

**KENTUCKIANAWORKS BOARD MEETING
GREATER LOUISVILLE WORKFORCE DEVELOPMENT BOARD**

Thursday, September 24, 2020

8:30 A.M. – 10:00 A.M.

Zoom online meeting

Board Members Present: Caitlin Blair, David Bizianes, Firas Hamza, Harold Reynolds, Jackie Beard, Jennifer Carman, Jenny Lampton, John Archer, Jonathan Westbrook, Marty Pollio, Mary Ellen Wiederwohl, Michael Hesketh, Neal Cotton, Neil McElroy, Roger Cude, Sadiqa Reynolds, Sarah Davasher-Wisdom, Sean O’Leary, Tony Georges, Tami Hatfield, Ty Handy, Willie Byrd

Welcome and Greetings – *Tony Georges*

Mr. Georges welcomed everyone to the meeting. He appreciated everyone attending, adding that to say there was a lot going on right now would be an understatement. Mr. Georges specifically welcomed the two new Board members: Mr. Neal Cotton and Mr. Stacey Wade.

Mr. Georges said he got a letter from the Mayor a couple of weeks ago. It was sent to all Board & Commission chairs, and asked them to share highlights regarding the investigation of TARC. Recommendations and changes were made to TARC that were considered best practices for other Boards moving forward. Highlights included questions about hiring processes, giving Board Members access to needed information, establishing a Code of Conduct regarding sexual harassment training, and travel expense processes and oversight. Mr. Georges assured the Board he has met with Mr. Gritton many times and gone over these issues, but if any Board Members had any concerns to please let him know directly.

Update on Strategic Planning Process – *Tony Georges*

The Board has been talking about re-inventing the strategic plan for a couple of meetings now. The strategic plan session has been scheduled for 10am-2pm on Friday, October 30, based on Board Member availability that was provided in a Doodle scheduling poll. The session will serve to recreate and reinvent the strategic plan based on the developments of 2020. Mr. Gritton advised the Board to be watching for materials that will be sent out in advance of the meeting.

Review and Approve the August 27, 2020 Board Meeting Minutes – *Tony Georges*

A motion to approve the minutes was made by Ms. Davasher-Wisdom and seconded by Mr. O’Leary. It passed unanimously.

Presentation and Discussion: Disaggregated Data for the Academies of Louisville at JCPS – *Christy Rogers and All*

Mr. Georges introduced Ms. Rogers, saying that a previous Board meeting featured a request for some more data regarding the JCPS Academies. Ms. Rogers was here to share some information. Ms. Rogers started by pointing out that COVID-19 hit on March 13, a date she will never forget. Some JCPS data was derailed on that date, but she planned on showing the Board where JCPS was at that time. Ms. Rogers remained super enthusiastic and all-in on career and technical education, and the difference it is making in Jefferson County. There is more work to do for sure, but JCPS knows how important they are in creating equity in Louisville. She spent some time talking about the Five Star model used by JCPS in the past; this model put five schools in a zone

and gave each school a specialty focus. The hope was to give each school a career theme, and eighth graders would choose their school based on that; however, reality has shown the student assignment plans and pathways did not quite align with the vision of Five Star. The dynamic from back then is not the same as it is now, there is more community scrutiny. There is now a different JCPS with different working relationships with partners. The Academies are one big piece of this puzzle. Ms. Rogers again said JCPS was not where they want to be on performance and outcomes for students, but they continue to push to get there. They have not arrived, but they are proud of the access and opportunities that have been expanded on. Before a student can be considered transition ready, they have to have a pathway. The school board and Dr. Pollio's leadership have made large investments in this plan.

Ms. Rogers then gave her presentation on Academies data. She started with mentioning overall high school enrollment by race: 44.5% White, 36.6% African-African, 11.1% Hispanic/LatinX, and 7.8% other; JCPS has a large ESL population. She had several slides that provided more data specifically about various industry sectors and pathways, specifically highlighting healthcare, IT, public service, and hospitality & culinary pathways. Her presentation was made available to Board members after the meeting. Ms. Rogers was especially excited about the work being done with Alisia McClain to get female students of color involved in IT pathways. JCPS has been fighting to get more work-based learning opportunities for its students; she gave a special shout out to UPS and their work to get kids college credits. However, transition readiness by race remains a big concern, as does early post-secondary/dual credit opportunities by race. JCPS has a relentless focus on change and addressing racial equity work. They will be focusing on graduation rates, average ACT composite scores, A2C (JCTC partnership) enrollment, redesigning their alternative schools, and eliminating disproportionate suspensions.

Mr. Georges thanked Ms. Rogers for the extensive data she provided and opened the floor for questions. Mr. O'Leary asked about the test score gap and wondered what JCPS was doing about that. Ms. Rogers said it went back to creating a sense of belonging; the curriculum offerings must be more diverse, schools need to have more diverse teachers, and schools have to keep kids engaged. Black kids need to hear and see and read about their heritage. There must be a total transformation to ensure kids have a sense of belonging, kids have to know we care about them.

Ms. Lampton asked about guidance counselors and if there was a diversity in equity policy there. Ms. Rogers said the JCPS equity policy touches every division and every group. Pam Royster on her team attends every counselor meeting. Dr. Pollio has made big investments in ECE (exceptional child education, i.e. special education). There are mental health counselors in almost every building. ESL/ELL students also have groups. JCPS must get the right student in the right seat. Ms. Rogers closed by restating JCPS was seeing results and getting more kids involved, but they still have real significant challenges to address.

Presentation and Discussion: Equity Focus and Ways We Can Strengthen Our Effectiveness Serving Black Residents – *Cindy Read and All*

Ms. Read offered a presentation on the KentuckianaWorks Racial Equity Agenda. These items will be prioritized with metrics offered at the Strategic Plan meeting next month. As discussed in the June Board meeting, KentuckianaWorks is charged with implementing clear and measurable programs and practices to actualize the commitment expressed in its values statement. One of the

early decisions was the need to achieve results through partnerships with organizations that are Black-led or serve communities of color. Another decision was to adopt “A Path Forward” as a guiding document. It argues for action, systemic solutions, and catalytic investments rather than just more studies. It argues for us to re-envision what employment looks like, for wrap-around support and removal of barriers, and for a paradigm shift with the private sector becoming a major investor in strategies. Ms. Read then expanded upon the four planks of the proposed Racial Equity Agenda. These planks include:

- 1) Accountability (e.g., improving equity of access and equity of results, with a quarterly racial equity dashboard provided by the LMI team and increased Board diversity);
- 2) Critical Partnerships (e.g., expanding/strengthening existing partnerships, creating a communities of color workforce partnership, and raising new funding together);
- 3) Programmatic Relevance (e.g., adding or changing workforce programs to be more intentional on racial equity, addressing the digital divide, training leading to higher wages, a focus on racial healing, finding mentors, working with labor unions, and addressing housing insecurity); and
- 4) Shared Employer Responsibility (e.g., creating employer partnerships and getting employers led by Board members to embrace accountability and practices that lead to more Black hires).

Ms. Read asked for directional feedback – was she on the right track? What’s missing? Mr. Georges agreed this report would provide the bones of the new strategic plan. Mr. Wade said he would like to spend some time going through it and come back with some thoughts. Mr. O’Leary likewise said he would take some time to digest it, but thought it was great to see us thinking about it 5-6 weeks ahead. Ms. Wiederwohl appreciated the focus on outcomes, adding there have been a lot of great inputs, opportunities, and open doors, but the outcomes have not been there; in other words, what we have been doing is not good enough, and she was looking forward to the focus on that. Mr. Cude offered his congratulations to the team for working on this. He asked if the October 30th session would be refining the four planks, changing them, basically what to expect. Mr. Georges stated the existing KentuckianaWorks strategic plan was well-intended, but it is no longer relevant to where we are today; it has not been “2020’d.” His objective was to come out of the October session with actual outcomes tied directly to equity that address the needs of the city and its citizens today, to come up with memorable, digestible, actual strategies.

Mr. Gritton said he was going to work with the Oliver Group to help organize and run the session. The corporate world has priorities that are relatively few in number everyone in the company can enunciate, with a cascade of things beneath that; that is what we are trying to imagine here. Ms. Reynolds emphasized the importance of reading “A Path Forward,” which had more than 60 organizations come together. She asked if KentuckianaWorks staff were just looking for feedback, or if they are looking for buy-in? Ms. Read said she welcomed feedback, for sure. Ms. Read specifically mentioned feedback about the planks, adding she received feedback from staff who said while “A Path Forward” talks about system change, there is not a plank about that topic. Mr. O’Leary asked for clarification on if “A Path Forward” was publicly posted; Ms. Reynolds said yes and that Mr. Williamson had posted a link to it in the chat. Mr. Gritton mentioned the interplay Ms. Read and Ms. Thompson have been working on and the various ways the Board and staff can utilize our positions to maximize the biggest and best outcomes; those are various levels they are trying to articulate. Ms. Reynolds suggested the corporations that are engaged with non-profits for job placement candidates should consider

paying those non-profits, in the same way they pay staffing firms who provide them with new candidates for jobs. Mr. Georges reemphasized the role of the Board is to set the direction for the KentuckianaWorks organization, and hold staff accountable for results. The strategic plan will offer the Board a chance to sharpen its metrics, and each Board member's voice and perspective will be valuable.

New Board Member Mr. Cotton offered his thanks, adding that he was very proud and happy to be part of the group. Regarding what Ms. Read said, he agreed unions need to be more involved. His organization, the Laborers, has worked with the Louisville Urban League for years; Frank McAfee is his go-to man. Mr. Cotton said Ms. Rogers was also right, there has to be more involved than the West End, but concentration on minority groups is certainly important. Mr. Georges again welcomed Mr. Cotton to the Board and said he was glad to have him on the team.

Executive Director's Report / SummerWorks Highlights – *Michael Gritton*

There was an agenda item to discuss SummerWorks topics today, but that will be pushed back to the next Board meeting due to time constraints. Briefly, though, Mr. Gritton wanted to give kudos to Mr. Luerman and Mr. Locke for pulling off a miracle this summer. The main headlines for the Board today are that the Mayor did an incredible job of fundraising late in the summer, basically doubling the SummerWorks budget: SummerWorks received \$800,000 from the One Louisville Fund, \$500,000 from the James Graham Brown Foundation, and \$100,000 from the Gheens Foundation. The challenge for next year is that SummerWorks will have \$500,000 from the city and about \$500,000 left over from this summer's fundraising, but the rest of the funding future for SummerWorks is a bit uncertain at the moment. There had been multiple three-year commitments from a number of key funders that expired at the end of this summer. At the strategic plan session on October 30, one topic will be about how KentuckianaWorks envisions funding something like this moving forward. Regarding the SummerWorks Tech Academy, KentuckianaWorks managed to spend \$250,000 from a standing start, which provided a huge opportunity to get kids, particularly kids of color, connected to tech work, which goes directly into what Ms. Rogers was saying about getting kids into tech pathways.

Mr. Georges asked if anyone had anything else to share. Mr. Rogers said JCPS would like to meet Mr. Cotton and help each other work together.

Mr. Georges closed by saying he appreciated everyone making time to attend, acknowledging again that everyone had a lot going on. He was looking forward to the Strategic Planning session on October 30th, saying the Board will squeeze a lot of work into those four hours. These are exciting times to be at KentuckianaWorks, and he was excited about what we are doing.

The meeting adjourned at 9:58am.

KentuckianaWorks Staff:

Michael Gritton
Aleece Smith
Angella Wilson
Bailey Preston
Barbara Ferrell
Brian Luerman
Christopher Locke
Cindy Read
Dr. Darrius Brooks
Elizabeth Davis-Terhune
Jaime Disney
Joi McAtee
Laura Paulen
Lori Hiser
Mary Rosenthal
Regina Phillips
Rider Rodriguez
Tobin Williamson

Contractors and Guests:

Angela Wells-Vereb
Ashley Janicki
Charlotte Kerns
Christy Rogers
Jennifer Welch
Jessie Schook
Joshua McKee
Kristin Wingfeld
Lisa Thompson
Marsha Berry
Monica Collins
Regan Wann
Sara Dodeci
Shatreece Johnson
Stacey Wade
Tanelle Smith
Violet Skinner
Zakiyyah Raymore