

NIAGARA COUNTY WDB

Inclusion Committee **Minutes 2.22.24**

Virtual WEBEX



Item	Item	NEXT STEPS/Results
Attendees	Who Dennis, Bonnie, Ron	Follow up with Marilyn re: DEI What,How, Why
Our next project(s)	<p>Student with disabilities Career Exploration Fair, October 23rd 9-2 NCCC Next Steps.... Timeline, recruiting businesses, what kind of businesses?</p> <p>Panel discussion May/ June Virtual Possible topic <i>Reasonable accommodations: making accommodation Reasonable for all.</i> Panel discussion. Issues, Onboarding, Corp culture, successes and challenges, How accommodation for one may benefit everyone.</p> <p><i>Other Possible topics for future...</i> Transgender Issues in Inclusive employment Cultural competency training? or panel discussion Governor Kathy Hochul recently announced the findings of the Transgender Employment Study, a first-of-its-kind report that reveals insights about the workplace experiences of transgender, gender non-conforming, and non-binary (TGNCNB)</p>	<p>Dennis will contact Alissa S. of SUNY Niagara A.K.A. NCCC to schedule a Virtual Meeting with us in March dates excluded are the 5th and 29th for Bonnie</p> <p>Propose a virtual edition in May of an in person panel discussion on the same topic happening in April. Topic is in response to question raised by Joel Feuerman. Possible dates of virtual are May 8 or May 15, 830 to 10 am Dennis will follow up with original panelists about availability and Marilyn to propose to business.</p> <p>Ron proposes a presentation about Employment and LGBTQ/ TGNCNB issues to be delivered in a Hybrid format in the three cities of Niagara County, with the first of these in NF in June. Using facilities at Pinnacle Human Services. Lockport</p>

	<p>individuals in New York State. Conducted by the DOL in partnership with the New York State Division of Human Rights (NYSDHR), the study highlights critical areas of concern:</p> <ul style="list-style-type: none"> • Employment discrimination based on gender identity is pervasive throughout the state. • TGNCNB people of color experience greater employment disparities. • There is a lack of cultural competency statewide regarding gender identity and expression. • There is a genuine fear for safety in the workplace among TGNCNB individuals. • Discrimination and other barriers to employment have led TGNCNB New Yorkers to seek self-employment opportunities. • There is a regional difference between the experiences of TGNCNB individuals in New York City and other large cities, versus those in the more rural areas of the state. <p>This study, informed by extensive community feedback, aims to foster safer and more inclusive workplaces for TGNCNB individuals. As business leaders, your engagement and leadership in addressing these concerns are crucial. We encourage you to review the study, which is available in an interactive online format.</p>	<p>and North Tonawanda sites TBD. Ron will follow up with Pinnacle</p>
Next Meeting	March 7	3pm WEBEX
Adjourn		Communicate by email until our next meeting