



BOONE COUNTY
UPWARD MOBILITY

Jobs and Workforce Development Workgroup Minutes
May 22, 2024 at 1:30PM
Boone Electric Community Building- Amp Room and virtual via Zoom

Attendance: Chelsea Zabski (Missouri Foundation for Health), Conrad Hake (Love Columbia), Fontella Jackmon-Jones (Woodhaven), Tara Shade (Woodhaven), Natasha Harris (Victory Finances), Daniel Crasnow (Central Missouri Community Action), Lester Woods, Jr. (The Source Summit), Gina Jenkins (Boone County Community Services Department (BCCSD)), Verna Laboy (BCCSD), Kerby Webb (BCCSD)

Meeting Objective: Define upwardly mobile business practices and plan next steps based on ranked action steps.

1. Welcome and Introductions

Verna opened the meeting, noting that AI was unable to attend the meeting.

2. Continued group discussion of upwardly mobile business practices definition.

The workgroup reviewed the information provided to guide the development of the definition along with compiled suggestions submitted in preparation for the workgroup discussion. The group showed a preference for a high level definition describing upwardly mobile business practices in a short paragraph and considered what elements should be included.

The [Recovery Friendly Workplace Initiative](#) was shared as something related to efforts of this workgroup to potentially include within this work. It was noted that MU Extension has shown interest in that initiative.

After engaging in discussion, the workgroup felt comfortable moving forward with the definition “Upwardly mobile business practices encompass holistic strategies, policies, and actions to create the conditions and pathways for advancement, skill acquisition, and livable wage employment opportunities for all-- especially for those who have been historically marginalized. Upwardly mobile business practices provide employees with a sense of power, autonomy, dignity, and belonging.”

3. Discussion of Next Steps for Workgroup

a. Prioritize action steps.

The document showing the action step ranking consensus previously shared with the workgroup was revisited by the workgroup. There was interest in knowing what other communities were doing, leading to comments on the original eight county [cohort](#) which partnered with the Urban Institute to develop Mobility Action Plans and consideration of other best practices and efforts.

The workgroup discussed the approach to determine how to move forward, with consideration of aspects of the work which would be done collectively and recognizing that the prioritization may allow focus on certain areas to start. The potential to consider areas ranked with high leverage was discussed along with continuing to ask who is missing.

b. Call to action – How do we move forward?

The workgroup opted to take the newly developed definition for upwardly mobile business practices back to their organizations and have a discussion with leadership to understand their answer to two questions which they will bring back to discuss at the next meeting.



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Workgroup members were encouraged to ask these two questions within their organizations in reference to upwardly mobile business practices following review of the definition created by the workgroup.

- How are we doing?
- What challenges are we facing?

The workgroup will consider action steps to focus on more following discussion of any responses shared at the next meeting. There is interest in potentially focusing on action steps that were both ranked high in leverage and had a high overall ranking. The workgroup may add additional language further describing upwardly mobile business practices which might be helpful in future communication.

4. Closing

a. Partner Updates

The upcoming [Results-Based Accountability training](#) was briefly mentioned, following up on discussion prior to the start of the meeting. No additional partner updates were shared.

b. Comments and Questions

Next Meeting: Wednesday, June 26, 2024, 1:30 – 3:00PM at Boone Electric Community Building



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