

## NIAGARA COUNTY WDB

### Inclusion Committee Minutes 3.7.24

#### Virtual WEBEX



Item	Item	NEXT STEPS/Results
Attendees	Who?	Dennis, Bonnie, Marilyn Dennis had update about NYSCB rep for this meeting.
Our next project(s)	<p><b>Project #1</b>  <b>Student with disabilities Career Exploration Fair, October 23<sup>rd</sup> 9-2 NCCC</b>  <b>Next Steps.... Meet with NCCC to begin planning process.</b>  <b>Indoor, Outdoor , NCCC Program Demos, Disability Resources</b></p> <p><b>Project #2</b>  <b>Panel discussion</b>  <b>May/ June Virtual</b>  <b>Possible topic</b>  <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><b>Project # 3 ...</b>  <b>Transgender Issues in Inclusive employment</b>  <b>Cultural competency training? or panel discussion</b>  NYSDOL <a href="#">Transgender Employment Study</a>, a first-of-its-kind report that reveals insights about the workplace experiences of transgender, -conforming, and non-binary (TGNCNB) individuals in New York State. Conducted by the DOL in partnership with the New York State</p>	<p><b>We will meet with Alissa On March 8 to initiate the planning process</b>  <b>Bonnie</b> will follow up with <b>Michele Taylor</b> Re: use of Virtual Reality head sets</p> <p><b>DEI ..HOW.. WHAT, AND..WHY</b>  Panel discussion  <b>We Selected Wednesday, May 15, 830 to 10 am for this event</b>  <b>Dennis</b> will follow up with original panelists about availability  <b>Dennis</b> will share flyer with <b>Bonnie</b>  <b>Bonnie</b> will share with <b>Helen D</b> for our flyer  <b>Marilyn</b> will advertise to businesses in her database.</p> <p><b>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. And LP</b></p>

	<p>Division of Human Rights (NYSDHR), the study highlights critical areas of concern:</p> <ul style="list-style-type: none"> <li>• <b>Employment discrimination based on gender identity is pervasive throughout the state.</b></li> <li>• <b>TGNCNB people of color experience greater employment disparities.</b></li> <li>• <b>There is a lack of cultural competency statewide regarding gender identity and expression.</b></li> <li>• <b>There is a genuine fear for safety in the workplace among TGNCNB individuals.</b></li> <li>• <b>Discrimination and other barriers to employment have led TGNCNB New Yorkers to seek self-employment opportunities.</b></li> <li>• <b>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.</b></li> </ul>	<p>and NT sites TBD. <b>Ron will follow up with Pinnacle</b></p> <p><b>Dennis</b> will follow up with <b>Ron</b> about his progress with this idea.</p>
Next Meeting	April 11 (The <b>second</b> Thursday )	3pm WEBEX
Adjourn		Communicate by email until our next meeting