



HUMAN RELATIONS
COMMISSION

EDUCATION AND EMPLOYMENT CHALLENGES COMMITTEE

**(Combination of Education and Outreach Committee
and Employment Challenges Committee)**

Wednesday, October 21, 2020, 6:00 p.m.

Troy Senior Citizens Center, 134 N. Market Street

(Meeting also available via Zoom

Meeting Id: 810 3119 3373)

Committee Members – Sharrie Brown, Kane Feltner, David Fong, Sonia Holycross, Marvin Major, Loretta Philips, Todd Severt, Kenny Block (ad hoc).

AGENDA

- I.** Roll Call
- II.** Combining Initiatives of Education and Outreach Committee and Employment Challenges Committee
- III.** Progress on Initiatives
- IV.** Next Meeting Date, Location and Time

Committee Duties:

“To cooperate with federal, State and City agencies, the Board of Education and the parochial schools in formulating and developing courses of education to combat misunderstanding, prejudice, intolerance and bigotry in inter-group relationships.

Working with public, private and governmental employers, labor and professional organizations, employment agencies through education and training to institute nondiscriminatory practices in employment, union membership, promotion, wages, working conditions, lay-offs, job opportunities and housing and public accommodations.”

**100 South Market Street
Troy, Ohio 45373-7303**

Minutes of Education & Outreach Committee

Troy Human Relations Commission

Location: Senior Citizens Center

Others Present: Patrick Titterington, Salome Hekate

Call to Order: Mr. Major called the meeting to order at 6:03 pm.

Roll Call: Members Present: Marvin Major, Jordan Atkins, David Fong, Sonia Holycross.

Members not present: Loretta Phillips, Kane Feltner.

New Business: Mr. Major asked the committee if anyone would like to take over the secretary role for the group ongoing. Ms. Holycross accepted the role and mentioned that we should request at the Human Relations Commission meeting to condense the four groups into two groups: Community & Interrelations group into one group and Education & Employment into another group leaving us with two subcommittees. That way the groups are manageable for the HRC commissioners. Mr. Atkins also spoke up about possibly leaving the subcommittee and or the HRC as a whole. He has conflicts on Wednesdays and feels like someone could offer more time and will let us know his final decision at a later date.

Initiatives Tasks Outline: Committee Members revisited the five initiatives as follows:

1. Social Services structures, programming, and outreach efforts:
 - a. Ms. Holycross updated the committee on Troy City Schools and them hiring Megan Campbell a social/emotional specialist for the district. The multi-cultural group at the high school is one of the largest groups ever at THS and they had to hire a full-time staff member. Heywood elementary is introducing “My culture Mondays” in attempts to normal diversity at a young age. The Sadler’s are working on a mentorship program to advocate for college grants and funds for at risk kids. Also mentioned that Mr. Piper is aware of the “field house” issues and is sending Megan to investigate to correct any issues. The survey is going to be distributed to all kids and Mr. Piper was open to providing access to take the survey off site of school in perhaps neutral sites like L.C.C. and or the REC.
2. Diversity training for all staff and students
 - a. Ms. Holycross mentioned the tactical training for police and law enforcement is in October
 - b. UD diversity training is on hold until 2021
 - c. Tabled Mr. Feltner’s report on Lancaster City Schools training and news from their Multi-Cultural Diversity Director
 - d. Ms. Holycross mentioned doing a 2-day Bridges Out of Poverty training possibly as a Teacher In Service Day and will reach out to Mr. Piper
 - e. Marvin agreed there is a need to reach out to private schools about this as well and spoke of Troy Christians scholarship for kids from failing schools.
 - f. Committee tabled Mr. Feltner’s idea of a virtual assembly on diversity training, with one for students and one for staff g. Mr. Feltner mentioned wanting data from other schools regarding diversity training i. Are they doing this? ii. How often? iii. What’s the curriculum or outline of the training?
3. Interviews with students regarding their perceptions, needs, goals and ideas
 - a. Need a non-biased set of data

- b. Mr. Major spoke about creating our own questions for the survey. Ms. Holycross mentioned the Troy Freedom Chasers and other youth and or groups may want to help us create the questions. Mr. Major suggested Ms. Holycross and himself meet with the T.F.C. group and get their input. Mr. Fong and Salome agreed that Salome would check to ensure we would not be breaking any sunshine rules prior to setting up the meeting. * Salome did report the following day that as long as we kept minutes and copies of emails it would be acceptable for Mr. Major and Ms. Holycross to meet with the group.
- c. Ms. Holycross asked Mr. Fong his thoughts on creating a relationship and potential partnership with school and the committee agreed that when guests come to meetings we need to ensure a welcoming environment and if possible allowing guests to prep prior by getting questions to Salome in advanced. Mr. Fong noted that the Commission needs to prepare questions in the scope of the speakers' duties so they can provide answers to the posed questions. The committee acknowledged and agreed to make a better effort moving forward. Mr. Fong also in his opinion felt that we would not be able to see the survey and or add questions to it. Ms. Holycross mentioned that Chris Piper was opened to distributing the survey in public places. Mr. Fong will reach out to Chris Piper and or Megan Campbell and see if she can speak with us at one of Education and Outreach subcommittee meeting in regards to her position, goals and thoughts.

*** Rest was tabled due to committee members not being in attendance and our zoom meeting was cut at 6:50 p.m. due to technical difficulties.**

- d. Surveys for older kids may be different than ones for younger kids e. Should it be an online survey, paper survey, in-person, or combination? F. Who takes the survey?
- e. All children who are in the Troy City Schools district within the age limits of the survey g. In-person surveys for more personalized, in depth questions and/or answers
- f. Ms. Phillips-preschool and elementary children ii. Ms. Kniceley-Jr. High and High School students iii. Possible places to interview children 1. The Rec 2. The Lincoln Center 3. Study Halls at TJHS and THS

4. Educational Pathways a. Stadium Program-Ms. Holycross

- a. How are they setup? In the football locker room? Is this a barrier to inclusiveness?
- b. Percent of kids who are at risk of not graduating because they are failing classes due to not understanding, learning disabilities, etc. and the percent of kids who are at risk of not graduating because they just aren't attending.
- c. It was decided that Ms. Holycross would send data questions to Mr. Barhorst

5. New Student Body Employment

- a. Are we talking to HBCU's when we're recruiting new teachers for Troy City Schools?
- b. Why don't we have or want a minority goal when it comes to hiring teachers for Troy City Schools?

Meeting ended at 6:50 p.m.

Minutes of Employment Challenges Committee
Troy Human Relations Commission

The meeting of the Employment Challenges Committee was held on Wednesday, October 7, 2020, at 6:00 pm at Troy Senior Citizens Center.

MEMBERS ATTENDING: Sharrie Brown, Kane Feltner, Sonia Holycross, Todd Severt, and Marvin Majors Sr., Kenny Block (ad hoc member)

- I. ROLL CALL: Conducted by Ms. Brown. Mr. Feltner, Mr. Severt, and Mr. Block attended in-person; Ms. Brown, Ms. Holycross, and Mr. Majors attended via zoom. Mr. Hudson was absent.

OTHERS ATTENDING: City Staff, Kathi Roetter - Executive Director of Troy Chamber of Commerce, Melissa Kleptz – Executive Director of the Troy Foundation, Joseph Graves - President of Troy Chamber of Commerce and CEO of Troy Development Council

- II. SELECTION OF COMMITTEE SECRETARY: Ms. Brown volunteered to be Committee Secretary 2nd by Mr. Severt all agreed none opposed.

III. INITIATIVES:

HRC Employment Challenge Committee has selected the following initiatives that focuses on address human relations for the City of Troy.

1. Workforce Development: Mr. Severt requested Mr. Graves, Ms. Roetter, and Ms. Kleptz to present information regarding each of their perspective organizations and how they address the Workforce Development initiative.

- a. Mr. Graves: Troy Development Council focuses on the economic development for the City of Troy by working with industries to retain employees, add employees, attract new industry, along with a component focusing on workforce development and attraction with school systems (Edison State Community College or Upper Valley Career Center) for an available workforce.

Troy Development Council is focused on recruitment and retaining for industries within the City of Troy. Currently, there is over 600 jobs available within the City of Troy. Minority business assistance is filtered through partnership with Troy Development Council, Small Business Development Center, Small Business Administration in Dayton, and Troy Area Chamber of Commerce. Troy Development Council hosts in person free informational sessions on how to open a small business. Informational sessions currently on hold due to COVID-19. Small Business Development Center and Small Business Administration survey individuals to ascertain whether they are a minority, veteran status, disabled or woman owned business. There are resources available for individuals within a diverse community.

Discussion regarding the certification process for business identified issues within the minority community as it relates to previous experience, business background, and credit worthiness. Credit worthiness is a huge issue. Small Business Development Center identifies available grant opportunities. Troy Development Council and Troy Area Chamber of Commerce provides information to assist with finding funding for new business.

To address the generational gap, Troy Development Council has hosted Manufacturing Day touring manufacturing companies as well as Made in Miami County focused on 8th graders interacting with industries from Miami County.

- b. Ms. Roetter: Troy Chamber of Commerce is the leading business advocacy program for local business by supporting growth and partners with Troy Development Council in the area of workforce. Recently partnered with the United States Chamber of Commerce to address inequality of opportunity within the City of Troy.

Troy Chamber of Commerce posts information on their website that provides resources for Minority Owned Businesses. Troy Chamber will be setting up education and training workshops focusing on how to become an entrepreneur and things to be concerned about as it related to be a new business owner. In an attempt to build a better connection, Troy Chamber is requesting assistance from the HRC with hosting an Open House Business After Hours to inform minority business owners of available resources.

Since 2014, Troy Chamber partnered with Troy City Schools for a career education platform, Your Career Connect focusing on local jobs learning about companies through videos. Unfortunately, the program ended because the businesses were not that involved. Working with Troy City Schools on the Development Board and Chamber Board to ensure every student has a career path.

- c. Ms. Kleptz: Troy Foundation is a grant making non-profit organization that apply for grants relating to quality of life issues and economic workforce. Recently conducted a Community Needs Assessment (will be available to the public) which has identified transportation and childcare as part of the top needs in the community. Will be working with other partners in the community to address.

In conjunction with the Needs Assessment, a DEI assessment is being conducted with minority groups and employers through focus groups. This allows for a gathering of information to determine barriers. At the conclusion of the focus groups, Troy Foundation will develop a survey that will be given to community members. Troy Foundation is asking for the HRC's support with reaching community members to complete the survey.

Troy Foundation has funded programs such as Kids to College learning about opportunities to attend college. Junior Achievement program allows for businesses within the community to go into the school.

- 2. Tripod Challenge: The top 4 needs identified within the Needs Assessment are transportation, childcare, mental health, and affordable housing.

- a. Troy Foundation will host meetings that bring groups together to address the specific needs of the community. How to bridge the conversation with employers to see the importance of support transportation for potential employees? Transportation is not affordable or accessible for all. Recommend HRC invite Tim Krug from Miami County Continuum of Care to a meeting to discuss transportation under the Rides to Work. Rides to Work program transport individuals throughout the Miami County through a non-profit organization funded through philanthropy.

Transportation is a much larger issue than the City of Troy. Employees from surrounding counties working at the top 5 employers within Troy are having challenges to get back and forth to work. There are a lot of reasons why an individual does not have access. HRC recommendation to conduct a feasibility study.

Teen Leadership/Leadership Troy do not currently diversity goals. Troy Foundation has a goal to provide better explanation as to who is qualified to apply for scholarships. Diversity will be an added topic to the Leadership program in 2021 to include pictures reflecting the community.

- b. Troy Chamber of Commerce:
HRC posed a question to the Troy Chamber to bring discuss with local employers the possibility of an Employer Resource Network (ERN). ERN is an example of where an employer hires a Social Service Coordinator/Resource Coach to address systemic issues.

Clopay has recently expressed a need for access to the Resource Notebook. The Chamber is interested in having a discussion with employers regarding the ERN model.

The 211 system is up and running. Employers is encouraged to utilize this resource. It is accessible from a desktop. If an employer finds resources missing, please reach out to the developers.

3. Troy Amenities

- a. Concerts: How to attract individuals to attend concerts in Troy? The City of Troy is open for HRC to sponsor/co-sponsor via outreach/marketing to bring in talent.

HRC to develop an entertainment list

- b. The ability to attract and maintain Japanese companies in Troy. Troy is on the management rotation for the mid- to high-level corporate training Japanese nationals. One of the amenities that is talked about is the Japanese School held each Saturday. Currently, workers/managers are voicing a need for a new home. HRC, City, and TDC need to work hard at finding a location to stay grow within the City of Troy.
- c. Ethnic products: Is there a focus group to look at bringing in businesses that attract/keep ethnic groups purchasing within Troy instead of going to Dayton? Mr. Graves will speak with companies (Kroger, Meijer, or Walmart) regarding the possibility of increasing products. Individuals who want to start a business that focuses on selling ethnic products can start a conversation with the Chamber. Could potentially reach out to the current salons.
- d. Bike kiosks is service that is market driven generally located in cities with colleges. Do we know the Bike Path usage? There is not an organized program. there is an abundance of bikes and there are bike shops that volunteer to ensure bikes are ride ready. Local agencies do give away bikes.
- e. There is a need for the HRC help the persona that non-profit services are for everyone and build the trust level. Troy Chamber and Troy Foundation is needing HRC assistance with identifying minority groups to build dialogue and trust. Recommendation is to have an open dialogue platform with a diversity coach.

IV. NEXT MEETING: scheduled for October 21, 2020, at 6:00 pm at the Troy Senior Citizens Center (134 N Market St, Troy, OH).

V. Meeting adjourn at 7:52pm