



Diversity, Equity and Inclusion Committee | Agenda

September 27, 2022 | 2:00-3:30pm

Via Zoom | Meeting ID: 965 650 3011

1. **Call to Order** – *Catrene Bowman, Committee Chair* 2:00pm
2. **Welcome and Introductions** – *Catrene Bowman*
3. **Roll Call of Members** (if necessary) – Correy Eimer, 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 – *Catrene Bowman-Thomas*
5. **Approve Minutes** from previous meeting – *Catrene Bowman* 2:05pm
action requested
6. **Discuss Board Membership** – *Catrene Bowman* 2:10pm
7. **Discuss DEI Trainings** – *Catrene Bowman* 2:40pm
8. **New Business** 3:20pm
9. **Adjourn**- *Catrene Bowman* 3:30pm

Next meeting: November 22, 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, July 26, 2022 – 2:00PM

Via Zoom | Meeting ID: 965 650 3011

Present:

John Baines
Catrena Bowman
Gina Douthat
Ashleigh DuBois
Ryan Henson

Not Present:

Summer Morgan

Staff:

Tara Johnson-Noem
Simon Boxall
Liberty Kordish

CALL TO ORDER

The meeting began at 2:03PM.

SELF-IDENTIFICATION

No members identified as having a conflict of interest.

APPROVAL OF MEETING MINUTES

Gina Douthat made a motion for the approval of the minutes from the April meeting. John Baines seconded. All voted aye, the motion carried.

DEI SURVEY

- Simon Boxall, Compliance and Policy Analyst, presented the results of the latest survey.
- The survey displayed a lack of understanding of ethnicity and had some confusion regarding the question about sexual orientation and identity.
- The average age of board members was 51.7 years of age.
- The committee noted that the survey results provided evidence for DEI training for the board.

NEXT STEPS

- The DEI committee will be attending the next Membership & Board Operations Committee meeting in August to discuss the process of recruitment and partnering with the NKY Chamber of Commerce's DEI committee for new members. The joint meeting will also try to tackle the method of recording new board members' demographics.
- Ashleigh DuBois recommended recruiting from the younger generation that may be middle managers, but they would be 'subbing' for the board member that meets the executive/HR position required to be on the board.
 - She also recommended recruiting those that are alumni of KCC programs to have that perspective on the board. Currently, only one board member is an alumnus of KCC programs.



- Catrena Bowman will also discuss holding 5–10-minute training courses at NKWIB meetings with the Executive Committee at the August meeting.

NEW BUSINESS

- No new business

ADJOURN

John Baines motioned for adjournment of the meeting. Ryan Henson seconded the motion. All voted aye. The meeting adjourned at 2:48PM.

Next meeting will be held on September 27, 2022, at 2pm.

