



Diversity, Equity and Inclusion Committee | Agenda

July 26, 2022 | 2:00-3:30pm

Via Zoom | Meeting ID: 965 650 3011

1. **Call to Order** – *Catrena Bowman-Thomas, Committee Chair* 2:00pm
2. **Welcome and Introductions** – *Catrena Bowman-Thomas*
3. **Roll Call of Members** (if necessary) – *Tara Johnson-Noem, Director, NKWIB*
4. **Self-identification of members**- at this time, any member of the board having a potential conflict of interest regarding any issue on today's agenda should self-identify – *Catrena Bowman-Thomas*
5. **Approve Minutes** from previous meeting – *Catrena Bowman-Thomas* 2:05pm
action requested
6. **DEI Survey Results** – *Simon Boxall, Compliance & Policy Analyst, NKWIB* 2:10pm
7. **Next Steps** – *Catrena Bowman-Thomas* 2:40pm
8. **New Business** 3:20pm
9. **Adjourn**- *Catrena Bowman-Thomas* 3:30pm

Next meeting: June 23, 2022 at 2PM
NKADD, 22 Spiral Drive, Florence
Or via Zoom

Vision Statement

Every Northern Kentucky community thrives as a result of sustained economic prosperity.

Mission Statement

We drive innovative policy and direct funding for workforce investment through strong community partnerships to promote: engaged employers, skilled jobseekers and collective impact.



Diversity, Equity, Inclusion Statement

The Northern Kentucky Workforce Investment Board embraces the need for diversity, equity and inclusion to be a component of everything we do. We strive to create a network that meets business needs while it also supports the dignity of our clients. We respond to regional employment needs through the perspectives of local employers' demand for talent and economic empowerment. We are a catalyst for equity, inclusion and life-changing results for all our clients. These priorities are supported through the values below and outlined in our diversity, equity and inclusion action plan.

NKWIB Strategic Plan Elements

1. Employer Services

Engage employers in the design of services that support talent recruitment, incentivize workforce participation and remove employment barriers.

- Monitor and respond to employer feedback on Career Center business services.
- Serve as a trusted resource and collaborator for employer and workforce partners.
- Assess and deploy WIOA resources as available to support hiring and upskilling.

2. Jobseeker Services

Prepare individuals to enter and advance along the talent pipeline by aligning with P-12, adult and post-secondary education to provide lifelong opportunities for the rapidly shifting realities of work.

- Monitor and assess outcomes for individuals utilizing Career Center and WIOA services.
- Leverage partnerships and resources to effectively engage clients in work and training opportunities.
- Connect educational and training partners with employers to further align career pipeline preparation.

3. Board Governance

Maintain strong leadership and community connectivity by fostering board member recruitment, retention and education efforts with an emphasis on diversity, equity and inclusion.

- Create a Diversity, Equity and Inclusion Committee comprised of board and community members to report regularly to the board and oversee DEI Action Plan.
- Create and implement a Diversity, Equity and Inclusion Action Plan.
- Increase initiatives designed to engage current board members and attract new board members from all five in-demand industry sectors and all eight counties in our region.

4. Data-Driven Decision Making

Respond to changing employer and individual needs by effectively leveraging local, state and federal resources and benchmarking impact through data and metrics through an equity lens.

- Collaborate with regional workforce partners to assess and drive progress toward local and statewide goals.
- Update financial and programmatic key performance indicators and analyze regularly through the NKWIB and its committees.
- Establish innovative workforce policy and funding using regional labor market information and local Career Center performance data.

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DIVERSITY, EQUITY, AND INCLUSION COMMITTEE | FY 22 MINUTES

Wednesday, April 27, 2022 – 2:00PM

Via Zoom | Meeting ID: 965 650 3011

Present:

Catrena Bowman-Thomas
John Baines
Brent Cooper
Gina Douthat
Ashleigh DuBois

Not Present:

N/A

Staff:

Tara Johnson-Noem
Simon Boxall

CALL TO ORDER

The meeting began at 2:03PM.

SELF-IDENTIFICATION

No members identified as having a conflict of interest.

APPROVAL OF MEETING MINUTES

John Baines made a motion for the approval of the minutes from the February meeting. Catrena Bowman-Thomas seconded. The motion carried.

DEI SURVEY – Simon Boxall, Staff, presented the survey results of the DEI Survey.

- A majority of respondents cited board members as the highest priority.
- Committee Structure Membership can be a tool to foster engagement and provide the opportunity to increase diversity
- Catrena Bowman-Thomas stated there can be intention of recruitment of diverse members
- Ashleigh DuBois noted the career experience portion may be the due to recruitment of people that are like the current members.
- Catrena Bowman-Thomas stated the overrepresentation of people further in their careers.
- John Baines stated the responses of diversity and inclusion could have been mixed.
- Brent Cooper stated concern to make sure the diversity of industries is also continued to be considered.
- Catrena recommended asking for self-reported demographics of the full board
 - Only a starting point as top 5 noted in the survey
 - Make sure it is emphasized as confidential and anonymous.
- This will be discussed with the Executive Committee later today.

DEFINING DIVERSITY EXERCISE – *Ashleigh DuBois*

- The NKY Chamber of Commerce DEI committee examined the Board of Directors' diversity.
 - Data for this was taken through conversation rather than survey based.



- The discussion of defining diversity was presented as a starting point and the differences between diversity and inclusion is an important factor to present as an education piece.
- Catrena recommended presenting this educational piece to the executive committee.

NEW BUSINESS

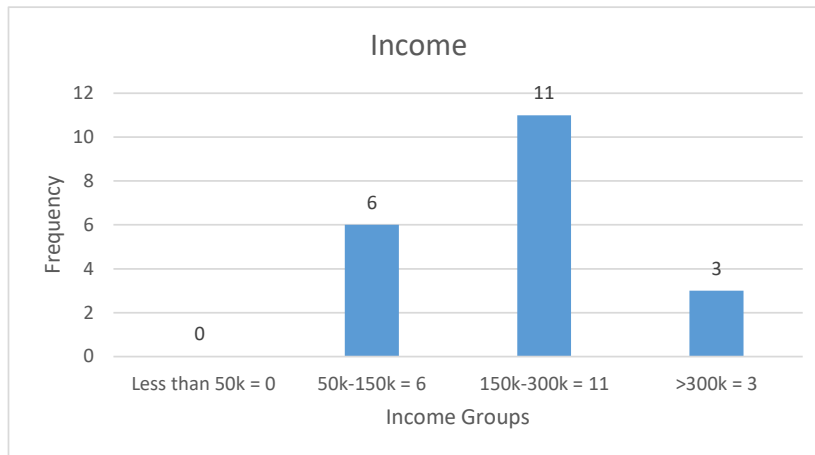
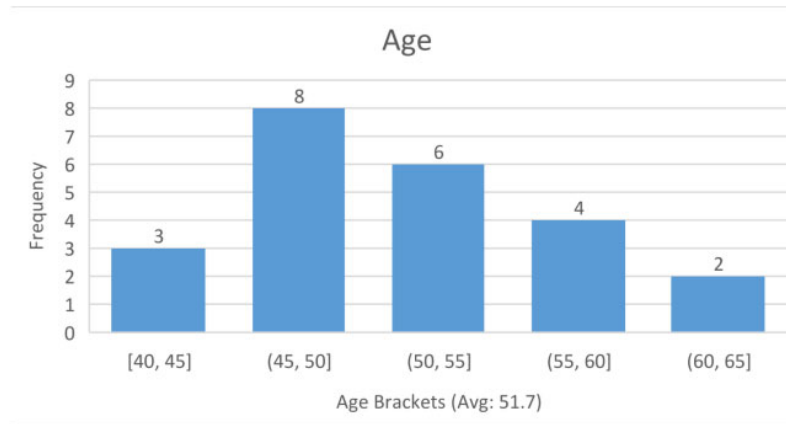
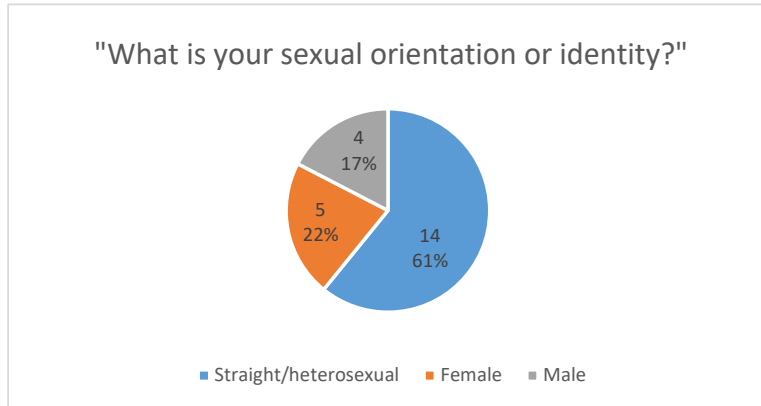
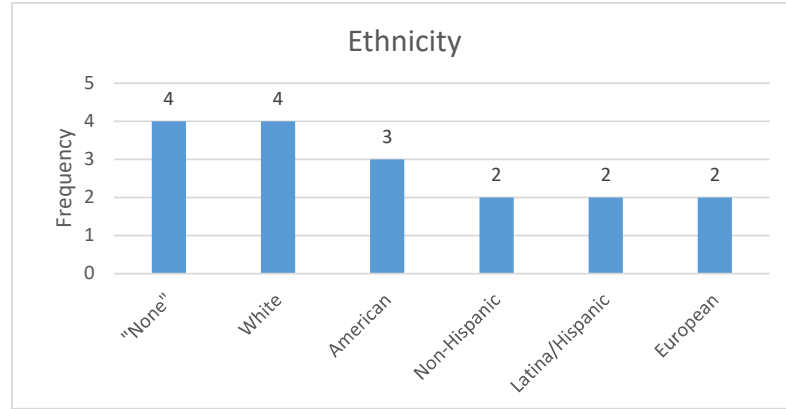
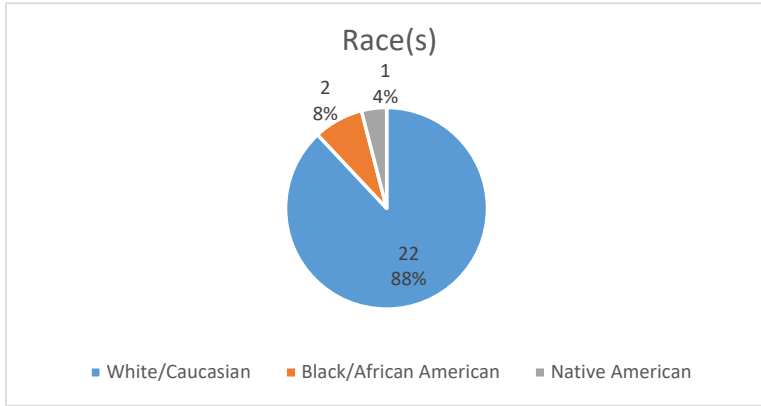
- No new business

ADJOURN

The meeting adjourned at 3:07PM.

Next meeting will be held on July 26, 2022, at 2pm.

NKWIB DEI Survey Results



Disclaimer: Participants were given the opportunity to give more than one answer per question so the total number of results does not reflect actual number of participants. All of the questions were optional so some questions were not answered by some participants.