



Welcome | Untapped Talent Training Series People of Color

Thursday, March 14, 2024





WELCOME AND INTRODUCTIONS

TRAINING SERIES REFRESHER



- **Purpose:** Create a learning environment in which manufacturers and their ISPs liaisons can learn best practices for recruiting and retaining untapped talent.
- **Audience:** Manufacturers, ISPs, and individuals interested in workforce challenges & solutions.
- **Process**
 - Learning Sessions led by SMEs
 - Webinars led by OMA
 - Access to online portal of resources
 - Direct access to untapped talent SMEs

TRAINING SERIES OVERVIEW

PEOPLE OF COLOR



In this 8-session series, participants will enhance their recruitment, retention, and development practices for people of color, with an emphasis on a racial equity lens. The curriculum takes into account the specific needs of each employer, industry-specific challenges, and the demographics of the communities they serve.

SUBJECT-MATTER EXPERT FACILITATOR



Towards Employment

An Ohio-based workforce development organization that empowers individuals to achieve and maintain self-sufficiency through employment.

FORMAT

Curriculum builds session to session. For maximum benefit, consistent attendance needed.

NO COST TO YOU

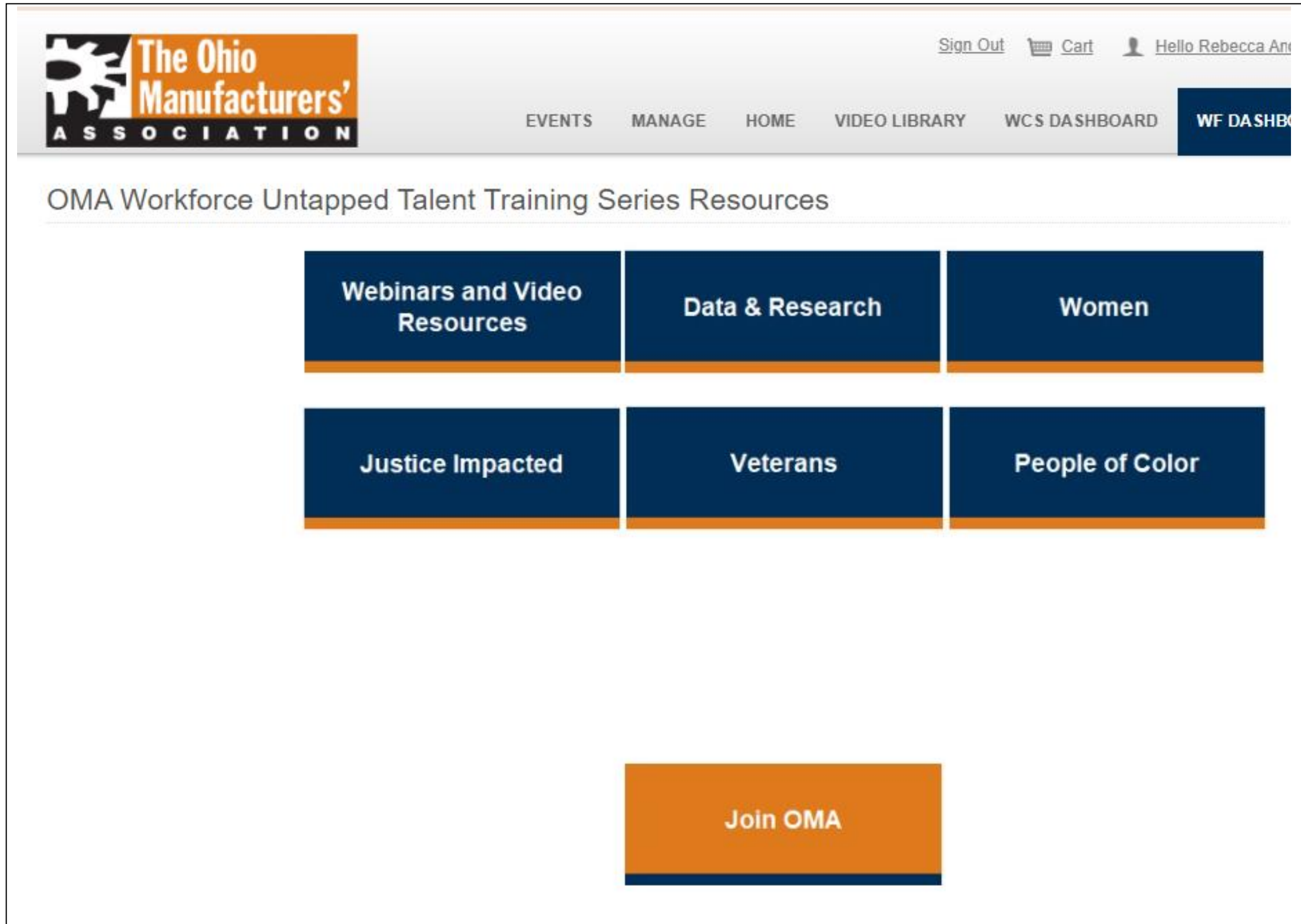
Untapped Talent Learning Communities are made possible by Ohio's Good Jobs Challenge.

DATES AND TOPICS

8 Sessions

- March 14 Kickoff Session
- April 18 Introduction to Racial Equity
- May 23 Uncons. Bias & Inclusive Leaders
- June 13 Building Inclusive Job Descriptions
- July 18 Outreach Strategies
- August 15 Cultivating an Inclusive Culture
- September 19 Career Development Paths
- October 17 Strategic Implementation

WORKFORCE RESOURCES IN MYOMA

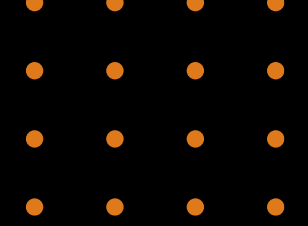


The screenshot shows the website interface for The Ohio Manufacturers' Association. At the top left is the logo with a gear icon and the text "The Ohio Manufacturers' ASSOCIATION". To the right of the logo is a navigation menu with links for "EVENTS", "MANAGE", "HOME", "VIDEO LIBRARY", "WCS DASHBOARD", and "WF DASHB". Further right are links for "Sign Out", "Cart", and "Hello Rebecca An". Below the navigation is a section titled "OMA Workforce Untapped Talent Training Series Resources". This section contains six dark blue buttons with white text: "Webinars and Video Resources", "Data & Research", "Women", "Justice Impacted", "Veterans", and "People of Color". At the bottom center of this section is an orange button with white text that says "Join OMA".

[CLICK HERE TO ACCESS MYOMA](#)



Poll Questions



Introduction Questions:

1. What are you hoping to gain from participating in this training series?
2. What is your biggest challenge related to recruiting, hiring, and retaining people of color in your company?





Towards Employment

PEOPLE OF COLOR TRAINING SERIES

HOSTED BY TOWARDS EMPLOYMENT



WELCOME & INTRODUCTIONS



JILL RIZIKA




DEBBI PERKUL



CHARMAINE BROWN



AGENDA

- Program Overview
 - Manufacturing Demographics & Comparisons
 - Community Norms
 - Connection & Networking
 - Self- Assessment Introduction
 - Timeline
 - Closing & Next Steps
- 

PEOPLE OF COLOR LEARNING SERIES

Overview of the program

This extensive eight-month initiative is dedicated to helping manufacturing organizations improve inclusivity for people of color by applying a focused approach through the lens of racial equity.

- Recruitment
- Retention
- Development practices
- Implementation of strategies

The curriculum takes into account the specific needs of each manufacturing company, your DEI maturity level, industry-specific challenges, and the demographics of the communities you serve.

A REVIEW OF THE 8 SESSIONS



1. **March 14** : Kick-Off Session
2. **April 18** : Intro to Racial Equity
3. **May 23** : Unconscious Bias & Inclusive Leadership
4. **June 13** : Building Inclusive Job Descriptions
5. **July 18** : Outreach Strategies
6. **August 15** : Cultivating an Inclusive Culture
7. **September 19** : Career Development Paths
8. **October 17** : Strategic Implementation

ADDITIONAL SUPPORT



- **One-On-One Sessions**
 - Each organization will receive two 30-minute coaching sessions
- **Office Hours**
 - Three 60-minute open office hours scheduled throughout the learning series.



**MANUFACTURING
DEMOGRAPHICS
& COMPARISON
TO REGIONAL
POPULATIONS:
*BY DEBBI PERKUL***

Manufacturing Demographics and Comparisons to Regional Populations

Nicole Dunn

Chamberlin/Dunn 2022

Adapted by Debbi Perkul 2024

Manufacturing Employment Demographics

Nicole Dunn Chamberlin/Dunn LLC April 2022

Adapted by Debbi Perkul February 2024

Examined by Industry Sector Partnership (ISP) and Manufacturing Extension Partnership (MEP) regions, and statewide

Race/ethnicity

Comparing:

- Demographics for the workforce (all industries)
- Demographics for the population

Sourced from Emsi Developer, Q1 2022 data set

Answer This Question

- How many more people of color would need to be employed in manufacturing to reflect the overall workforce and the overall population^{*(see note)}?

Which can help determine:

- How might companies consider setting diversity & equity goals across regions? What is realistic given each region's population demographics?

Results Show

Manufacturing employment in Ohio tends to be:

- Older
- More male
- More White

than the total workforce & the total population overall.

Disproportionality varies by region

State:

Ohio

Area:

Statewide

Supersector:

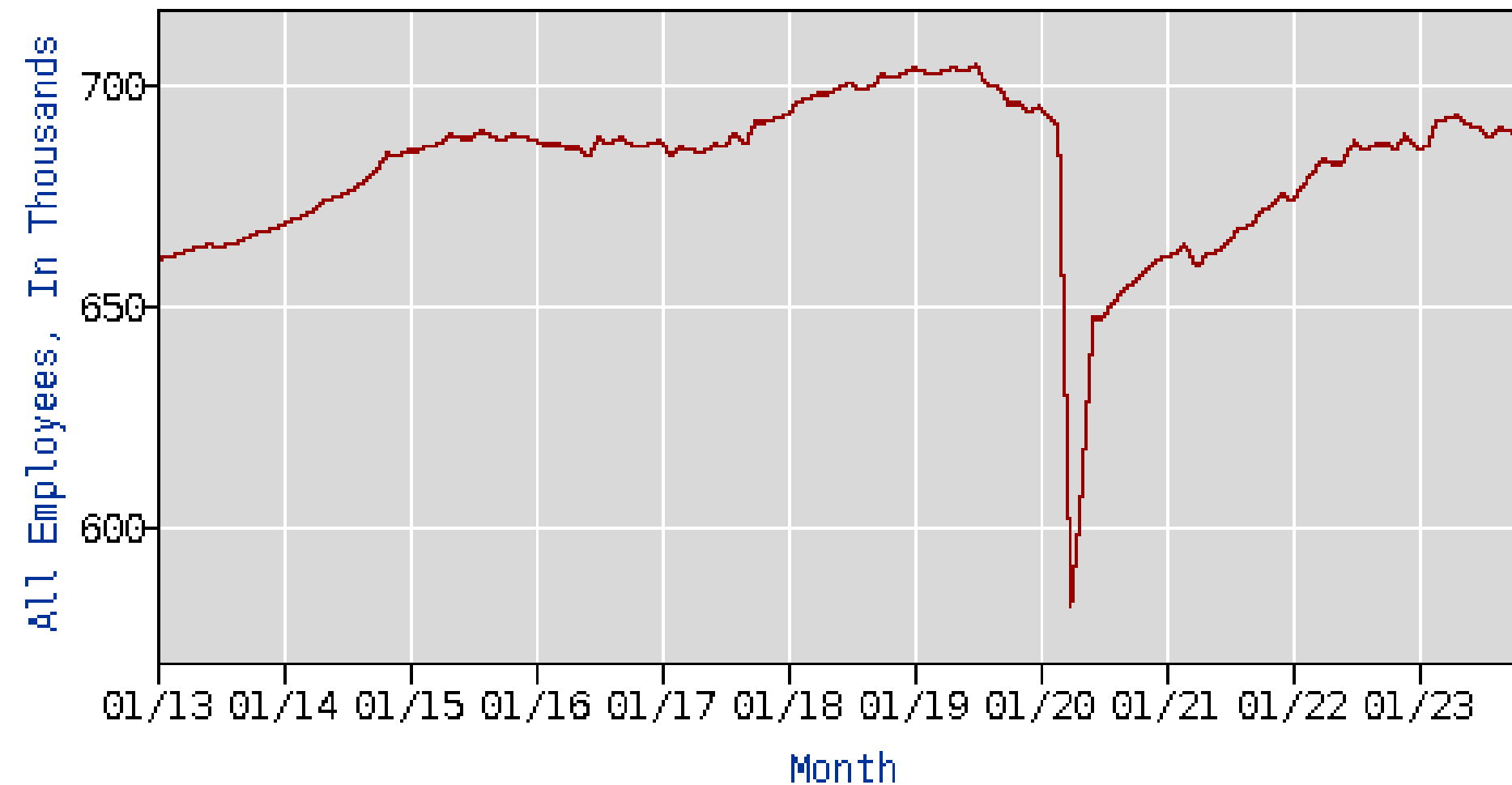
Manufacturing

Industry:

Manufacturing

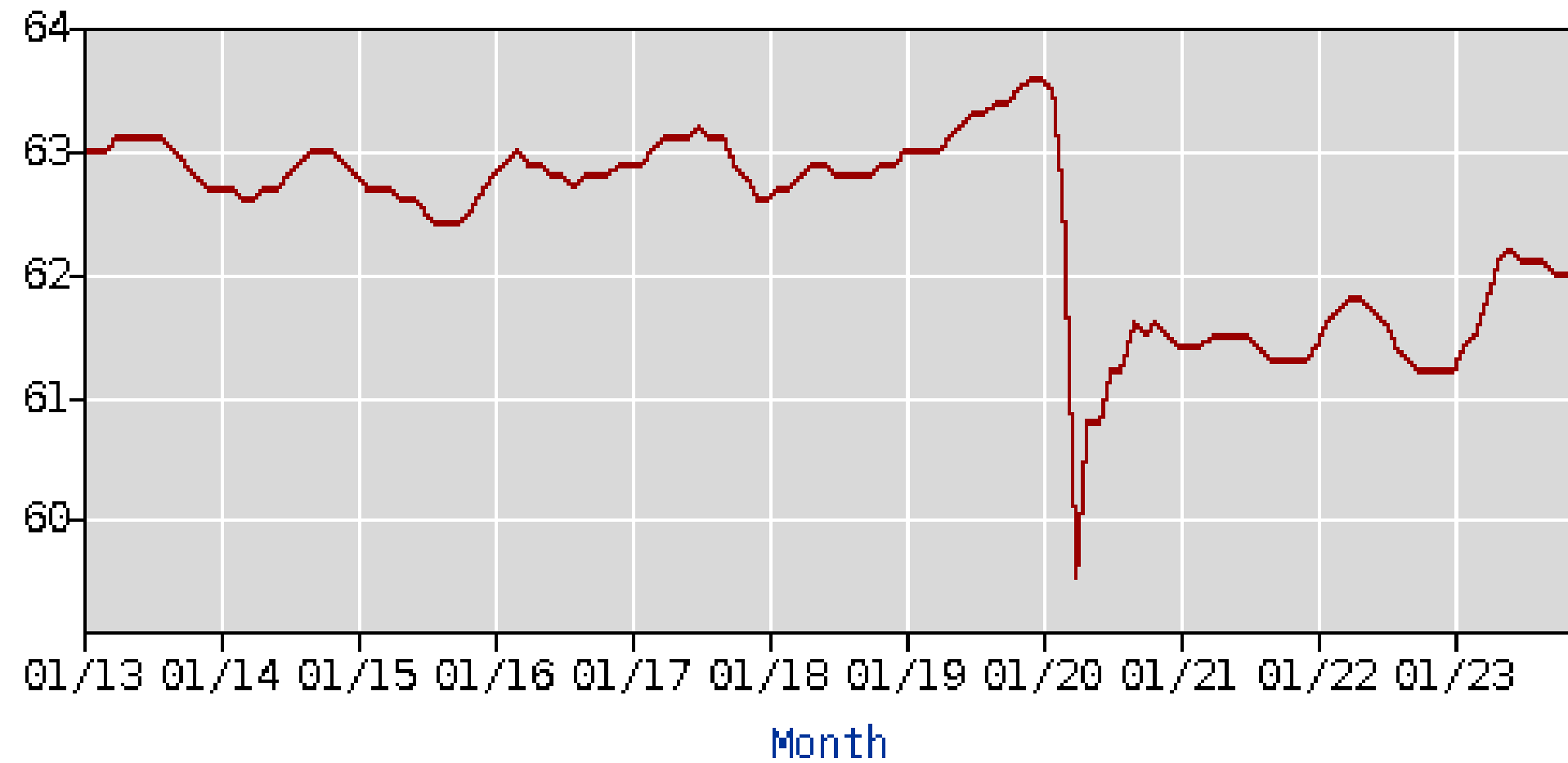
Data Type:

All Employees, In Thousands



Series Id: LASST3900000000000006
Seasonally Adjusted
Area: Ohio
Area Type: Statewide
State/Region/Division: Ohio

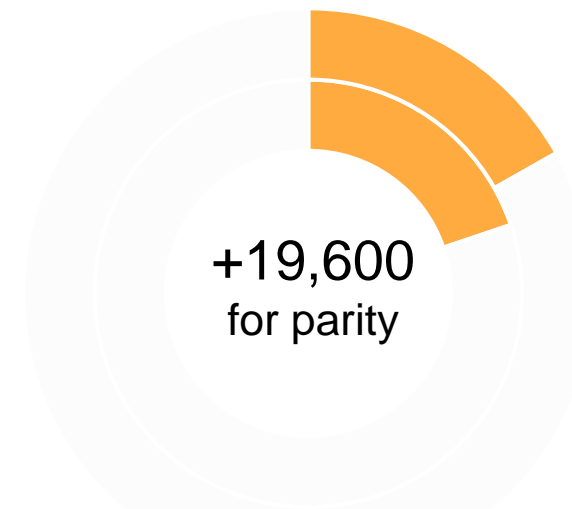
labor force participation rate



Ohio (Statewide)

**Compared to all
employed workers:**

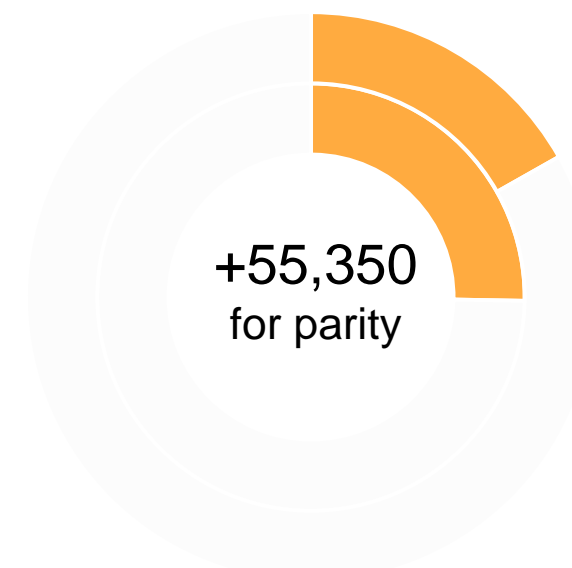
People of Color
17% Manufacturing
20% All Industries



**Compared to the
total population:**

*Race/ethnicity uses total population age
birth-59*

People of Color
17% Manufacturing
25% Pop. Age 0-59



Advanced Manufacturing Consortium (AMC)

**Compared to all
employed workers:**

People of Color
11% Manufacturing
12% All Industries



**Compared to the
total population:**

*Race/ethnicity uses total population age
birth-59*

People of Color
11% Manufacturing
12% Pop. Age 0-59



Advanced Manufacturing Industry Partnership (AMIP)

**Compared to all
employed workers:**

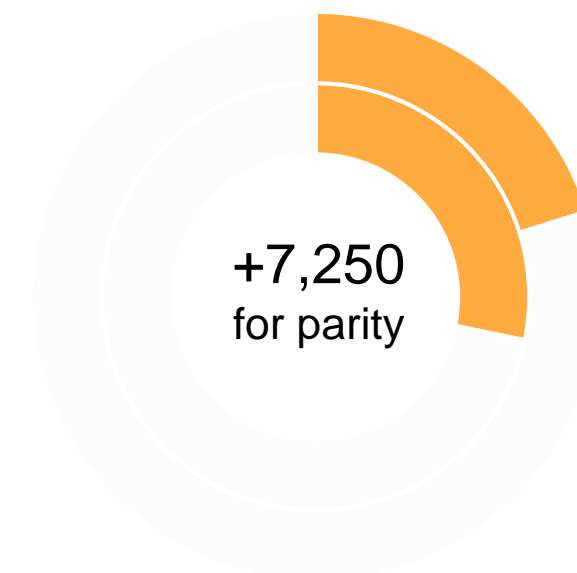
People of Color
20% Manufacturing
21% All Industries



**Compared to the
total population:**

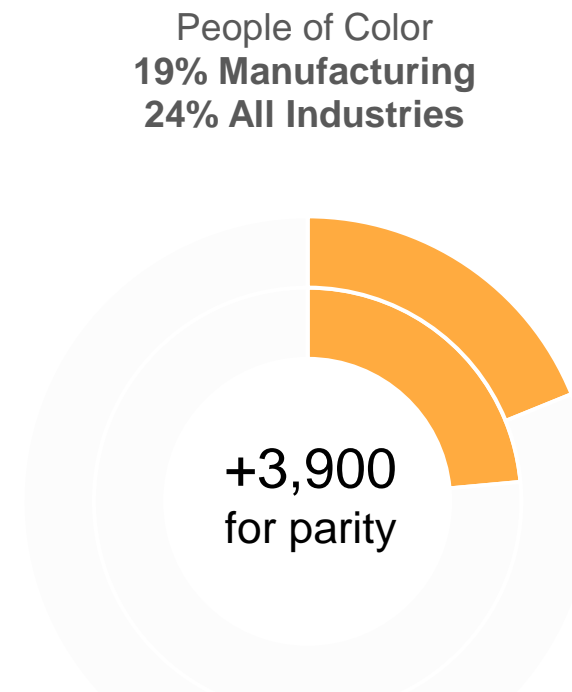
*Race/ethnicity uses total population age
birth-59*

People of Color
20% Manufacturing
28% Pop. Age 0-59



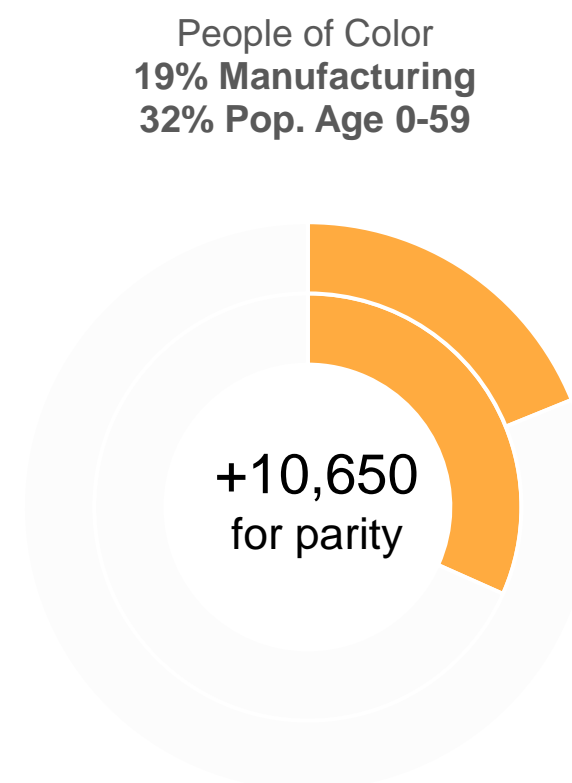
Central Ohio Manufacturing Partnership (COMP)

**Compared to all
employed workers:**



**Compared to the
total population:**

*Race/ethnicity uses total population age
birth-59*



ConxusNEO Manufacturing Sector Partnership

**Compared to all
employed workers:**

People of Color
17% Manufacturing
19% All Industries



**Compared to the
total population:**

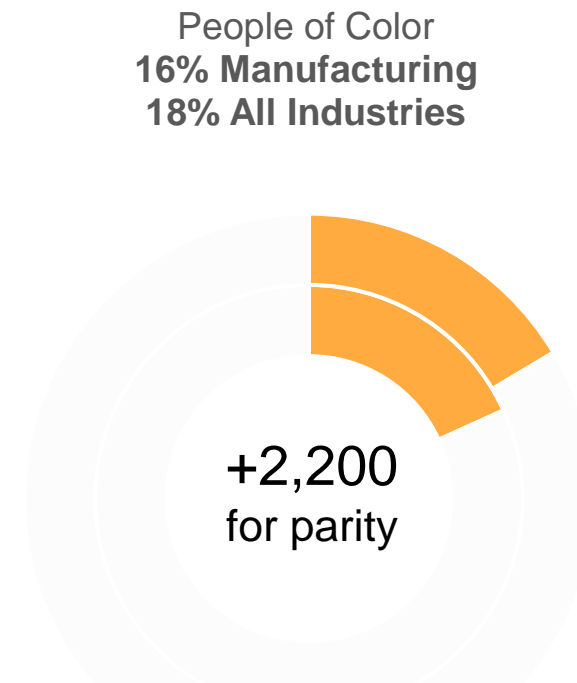
People of Color
17% Manufacturing
25% Pop. Age 0-59



*Race/ethnicity uses total population age
birth-59*

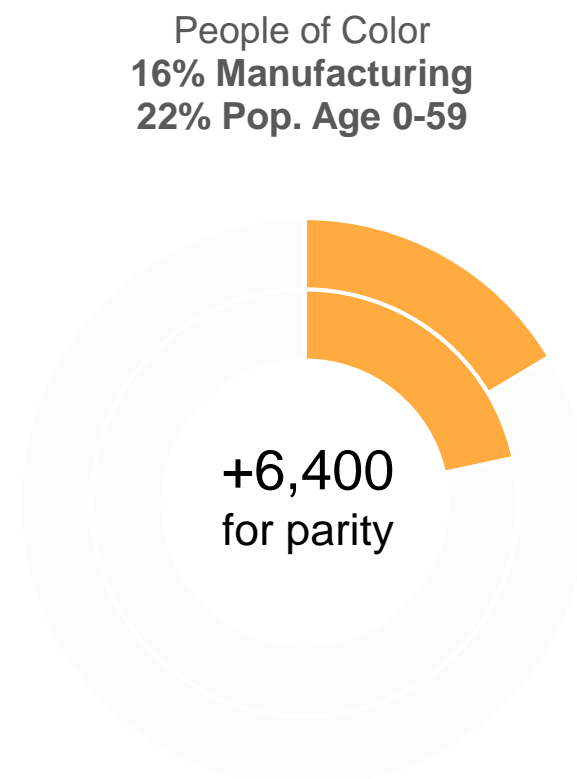
Dayton Region Manufacturing Workforce Partnership (DRMWP)

**Compared to all
employed workers:**



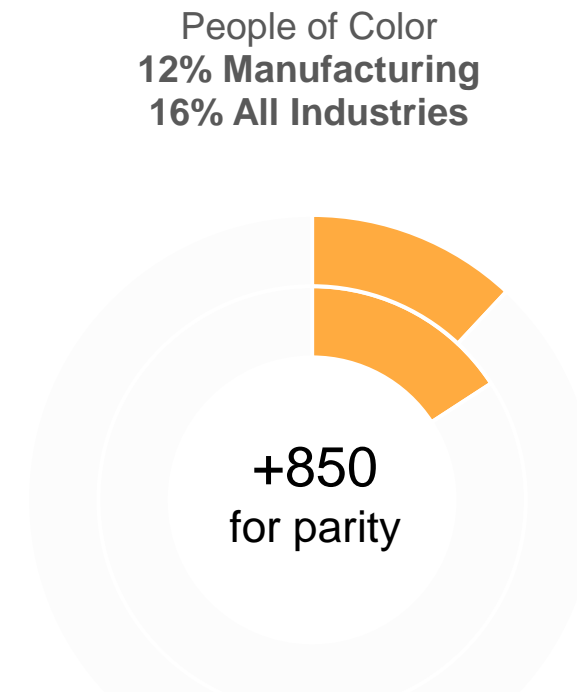
**Compared to the
total population:**

*Race/ethnicity uses total population
age birth-59*



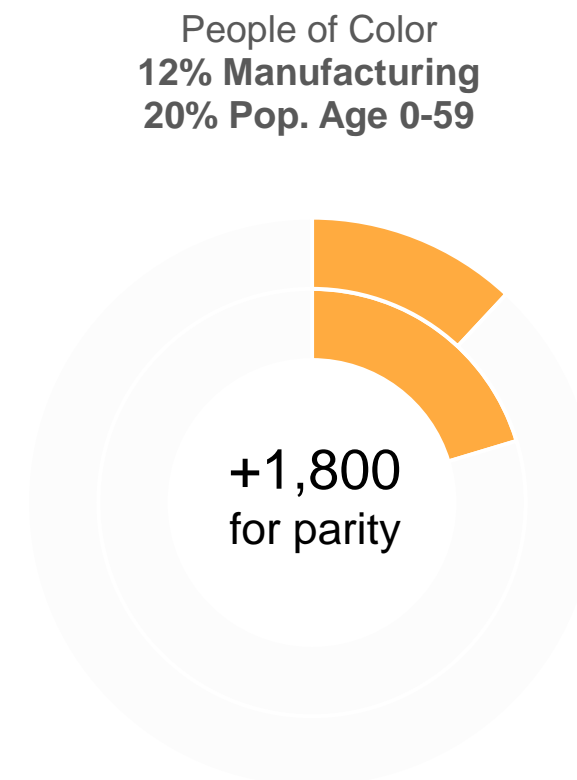
Mahoning Valley Manufacturers Coalition

**Compared to all
employed workers:**



**Compared to the
total population:**

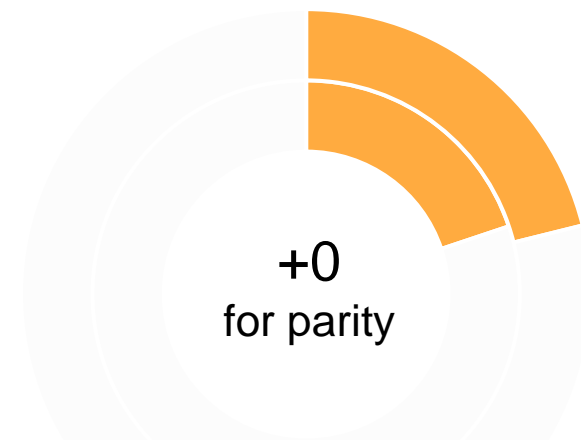
*Race/ethnicity uses total population age
birth-59*



Northwest Ohio Manufacturing Alliance (NOMA)

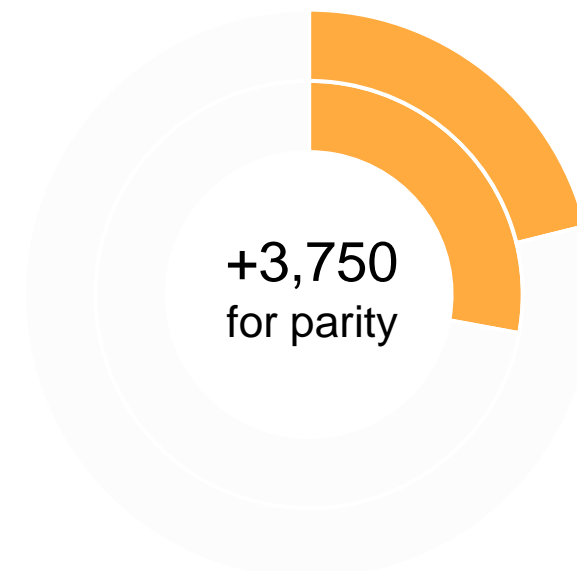
**Compared to all
employed workers:**

People of Color
21% Manufacturing
20% All Industries



**Compared to the
total population:**

People of Color
21% Manufacturing
28% Pop. Age 0-59



*Race/ethnicity uses total population
birth-59*

Raise the Bar

**Compared to all
employed workers:**

People of Color
14% Manufacturing
13% All Industries



**Compared to the
total population:**

People of Color
14% Manufacturing
14% Pop. Age 0-59



*Race/ethnicity uses total population age
birth-59*

West Central Ohio Manufacturing Partnership (WCOMP)

**Compared to all
employed workers:**

People of Color
10% Manufacturing
11% All Industries



**Compared to the
total population:**

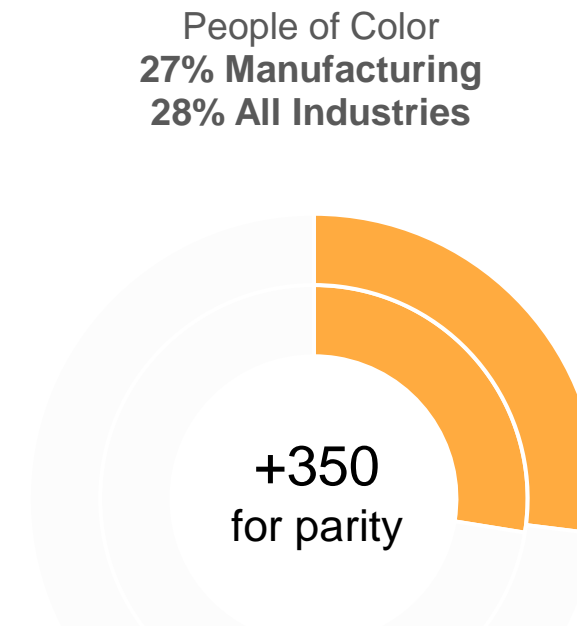
People of Color
10% Manufacturing
11% Pop. Age 0-59



*Race/ethnicity uses total population age
birth-59*

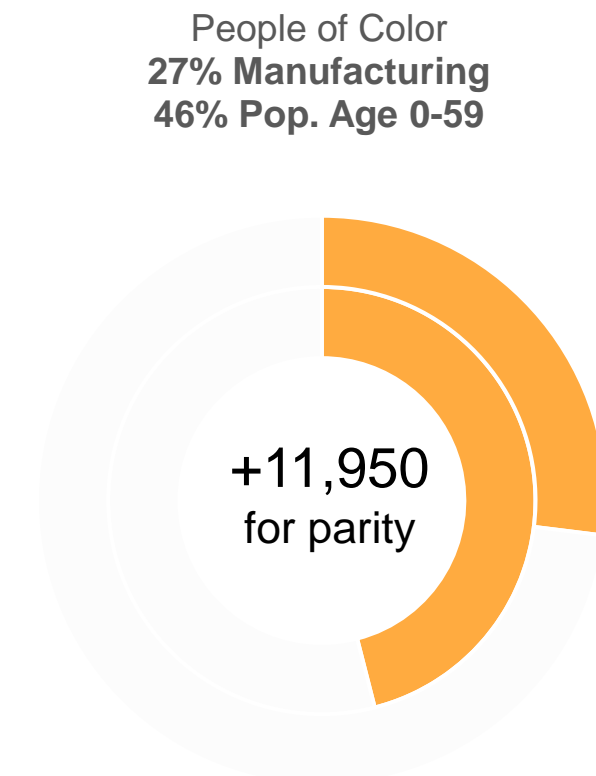
Workforce Connect Manufacturing Sector Partnership

**Compared to all
employed workers:**

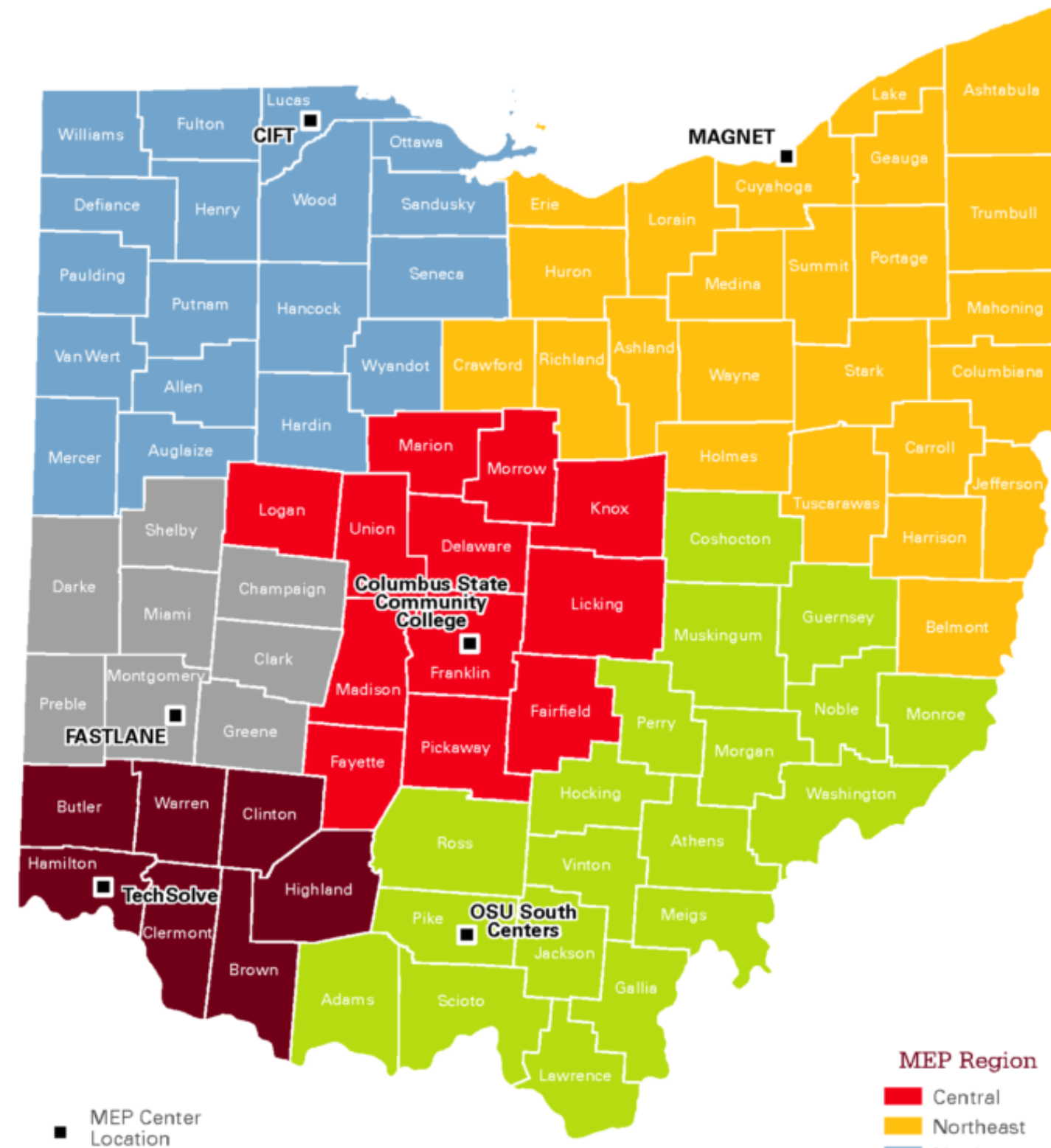


**Compared to the
total population:**

*Race/ethnicity uses total population age
birth-59*



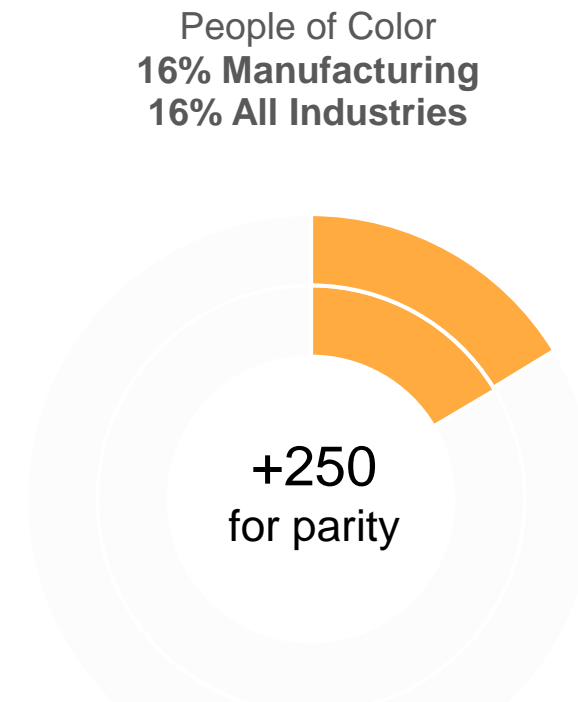
Manufacturing Extension Partnership (MEP) Centers and Regions



Prepared for: Office of Small Business and Entrepreneurship, Business Services Division, Ohio Development Services Agency (Research, January 2020)

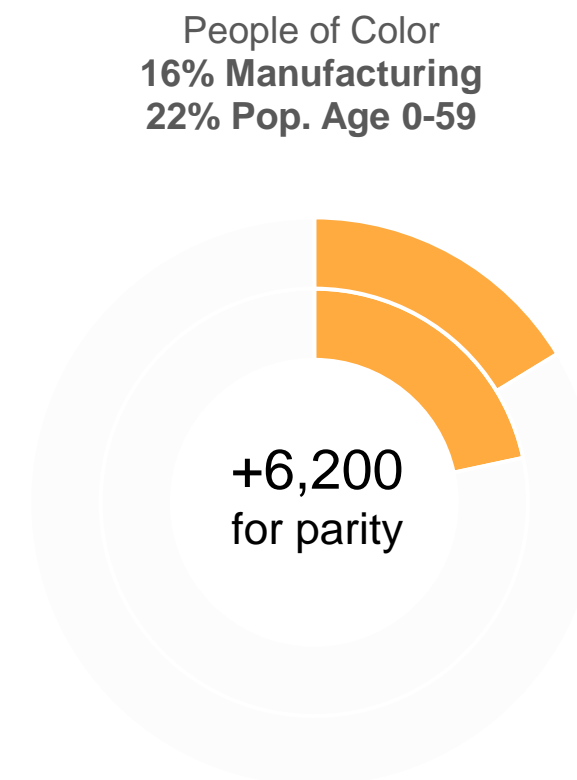
MEP: CIFT (Northwest OH)

**Compared to all
employed workers:**



**Compared to the
total population:**

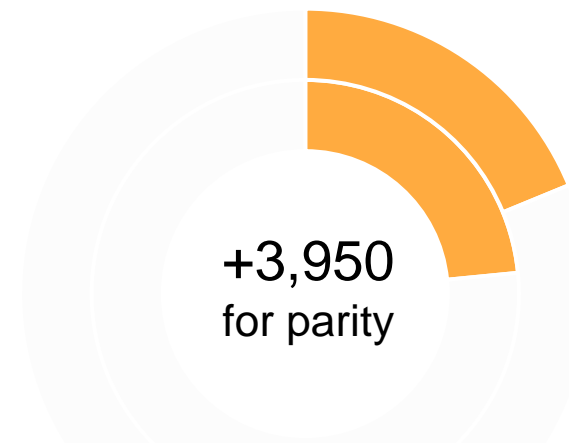
*Race/ethnicity uses total population age
birth-59*



MEP: Columbus State Community College (Central OH)

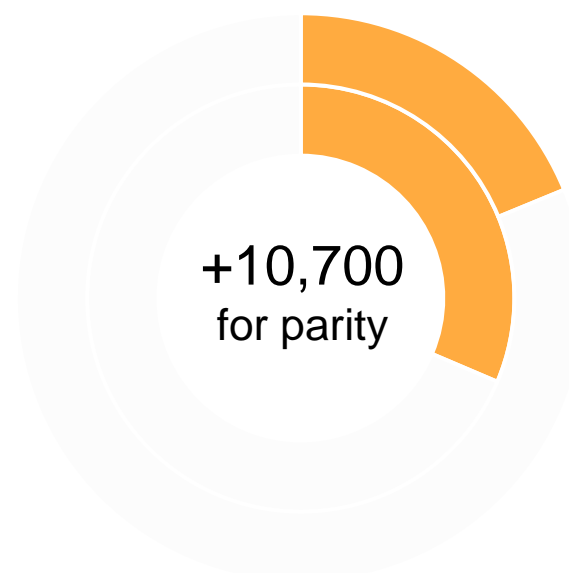
**Compared to all
employed workers:**

People of Color
19% Manufacturing
23% All Industries



**Compared to the
total population:**

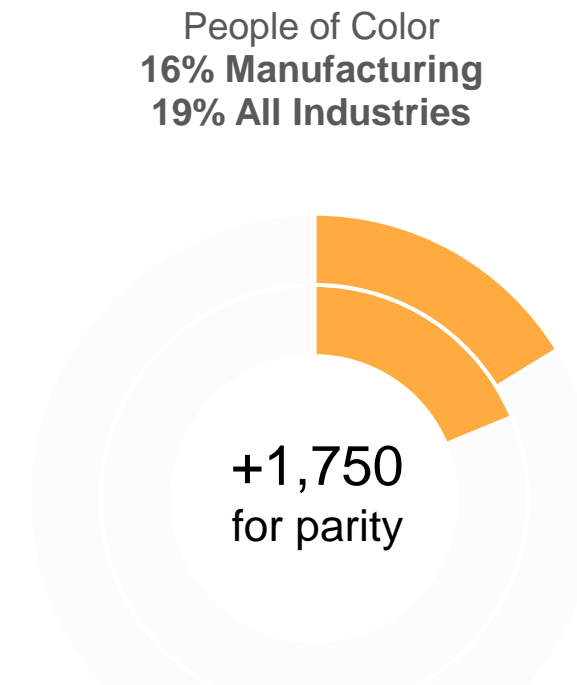
People of Color
19% Manufacturing
31% Pop. Age 0-59



*Race/ethnicity uses total population age
birth-59*

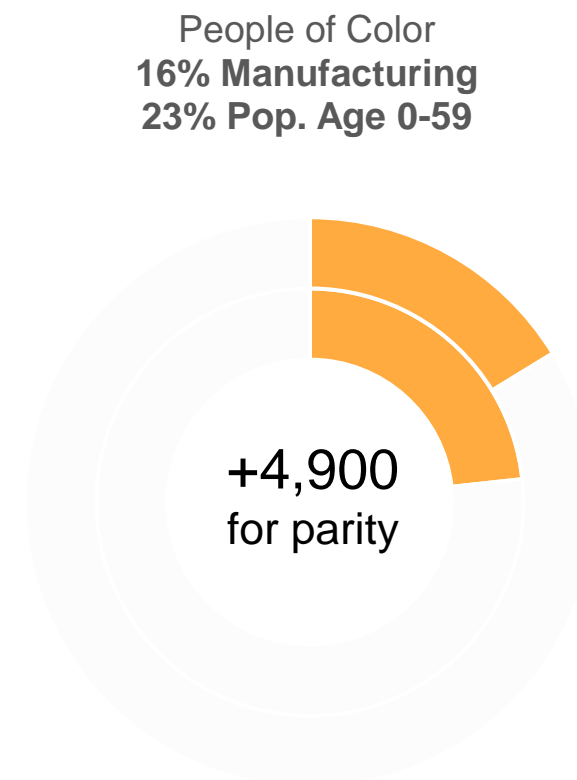
MEP: Fastlane (West Central OH)

**Compared to all
employed workers:**



**Compared to the
total population:**

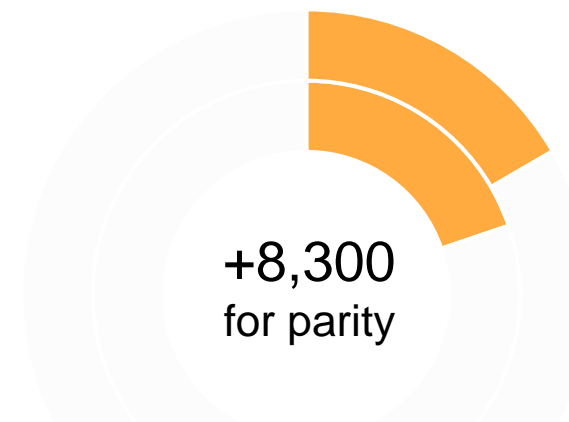
*Race/ethnicity uses total population age
birth-59*



MEP: MAGNET (Northeast and East Central OH)

**Compared to all
employed workers:**

People of Color
17% Manufacturing
20% All Industries



**Compared to the
total population:**

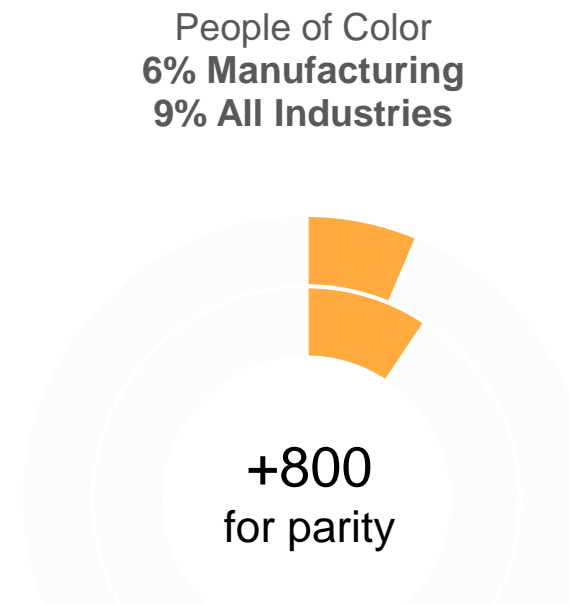
People of Color
17% Manufacturing
26% Pop. Age 0-59



*Race/ethnicity uses total population age
birth-59*

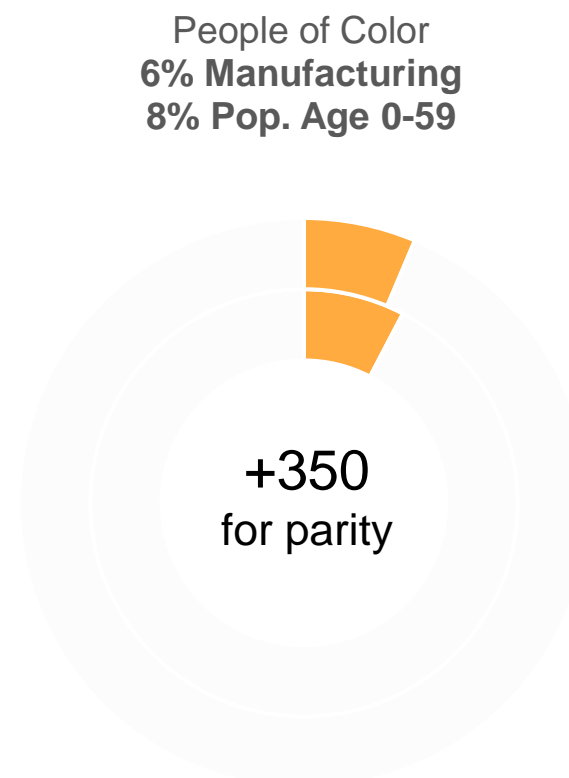
MEP: OSU South Centers (Southeast and South Central OH)

**Compared to all
employed workers:**



**Compared to the
total population:**

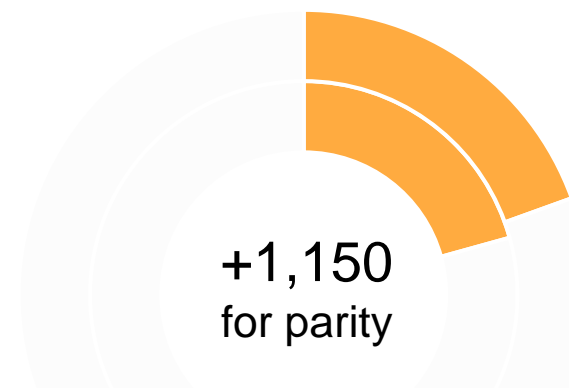
*Race/ethnicity uses total population age
birth-59*



MEP: Techsolve (Southwest OH)

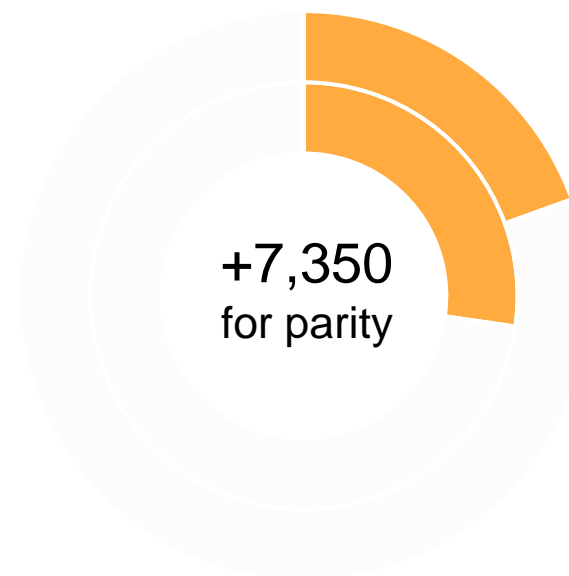
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**Compared to the
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People of Color
19% Manufacturing
27% Pop. Age 0-59



*Race/ethnicity uses total population age
birth-59*



COMMUNITY NORMS

- Keep your Cameras on
 - Be FULLY present
 - Make space and take space
 - Stay Curious
 - Hold Multiple Realities
 - Intention vs. Impact
 - Stay the course
- 

Stages of Diversity Development



1. Danger of raising expectations with no corresponding gains in perceived opportunity
2. High-level and high-potential regrettable loss
3. Increasing difficulty in recruiting

1. Firm diversity plan with actions, objectives and milestones
2. Gains in workforce diversity and engagement
3. Structured ERGs and mentoring

1. Metrics-driven accountability. Internal diversity/engagement metrics well above average, cutting-edge diversity management
2. Outpacing competitors in raising cultural-competency in marketing and sales efforts

1. Leveraging diversity management to create/sponsor/nurture innovation
2. Integrated cultural competency from recruiting to customer service
3. Thought leadership

CONNECTION & NETWORKING

Introductions: Group discussions about expectations and hopes for the program.



- **Name,**
- **Company**
- **Title**
- **Length of Tenure**
- **Why did you select this series?**
- **What stage of Diversity Development is your organization?**
- **What are 2 goals or outcomes you have for your organization?**

SELF-ASSESSMENT INTRODUCTION

- **Self-Assessment is designed to evaluate your organizations effectiveness in implementing strategies to recruit, retain and develop People of Color.**
- **Covers various aspects of DEI, including strategies, processes, practices, policies and initiatives with a focus on racial equity.**
- **The goal is to identify strengths, areas of opportunity and to develop your organization priorities.**

RECOMMENDATION

- **Identify key stakeholders within your organization who can assist with the completion of the self-assessment.**
- **Leverage these key stakeholders to share your learnings and support for implementation.**



TIMELINE

March 14th-29th : Provide stakeholder names and emails for working group

April 8th- 26th : Self-Assessment window

May 23rd : Self-Assessment report and goal setting worksheet



QUESTION AND ANSWER



We're excited to hear your questions, thoughts, and insights. This is your opportunity to dig deeper into any topics we've discussed, seek clarification, or share your experiences.



SAGE & MAVEN

Phyllis Seven Harris
Co-Founder, Consultant

Ryan Clopton-Zymler
Co-Founder, Consultant

Introduction to Racial Equity Principles

- Creating Shared Language: Our consultants will help to define new language, as well as clarifying understanding of exciting concepts, related to racial equity
- Contextualizing Concepts: Understanding the jargon of racial equity is the first step; the next step is ensuring that participants understand how these concepts show up in the real world
- Applications for Interventions: How do participants put these concepts together to affect their daily lives?

Workshop on Unconscious Bias and Inclusive Leadership

- Addressing the Foundation: Participants will learn more about how unconscious bias is formed and what it means to have biases
- Deepening Understanding: Every person has or experiences bias in some way; participants will be introduced to ways to challenge and mitigate those instances
- Creating Psychological Safety: A core concept of “inclusive leadership” is understanding what the concept of psychological safety and how it creates an environment where inclusion can thrive

CLOSING AND NEXT STEPS

- Over the next couple of months, you will learn about racial equity and complete the self-assessment.
- Based on your self-assessment results, you will develop your priorities and share with this cohort.
- Contact Charmaine Brown at Charmaine.Brown@connexconsultinginc.com or Debbi Perkul at dperkulconsulting@gmail.com for any questions or support needed.
- **March 14th-29th** : Provide stakeholder names and emails for working group
- **April 8th- 26th** : Self-Assessment window
- **May 23rd** : Self-Assessment report and goals setting worksheet

NEXT STEPS

WHAT'S
NEXT?

- Short 30-second survey coming your way.

- Recording and materials will be accessible via MyOMA Library.

2024 OMA WEBINARS

Recruiting and Retaining **Women** - 03/21/2024

Recruiting and Retaining **Justice-Impacted Individuals** - 06/20/2024

Recruiting and Retaining **People of Color** - 09/26/2024

Recruiting and Retaining **Veterans** - 12/12/2024

[ACCESS ALL OMA WEBINARS HERE](#)



THANK YOU FOR ATTENDING!

**People of Color Training Series:
Session 2 – Unconscious Bias and
Inclusive Leadership**

Thursday, April 18, 2024

