James for recommendation of someone of color in the wine industry to give a DEIB presentation on what they see in the industry.
- If we do ask people of color to present to the WIB we should educate ourselves first as it could be seen as disrespectful to ask them to educate us when we have not made an effort to educate ourselves.

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- Do we want to find a DEI training we like and be able to recommend it to businesses?
- Discussed and found agreement on the fact the WIB needs to educate itself and the members as a first step. This will encourage common terminology which will improve discussion between members and companies. A training offered through the WIB will get all members to an even level of training. Members who have already done extensive training can consider it a refresher.
- Would this be one half day training?
- Asked if there are trainers anyone recommends. Staff shared the Office of Equity is working with one DEI training group and staff development is looking to contract with one for HSD training soon. Both have been vetted for this type of training. Be the Change has worked with the Oakland WIB on their DEI training. The Office of Equity is currently working with Just Process for some training classes now. Michelle offered to move forward questions about the trainings the WIB wants to get more information on. She was asked to get more information on the Oakland WIB training and what that looked like.
- Steve recommended reaching out to PASCO about their experience with DEI training. Their recommendation can represent several employers with their connections.
- The United Way 21 Day Challenge was a great way to do a deep dive. Would like to encourage WIB members to participate next time it is offered.
- Reach out to Chambers and employers in the county and ask them who they used for training and if they are using a more proactive or reactionary approach with hiring and work practices. Maybe learn what is out there being shared already and if there is something we can provide.
- Ask Job Link what their employers are saying about their DEIB training and practices.
- Have staff reach out to other WIBs about their training and changes they are making in their organizations.
- Encourage members to read over the minutes of the January WIB meeting to prepare for further DEIB discussions at the March WIB meeting. Highlight the responses to the poll questions at the March meeting discussion.

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- After there is membership training there should be a review the programs, work, and membership of the WIB with a DEIB lens.

Motion to have WIB have staff review and choose the most qualified DEIB trainer of the two trainers that HSD is currently working with to provide training to the full WIB. Once trained the WIB will use a DEIB lens to review the membership and programs the WIB oversees to set additional goals: Steve Herron /s/ Michael Pickens. Approved Stephen Jackson, Pat Harper for Ed Barr, Robin Bartholow, Judy Coffey, Steve Herron, Roy Hurd, Scott Kincaid, Michael Pickens and Ananda Sweet.) There were no “nay” votes and no abstentions. The motion carried.

V. Prepare for March WIB Meeting

There will be a review of the current work the WIB is doing and the programs it oversees and discussion of DEIB training.

- Update on Priority Populations
- Apprenticeship Program Update
- WIB Dashboard
- Good Jobs Challenge Proposal
- DEIB Discussion of Goals and Next Steps

VI. Upcoming WIB Executive Committee Meetings and WIB Meetings

March 9, 2022	Executive Session:	2:30 pm to 2:45 pm	Via Zoom Teleconference
March 9, 2022	Full Session:	3:00 pm to 5:00 pm	Via Zoom Teleconference
April 13, 2022	Executive Session:	4:00 pm to 5:00 pm	Via Zoom Teleconference
May 11, 2022	Executive Session:	2:30 pm to 2:45 pm	Via Zoom Teleconference
May 11, 2022	Full Session:	3:00 pm to 5:00 pm	Via Zoom Teleconference

VII. Adjourn

The meeting was adjourned at 4:50 p.m.

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