

Planning Committee Minutes

Wednesday, May 11, 2022

via zoom/telephone/in person

MEMBERS PRESENT: Steve Hodgins
MEMBERS EXCUSED: Paula Freedman
MEMBERS ABSENT: Shirley Copes (Chair), Elizabeth Hakanson
STAFF PRESENT: Carolyn D. Brown, Todd M. Goehle

The meeting started at 4:54 PM. It was not called to order because there was no quorum.

PRESENTATIONS: Racial Equity – Self-Assessment

Community Engagement Director Todd Goehle shared the agency's progress towards completing a Racial Equity Assessment with the consultant Clair Minson from the Aspen Institute. Currently, 16 staff members ranging in background and position within the agency are completing the assessment. The assessment is helping the agency to examine the agency's racial equity policies and practices by considering issues related to training, data, clients and feedback, as well as our workforce and community partners. From the assessment, a list of recommendations will be rendered that can be adopted by the agency.
See attached documents.

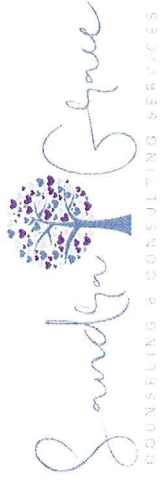
GRANT SUMMARY REPORT:

Current Grant Summary report (attached) was mailed/emailed to the Committee in the meeting packets for their review.

NEW BUSINESS:

Discussions about the proposed sale of 811 East Washington Street property continue.
Search for new HR Director is on track.

The meeting ended at 5:20 PM.



Assessing Your Organization's Racial Equity Policies and Practices

This assessment recognizes that organizations are at different levels of their racial equity journey. We encourage you to complete this assessment to help us better understand your organization's strengths, weaknesses and opportunities for improvement.

Upon completion of this assessment, please send to Clair Minson at sandragracellc@gmail.com

Instructions for completing the Organizational Self-Assessment

Please complete this self-assessment to the best of your ability, and choose the answer that best reflects where your organization is today on each of these competencies or areas of work. In addition, please note any areas where you are interested in receiving technical assistance, whether or not that is the focus of your grant request at this time. You may find it helpful to complete this as a team or to get the input of different members of the organization.

Please complete all sections of this self-assessment - Staff Competencies; Organizational Practices; Data; Programs and Services and Employer Partnerships. Each section is on a different tab of this workbook.

Respondent Information

Organization

Date Assessment Completed

Name of individual completing the assessment

Title of individual completing the assessment

Were there other individuals that assisted with the completion of this self-assessment? (Y/N)

If yes, please list their names and titles (use multiple rows if needed)

Response

Organization Name

Organization Name

0- None	1- Starting work in this area	2- Work is well underway	3- Strategy is fully implemented	like technical assistance in this area (Y/N)	Examples/Comments/Notes
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1 Staff have received training on the barriers to opportunity for people of color and the depth of embedded racial inequities – (how they are produced and how they can be reduced)

2 Staff are comfortable discussing issues of barriers to opportunity and/or embedded racial inequities with relevant individuals and groups.

3 Staff are competent discussing issues of barriers to opportunity and/or embedded racial inequities with relevant individuals and groups.

4 Staff are able to identify institutional policies and/or practices that may perpetuate inequities

5 Staff receive regular training or technical assistance on understanding racial disparities and/or inequities

Organization Name

0 - No	1 - Starting work in this area	2 - Work is well underway	3 - Strategy is fully implemented	We would like technical assistance in this area (Y/N)	Examples/Comments /Notes
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¹ Removing barriers to opportunity and reducing disparities are explicit goals of our work and are articulated in a mission/vision statement or guiding principles

² Our organization regularly assesses our own workforce composition by race/ethnicity

³ Our organization develops and implements strategies for increasing racial/ethnic diversity and inclusion at all levels, including leadership

⁴ Our organization regularly assesses our internal policies and practices to identify the potential for widening racial/ethnic disparities

⁵ Our organization has a plan for embedding racial equity strategies across all organizational and operational areas

⁶ Our organization explicitly prioritizes racial equity and inclusion

⁷ Our organization explicitly seeks feedback from our network and uses that feedback in designing and delivering services

⁸ Our organization explicitly seeks feedback from communities impacted by our work and uses that feedback in designing and delivering services

Organization Name

0- No	1- Starting work in this area	2- Work is well underway	3- Strategy is fully implemented	We would like technical assistance in this area (Y/N)	Examples/Comments/Notes
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¹ Our organization collects data on race and ethnicity of individuals served by our own programs (if applicable)

² Our organization collects data on race and ethnicity of individuals served by our affiliates' programs

³ We disaggregate data by race and ethnicity to look for differences in participant outcomes

⁴ Our organization analyzes data on barriers and challenges to identify ways in which structural inequities disproportionately impact individuals of color

⁵ Our organization uses data on disparities to drive decision-making about programs and resources

Additional Questions to consider

What kind of data are you most interested in collecting?

What challenges do you encounter in collecting and analyzing data related to race and ethnicity?

What technical assistance would be most useful to you in strengthening your data collection and analysis related to race and ethnicity?

Organization Name

0- No	1- Starting work in this area	2- Work is well underway	3- Strategy is fully implemented	We would like technical assistance in this area (Y/N)	Examples/Comments/Notes
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1 We have access to data on racial/ethnic disparities in the regions in which we work to guide our programs and services in workforce development/economic mobility (that is, the data on relevant indicators are broken out by race or can be broken out by race)

2 We have a theory of change regarding racial/ethnic disparities that informs our programming in workforce development/economic mobility.

3 Our programs and services incorporate strategies that address disparities specifically based on the theory of change (e.g. race-based strategies, strategies to close identified gaps, strategies to close the gaps and improve outcomes, etc.)

4 Our programs and services promote capacity building and asset building for people and communities of color.

5 We regularly assess how well our programs and services are closing racial disparities.

6 We include people (grantees, TA providers, consultants, etc) with specific skills or experience in reducing racial disparities in the planning and delivery of our programs and services.

7 We have the knowledge and capacity needed to provide technical assistance to our affiliates or network members about incorporating strategies to reduce racial disparities (if applicable)

Additional Questions to consider

Are there differences in how much your organization emphasizes racial equity practices across programs?

Could you share how widespread race equity informed practices are across your organization?

Organization Name

0- No	1- Starting work in this area	2- Work is well underway	3- Strategy is fully implemented	We would like technical assistance in this area (Y/N)	Examples/Comments/Notes
1 Our organization partners with employers to identify internal barriers to advancement for their employees of color (Black, Latinx, Native American/Indigenous, Asian/Asian Americans)					
2 Our organization conducts a "workplace culture assessment" for all prospective employer partners					
3 Our organization conducts a "workplace culture assessment" for all existing employer partners					
4 Our organization works with employer partners to address institutional barriers for employees of color					
5 Our organization provides training (or access to training) on diversity, equity, inclusion and/or racial equity to all employer partners					
6 Our organization provides training (or access to training) on environmental equity/environmental justice to all employer partners					
7 We have the knowledge and capacity needed to provide technical assistance to our employer partners about incorporating strategies to reduce racial disparities in their employment data					
Additional Questions to consider					
How could you influence your employer partners to adopt a racial equity and inclusion lens to their institutional practices?					
If your employer partner does not have a commitment to equity and inclusion how will you assess their readiness for partnership with LAGC?					

PEACE, Inc. Recent Grant Applications 4/19/2022

<u>Funding Source</u>	<u>Project</u>	<u>Program</u>	<u>Submission Date</u>	<u>Request Amount</u>	<u>Status</u>	<u>Award Date</u>	<u>Award Amount</u>	<u>FY Submitted</u>	<u>Lead Writer/Submitter</u>
US Department of Justice, Office of Violence Against Women	Engaging Men and Boys as Allies in the Prevention of Violence Against Women and Girls	Vera House / Family Services Collaboration	4/12/2022	\$120,003 for PEACE, Inc. (\$350,000 total request)	Pending				Vera House - Amanda Eyeam, George Kilpatrick, Loren Cunningham, PEACE, Inc. - Lucy Totino
Onondaga County Health Department: Maternal and Infant Community Health Collaborative: Community Based Partner Services	Women's Wellness Program	Family Services	3/14/2022	\$10,000	Awarded	3/18/2022	\$4,500		Lucy Totino, Todd Gochle submitted application
The Davies Foundation	BBBS	BBBS	2/4/2022	Amount decided by the Davies Foundation	Pending				Todd Arnold - BBBS Volunteer (employees of the Davies Company submit applications to the Foundation for organization's of their choice).
The John Ben Snow Foundation & Memorial Trust	BBBS School-Based Programs	BBBS	2/1/2022	\$7,500	Not Awarded	1/9/2022			Lucy Totino
Summit Federal Credit Union	Community and School Based Programs	BBBS	1/3/2021	\$10,000	Awarded	1/3/2021	\$10,000		John Bruzdanski
Onondaga County Save the Rain Program	Southside Revitalization Project	SS+RC	12/17/2021	\$82,676	Pending				Jerry Barker
Department of Children and Family Services Renewal	BBBS School-Based Mentoring, Onondaga County	BBBS	12/15/2021	\$15,000	Awarded	12/14/2021	\$15,000		Todd Gochle
Oswego County Youth Bureau	OS Oswego County/Central Square	BBBS	12/1/2021	\$5,000	Awarded	12/29/2021	\$5,000		Lucy Totino
New York Office of Children and Family Services	Head Start Stabilization	Head Start / Early Head Start Baldwinville, Genesee, James St, Jordan Elbridge, LaFayette, Liverpool, Merrick, Sumner	11/19/2021	\$540,800	Awarded	11/22/2021	\$540,800		Rebecca Heberle

PEACE, Inc. Recent Grant Applications 4/19/2022

Onondaga County Department of Child and Family Services	The Department of Energy and Housing	Aging-In-Place Senior Home Modification Program	11/18/2021	\$100,000	Awarded	3/7/2022	\$100,000	Todd Goehle
City of Syracuse CDBG	Dunk Your Junk	Family Services	11/12/2021	\$71,637.04	Not Awarded			Lucy Totino
Inspire Brands/Arby's - Utica Branch	BBBS Salaries	BBBS	11/8/2021	\$2,000.00	Awarded	11/28/2021	\$2,000	Todd Goehle
Inspire Brands/Arby's - Syracuse Branch	BBBS Holiday Event	BBBS	11/8/2021	\$27,800	Awarded	12/17/2021	\$27,800	Todd Goehle
CO-OP Fund (EITC Funders Network, Community Foundation Opportunity Network, and CILeads)	EITC Tax Recruitment and Enrollment	EITC	10/1/2021	\$96,500	Awarded	10/21/2021	\$100,000	Todd Goehle
OCFS and Onondaga County	Gun Violence Funding	Family Services / BBBS	9/27/2021	\$20,835	Awarded	9/27/2021	\$20,835	Carolyn Brown
Fatherhood Connection, Inc.	Fatherhood Initiative	Family Services	9/24/2021	\$8,000	Awarded	9/24/2021	\$8,000	Carolyn Brown
National Grid	BBBS Corporate Mentorship Program	BBBS	9/8/2021	\$13,000	Not Awarded (Worksite Mentoring Program denied, donation of \$4,000 was given)	4/4/2022		Todd Goehle
United Way	Free Tax Program	Free Tax Program	9/3/2021	120,000.00	Awarded	11/1/2021	\$110,000	Todd Goehle
United Way	BBBS	BBBS	9/3/2021	16,150.00	Awarded	11/1/2021	\$16,000	Todd Goehle
OPWDD	Project Connections	ESFRC	8/29/2021	\$73,238	Awarded	8/18/2021	\$73,238	Mary Beth Welch, Nancy Turo
NYSOFA (Magnirelli)	Senior Meals, Trips	Foster Grandparents, Eastwood Community Center, Senior Nutrition	8/27/2021	\$20,000	Awarded	7/23/2021	\$20,000	Lucy Totino
SCSD	SCSD Alternative Classroom	ESFRC	8/23/2021	\$65,000	Awarded	Waiting for Contract	\$65,000	Mary Beth Welch, Nancy Turo
BNY Mellon	BBBS Corporate Mentorship Program	BBBS	7/16/2021	\$25,000	Awarded	9/1/2021	\$20,000	Todd Goehle

PEACE, Inc. Recent Grant Applications 4/19/2022

Mother Cabrini Health Foundation	Southside Revitalization Project	SSFRC	5/20/2021	\$75,000	Not Awarded	12/10/2021	Todd Goehle
Housing and Urban Development	Aging in Place Program	Weatherization	5/18/2021	\$500,000	Not Awarded	8/1/2021	Todd Goehle
St. Augustine's Roman Catholic Church	CW/FRC Food Pantry	CW/FRC	5/3/2021	\$700	Awarded	5/3/2021	Mary Beth Welch
Syracuse HOPE/United Way	Let Me Be Great, Dunk Your Junk, Additional Summer Funds	ESFRC	5/1/2021	\$75,000.32	Awarded	7/19/2021	Carolyn Brown, Nancy Turo
CNY Food Bank	2021-2022 HPNAP	CW/FRC	4/30/2021	Amount Decided by CNY Food Bank	Awarded	6/25/2021	Mary Beth Welch, Meg Tamilio
CNY Food Bank	2021-2022 HPNAP	ESFRC	4/30/2021	Amount Decided by CNY Food Bank	Awarded	6/25/2021	Mary Beth Welch, Meg Tamilio
CNY Food Bank	2021-2022 HPNAP	SSFRC	4/30/2021	Amount Decided by CNY Food Bank	Awarded	6/25/2021	Mary Beth Welch, Meg Tamilio
CNY Food Bank	2021-2022 HPNAP	WSFRC	4/30/2021	Amount Decided by CNY Food Bank	Awarded	6/25/2021	Mary Beth Welch, Meg Tamilio
Onondaga County Office of the Aging	EISEP- 3 Year Contract	Senior Supports	4/23/2021	Amount Decided by Onondaga County	Awarded	6/17/2021	Beth O'Hara
Onondaga County Office of the Aging	NAP- 3 Year Contract	Senior Supports	4/23/2021	Amount Decided by Onondaga County	Awarded	6/17/2021	Beth O'Hara
Onondaga County Save the Rain Program	Weatherization Driveway Installation	Department of Energy and Housing	3/1/2021	\$176,034	Awarded	10/5/2021	Jerry Barker
ARISE Food Insecurities Distribution	Not determined yet which senior program will use these funds	Agencywide	2/22/2021	\$27,000	Awarded	2/22/2021	NA Misc check was mailed to the Agency
Housing Visions	Housing Visions/ESFRC Housing Eviction/Rental Relief Program	FRC	2/1/2021	\$23,088	Awarded	2/1/2021	Mary Beth Welch, Todd Goehle, Nancy Turo
Jon Ben Snow Foundation	BBBS School-Based Mentoring Program	BBBS	1/31/2021	\$ 7,500.00	Awarded	9/9/2021	Todd Goehle
Romano Automat	Romano Automat Holiday Hope/FRC Toiletry Program	FRC	12/1/2020	\$2,500	Awarded	12/8/2020	Todd Goehle
Vera House	Vera House/FRC Elder Abuse Outreach	FRC	12/1/2020	\$24,172	Awarded	4/29/2021	Mary Beth Welch
Onondaga County Youth Bureau	BBBS School-Based Mentoring, Onondaga County	BBBS	12/1/2020	\$15,000	Awarded	1/4/2021	Todd Goehle