Today’s Agenda

After today you will have an increased understanding of how to implement policy/practices at your organization to create more equitable hiring

<table>
<thead>
<tr>
<th>Time</th>
<th>Session</th>
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<tbody>
<tr>
<td>9am</td>
<td>Introduction</td>
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<tr>
<td>9:15</td>
<td>Panel</td>
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<td>9:45</td>
<td>Guided Breakouts</td>
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<tr>
<td>10:25</td>
<td>Share Out &amp; Resources</td>
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<tr>
<td>10:45</td>
<td>Thank You &amp; Closing</td>
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What is RMAPI?

The Rochester-Monroe Anti-Poverty Initiative (RMAPI) is a collection of individuals and organizations working together in new ways to tackle systemic root causes that contribute to poverty.
You pledged:

“As a participating RMAPI Employer, I pledge to be an employer who enables sustainable employment for individuals seeking to move from poverty to self-sufficiency....”

50+ employers have already taken the pledge in our community, committing to improve practices related to WORKPLACE CULTURE, HIRING, RETENTION, & PROMOTION.
Employer Pledge Signers
You are part of a larger community of practice

Employers:
1199 SEIU United Healthcare Workers East
Action for a Better Community, Inc
Catholic Family Center
Causewave Community Partners
Center for Dispute Settlement
Center for Employment Opportunities
Children’s Institute
City of Rochester
Common Ground Health
CP Rochester
East High School EPO
Equal Grounds
ESL Federal Credit Union/Foundation
Excellus Bluecross Blue Shield
FLPPS
Foodlink
Greater Rochester Chamber of Commerce
Greater Rochester Health Foundation
Heritage Christian Services
Hillside Family of Agencies
Huther Doyle
Ibero-American Action League, Inc.
Imprintable Solutions
Jewish Senior Life
Lifespan
Lifetime Assistance, Inc.
Mary Carlola Center
Max and Marian Farash Charitable Foundation
Monroe Community College
Nazareth College of Rochester
NYS 7th Judicial District
Office of Congressman Joe Morelle
Planned Parenthood
Rochester Area Community Foundation
Rochester City School District
Rochester Educational Opportunity Center (REOC)
Rochester Genesee Regional Transportation Authority
Rochester Genesee Valley Area Labor Federation
Rochester Institute of Technology
Rochester Regional Health
Rochester Public Library
Rochester Rehabilitation Center
RochesterWorks!
St. John Fisher College
SUNY Geneseo
The Children’s Agenda/Roc the Future
Truform Manufacturing
United Way of Greater Rochester
University of Rochester/URMC
Villa of Hope
Wegmans Food Markets
Women’s Foundation of Genesee Valley

WPOs:
Catholic Family Center
Center for Employment Opportunities
Foodlink
Frederick Douglass Initiatives
Ibero American Action League
Mount Hope Family Center
Rochester Educational Opportunity Center (REOC)
RochesterWorks!
Villa of Hope
YAMTEP
What we mean by Federal Poverty Limit...

31.3% of City of Rochester residents & 14.4% of Monroe County residents live in poverty. The national average is 13.4%.

<table>
<thead>
<tr>
<th>Household Size</th>
<th>Poverty Guideline</th>
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<tbody>
<tr>
<td>1 person</td>
<td>$12,880</td>
</tr>
<tr>
<td>4 people</td>
<td>$26,500</td>
</tr>
</tbody>
</table>

What we mean by Self Sufficiency...

Despite working part or full-time, many families fall below ‘self-sufficiency.’

<table>
<thead>
<tr>
<th>Household Size</th>
<th>ALICE “Survival Wage” 2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 person</td>
<td>$24,065</td>
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<tr>
<td>4 people</td>
<td>$68,808</td>
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</table>

You can learn more about Asset Limited, Income Constrained, Employed at unitedforalice.org.
Our neighborhoods with highest poverty rates are also neighborhoods that are most racially segregated & most affected by structurally racist policies including red lining.
“I work because I want to get paid, I want to be sustainable.”

- 38% of those ages 16+ living in poverty in Rochester worked at least part of the year yet still fall below the federal poverty level.
- 45% of those living in poverty in Rochester did not work.

Wage Disparities Report, 2017

Reduce poverty, increase self-sufficiency

RMAPI
HIRING & POVERTY:

Have you ever wondered what barriers job seekers in poverty experience while looking for a job?

“I haven’t applied to a lot of places because I know I'm just one of 175 or whatever applicants. If I could talk to someone face to face I'd make a better impression than these words on paper.”

“This man says he does not have a GED -if you saw him you would never know that. But when they only see you on paper they'll disqualify you for something like that. It's not fair.”

“Once you find a job to apply to you got to make sure it's on the bus route... It might take 16 hours out of your day to work out there in the suburbs”
Today’s Learning Session: Hiring

RMAPI HIRING BEST PRACTICES:

1. Recognize the multifaceted benefits of local engagement and develop community-oriented hiring practices.

2. Act as a strong and effective partner to workforce preparation organizations to maximize benefits both for the program participants and employers.

3. Engage in critical reflection about hiring practices and make changes to remove bias, provide for flexibility in job requirements, and focus on individuals’ capacity to learn.
RMAPI Employer Pledge & Learning Session Purpose

Providing you the resources to change your practices related to:
• Hiring - today
• Retention
• Promotion
• Workplace Culture

Today’s Goal: You will leave with an increased understanding of how to implement policy/practices at your organization to create more equitable hiring.
Today’s Panel

• Tyrone Reaves, Truform Manufacturing
• Lisa Owens, ESL Federal Credit Union
• Zach Arnold, University of Rochester
• Krystle Hall, RGRTA/RTS
• Moderator: Kevin Beckford
Learning From Each Other

What do you want to learn? What challenges do you face?
• Removing bias from hiring/Hiring managers recognizing implicit biases in processes
• New recruitment sources/connecting to diverse candidates
• Want to be fair and effective in hiring
• Benchmarks, examples, tools (sample rubrics)
• How to diversify talent/leadership
• Process improvement/standardizing practices
• Reducing time to hire/convert interviews to hire
• Historically not a diverse staff/small staff
• Follow-through on diversity initiatives
• Keeping people informed of open positions/opportunities for advancement
• Civil service exam as a barrier to diversifying staff

What strengths do you have?
• Diverse client and employee population we can utilize for referrals
• Good hiring guidelines/practices
• Incorporating anti-racism into board members’ job descriptions
• DEI principles in hiring
• Openness to new ideas/leadership buy-in
• Diversity in candidate pools
• Focus on hiring from within
Breakout Questions

• What new information have you learned so far today? Any “ah ha” moments?

• Based on what you heard during the panel, is there a best practice you’d like to explore further? What type of support do you need?

• What hiring policies/practices are you working to change at your organization?

• What have been your key learnings that you would share with others regarding implementation, tools, resources?

• What is your next step?
• New information/ “ah ha” moments:
  • Importance of intentionality++ (intentional about diversity, creating opportunity, providing skills)
  • Transparency – what efforts are being made+
  • Fairness, relational aspects of diversity
  • Job descriptions as barriers / being flexible in job requirements+ (removing language that could screen people out)
  • Need for leadership buy-in+
  • Diversity on interview committees – diverse in multiple ways

• Things to explore further?
  • RFPs – how to provide opportunity while also meeting needs?
  • Panel interviews, cross-functional
  • Education v. experience; educating managers on this

• Policies/practices we’re working on/things that help
  • Moving positions to $15/hour
  • “Culture add” (instead of “culture fit”) / “Hire for attitude, train for skill”
  • Eliminating drug screenings, removing barriers that weren’t helpful as qualifications
  • Revising job descriptions to be more inclusive
  • Rubrics to score interviews
  • Share up front – what are the benefits of working here? (training, tuition reimbursement) / how to access those resources
  • Share information about career paths with candidates and new hires
  • Working more deliberately with training/development programs to find candidates
  • Importance of partnering across organization
  • Diversity questions in interviews
  • Hiring managers engaging more in community – can’t leave this to just one person; relationships with community partners
  • Getting feedback from people who have applied

• Next steps/other discussion
  • Looking at wage structure
  • Continuing to diversify workforce
  • Focusing on continuous learning/improvement
  • Support for training – tuition reimbursement, other supports/benefits
  • Getting commitment/resources from leadership
  • HR and DEI coordination
  • Onboarding, how you treat people – will impact hiring and retention (employees can be your best ambassadors for hiring)
  • Thinking creatively about child care and transportation – how to help overcome?

Full notes: https://docs.google.com/document/d/1AssLH9ZLlvTG-1rCBreZgFfQhjTWut9CFYRlqld7k/edit
Thank You & Closing

• [https://rmapipledge.wixsite.com/pledgeforrochester](https://rmapipledge.wixsite.com/pledgeforrochester)
• Survey will be shared via email
Chat: Resources

- MIT Living Wage Calculator: https://livingwage.mit.edu/
- ALICE self-sufficiency measure: https://www.unitedforalice.org/new-york
- Hiring resource page: https://rmapipledge.wixsite.com/pledgeforrochester/hiring-resources
Chat: Questions

- How are you defining self-sufficiency?
  - Self Sufficient would be when someone has enough resources to afford their needs. ALICE is one way of identifying what level of income would cover a more "true" cost of living based on a set "basket of needs." MIT living wage is another :-(

- What kinds of changes have you made to the minimum qualifications in job descriptions?

- Can you provide examples of pipeline resources?
  - We have partnerships with MCC and other community-based training programs. Connecting recruiters directly with WPOs is also an important pipeline step.

- I see Staff, Student and Faculty. What about Board and ability to drill into Faculty Leadership?
  - Board at U of R is trustees Board. It is a "pay to play" situation that is based on economic contributions and those POC who join must contribute to be involved. There are a few POC who meet that standard.

- The diversity question that is asked in the interview - is it one standard question - or different questions based on the role or level?
  - Different questions based on the position-- I shared the questions with my group that will be shared with everyone. You need to make these applicable to your organization.
Chat: Shared Contact Information

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• Krystle Hall; Regional Transit Service; Director of People Performance & Development; khall@myRTS.com; 585-654-0708

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• Adrienne Collier; ESL; acollier@esl.org