

## Notes for Breakout Sessions

### PLAN

We will break into three groups, each with the same questions.

I am thinking about randomly assigning participants to each group.

- *From Reed talk on job discrimination among full-time employees:*
  - EEOC approach – Needs enforcement—both nationally and statewide.
  - What are some other ideas?
  
- *From Reed presentation on VA employment discrimination:*
  - The State agencies charged with enforcing the equal employment opportunity laws of this state should:
  - Adopt a systemic analysis of EEO-1 data for VA, updated annually, to identify establishments that may be discriminating;
  - Advise employers if they are at risk of a finding of discrimination against them, based on these statistics;
  - Institute formal proceedings against those employers who decline without justification to File EEO-1 reports.
  - Seek binding obligations from these employers to increase their utilization of qualified minority and female employees.
  
- From Sarah's presentation:
  - Address her suggestions.
  - What are other ideas about using information she presents to work in NRV?

### RESULTS from breakout group 2:

For our group, the most important things were:

1. Having the tools at their disposal (data, research, etc.) so that they can have conversations with friends, co-workers etc. and talk about discrimination in employment in a meaningful way. I really think a little talking points quarter sheet would be helpful
2. Next steps. Is there any way our community can dialogue with employers to create opportunities for African-Americans and Latinix? I only thought about this later, after the event, but doesn't VT have a ton of job fairs? So these organizers do their best for job placement from these groups? Who organizes those? Is there tracking for VT graduates from these populations and job placement? It would be interesting.
3. Is there a mentoring program in place for marginalized student -- not in the schools but in the community?
4. As an activist, rather than talking around/about these communities, I would like to talk to job seekers and find out directly what their experiences have been in seeking employment in our area. Just from my limited conversations when I had a business, what I heard, is that Black people aren't comfortable in Blacksburg, even to work here because it is so white. There are a handful of Black business owners in Blacksburg. I would like to know their views as business owners and also their thoughts on job prospects in our community. We didn't talk about this in the group. It's just something I was thinking about later.

Margaret Breslau