

Name of Group: Education, Jobs, and Training

Meeting Date: November 16, 2021

Meeting Time: 6:30 PM

Meeting Location: Zoom

Members Present: Andy Miracle, Kayla Seibel, Miles Spann, Bryan Fox, Christa Gibson, Connie Gomez-Jones, Jennifer Fox, Eliza Monroe, Jeymi Dubon (OOY), Holly McCoy, Dr. Marchell Franklin, Kimberly Cameron (members absent: Sandra Chambers, Mimi Kessler, Mathew Palmer)

Adopted Group Agreements

- Come to the discussion with an open mind and heart
- Show up and be present in their own commitment/capacity whatever way you are most comfortable (cameras on or off, speaking up or adding things to the chat, everyone is different)
- Be able to see, support and respect one another's point of view, respect and honor our differences, and create an open safe space.
- Understand that we each bring individual experiences and perspectives, don't make assumptions based on the different identities people bring to the space (young people, elders, people of color, etc.)
- Make space for each person to participate, for self-reflection and collective reflection
- Step up and step down when needed.
- Be transparent, share power, and work towards building trust
- Be bold together and think generationally and creatively
- Focus on what's possible, what are the opportunities - as opposed to jumping to the risks and what can't be done
- Respond to and engage with what individuals are saying so they feel heard, write down and consider all ideas, even if they don't all make it into the final plan
- Respect everyone's time and provide the opportunity, tools, and resources to be successful
- Provide meeting notes, agendas, and intended outcomes for people to reflect on outside of the meetings.
- Strive to make meetings and engagement as accessible as possible.
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Información y actualizaciones del personal

- Schedule Reminder - December meeting date (12/7). Link to come in the future.
- What is a Policy? Kayla presented the slideshow showing examples of comprehensive plan policies.
- Walk through example policies and discuss reactions

- The 2005 policy examples seem to read like a “demand” to a specific department and how they should approach a specific goal or objective.
- Minnesota plan looks at the policy and the action step
- Many of the current policies read like homework assignments to other departments.
- Coordination is important amongst multiple departments.
- 2005 policy examples appear to leave room for loopholes for people to **not** have to meet all the requirements; the language chosen seems deliberately vague.
- How do we then hold various departments accountable to the policies that we are creating? How do we hear from those that are not on the call whose voices are just as important?
- Balance of specificity while also being inspirational and intentional/realistic.
- Miles gave the great analogy that we are looking to create a wishlist.
- Initial brainstorm on limitations and opportunities related to Education, Jobs & Training policies
- Tips for brainstorming new policies

Policy Brainstorming

Discussion prompts:

- What does an equitable/accessible Durham look like?
 - Access to education for all.
 - Meeting people where they are at.
 - Help them identify their short term and long term goals, and what resources we have available to them.
 - Currently:
 - Latine & African American males are statistically performing lower in education.
 - Many children do not have the means nor the representation to have their educational needs mentioned and met.
 - Jennifer mentioned infrastructure and the difficulty that people have simply accessing resources.
 - How do we connect infrastructure and access AND that the education provided is creating the most impact.
 - By middle school, children are lost. We need more K-4 programs. Kindergarten is 1st grade; if you cannot write before that time, you are already behind.

- Holly and Christa worked on the “Childhood Early Action Plan” that would be a great resource for us to refer to as it is a new document that could be incorporated. (<https://dci-nc.org/early-childhood-action-plan/>)
- We want policies that make an equitable/accessible Durham. The goals and objectives are trying to lay out an equitable vision for Durham.
- You either have behavior that influences policy or policy that influences behavior. We want to make sure our policy encourages positive behavior.
- Childcare is a BIG part of jobs.
 - Post-pandemic we can all agree that childcare is incredibly important and we have a definite gap at this time.
- Access to technology and funds is imperative, almost more than transportation as we saw with the pandemic where families went from 1 computer in the home, if any, to needing multiple devices as everyone was home and working online.
- Wireless connection & Broadband is imperative for a future Durham.
- Libraries can be a hub of resources and a community institution that can share resources across many groups and people.
- Some reviews, like a rezoning, can allow the city to impose conditions (like infrastructure) in order for the project to be approved.
- Education creates the opportunities for jobs. (The overall connection between these two fields.)
- We need to support students and youth in education obtainments AND underemployed connected to jobs and sustainable living wages.
- Starting with the actions of our local government and specifically how we deal with land, how do we start making the adopted Goals and Objectives real in our community? What would you like to see the City and County do to reach the Goals and Objectives?
 - Looking at the community college strategic plan and partnering → we do not need to reinvent the wheel and need to have a collabs with all of these existing plans.
 - Something in this policy needs to address those who are looking for a second chance, those who may have legal barriers.
 - Enterprise zones? They are in other communities. Why not here?
 - “Educational Equivalence” in the hiring process for positions where life experience helps you have the skills needed BUT you do not have the education requirements.
 - Example: GoDurham requires a high school diploma to drive buses but some might have the necessary experience.

- Everyone should have the ability to broaden their horizons here in Durham. Even if we implement things in Durham, small mindedness will make it so that people will not try them or be interested in them.
- Are there any priorities that we feel we want to start a workshop, to give a try, to form a sentence that encapsulates what we have been talking about so far? (Miles asked)
 - I think that broadly we are talking about addressing the root causes to prosperity/barriers to success. (Andy)
 - We have to start with the young.
 - Do we believe everyone should have universal access to headstart & pre-k? (Miles asked)
 - Group responded: YES.
 - Okay, where is the start to ensure equitable access to that? (Miles asked)

5. Finishing Up (15 minutes)

- Next meeting will be December 7 from 6:30 PM - 8:30 PM.
 - What do folks want to focus on for our next meeting? What can we work on individually before then?
 - Staff will compile the themes that were heard during this meeting.
 - Working document will be able to be edited
 - Eliza will compile low lying fruit of examples of policy and projects surrounding daycares and schools.
- Is there any information that the group needs to share with another working group, specifically the Spanish Language Working Group?
 - Connie offered her Spanish language skills if the group would like a guest visit.
 - Broadband conversation should go to whoever is in charge of infrastructure.
 - Transportation connection with schools.
- Staff will send follow-up notes to this group for review before posting publicly to the EngageDurham site.
- Any announcements for the group?
 - Connie - Durham Arts Council Art Walk
- Any last thoughts or suggestions for how we can improve future meetings? You can also email our team after this meeting if you have thoughts you'd like to share.