



Diversity, Equity, and Inclusion Committee | Agenda

November 22, 2022 | 2:00-3:30pm

Via Zoom | Meeting ID: 965 650 3011

1. **Call to Order** – *Catrena Bowman, Committee Chair* 2:00pm
2. **Welcome and Introductions** – *Catrena 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 – *Catrena Bowman*
5. **Approve Minutes** from previous meeting – *Catrena Bowman* 2:05pm  
*action requested*
6. **Discuss Board Membership** – *Catrena Bowman* 2:10pm
7. **Discuss DEI Trainings** – *Catrena Bowman* 2:40pm  
Ashleigh DuBois's Presentation: <https://youtu.be/XfTMjJ6zeXQ>
8. **New Business** 3:20pm
9. **Adjourn**- *Catrena Bowman* 3:30pm

**Next meeting: January 24, 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, September 27, 2022 – 2:00PM**

**Via Zoom | Meeting ID: 965 650 3011**

**Present:**

John Baines  
Catrena Bowman, Chair  
Gina Douthat  
Ashleigh DuBois  
Ryan Henson

**Not Present:**

Summer Morgan

**Staff:**

Correy Eimer  
Simon Boxall  
Liberty Kordish

**CALL TO ORDER**

The meeting began at 2:02PM.

**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 July meeting. Ashleigh DuBois seconded. All voted aye, the motion carried. John Baines was not yet in attendance when this vote took place.

**Board Members**

- John Baines updated the committee about a discussion he had with a potential new member, but the potential new member could not afford the time commitment but would be a conduit for finding other candidates.

**DEI Training**

- Due to an inconsistency with responses to the DEI survey provided insight into what educational gaps are on the board in terms of DEI
- The knowledge gaps to provide trainings for are as follows:
  - Race & Ethnicity
  - Sexual Orientation & Identity
  - Diversity
  - Equity
  - Inclusion
- Ashleigh DuBois recommended creating an open discussion by asking the board how they define different DEI related terms.
- John Baines mentioned some concerns, particularly, time constraints and issues trying to push a conversation in a large group.

- Do we want an expert to be invited or members of the NKWIB to lead the discussion?
  - John Baines and Catrena Bowman advocated for peer-to-peer discussion. With DEI members being those to facilitate.
  - Catrena Bowman recommended it could also include experts depending on the topic.
- Correy Eimer, NKWIB Director, seeks to have 10 minutes at the board meeting and recommends even extending the meetings to have greater discussion to include the definition of DEI to a 20-minute time slot.
  - Committee members were still concerned that combining the three terms into one session wouldn't be enough time.
- Ashleigh DuBois will be presenting Diversity at the next NKWIB meeting – November 8<sup>th</sup>
- John Baines and Gina Douthat will also present trainings at NKWIB meetings in the future.
- Gina Douthat recommended establishing the 6<sup>th</sup> training as an overarching discussion to tie it all together.
- The committee has requested Correy Eimer to provide direction for the DEI committee moving forward with respect to his new role as NKWIB Director.

#### **NEW BUSINESS**

- Correy Eimer will be attending the DEI Summit hosted by the KY Chamber of Commerce and will bring back any pertinent information at the next meeting.

#### **ADJOURN**

Catrena Bowman adjourned the meeting at 2:48PM.

Next meeting will be held on November 22, 2022, at 2pm.