

**Westchester-Putnam Workforce Development Board (WPWDB)  
120 Bloomingdale RD  
White Plains, NY 10605**

**WPWDB Social Responsibility Statement**

The Westchester-Putnam Workforce Development Board (WPWDB) stands in solidarity and supports the on-going social justice movements that seek to promote social and economic equality for people of color in society and the workplace.

Historically, the WPWDB has taken action to execute its social responsibility to combat systemic inequities which serve as barriers to employment for its customers, many of whom are low income and at risk. Its long established youth and adult employment and training programs have provided help to those seeking to improve their lives through gainful employment, and have enhanced equality and diversity in the workplace.

The WPWDB will continue to educate the business community about the inequities that exist in the workplace and the benefits of a diverse and inclusive workforce and will communicate these efforts through panel discussions, webinars, social media and other means. The Board rededicates itself to all these efforts which are needed now, more than ever.

**I. Goals, Tools and Methods**

**Goals**

- Promote more diversity and inclusion in the workplace
  - Educate business owners and improve hiring and promotion practices
- Communicate the benefits of a diverse workplace
- Better communicate the Board's ongoing efforts and record of promoting equity in the workplace
- Recognize and address Unconscious Bias

**II. Tools & Methods**

**1. Business/Vendor outreach**

- Pamphlets
  - Goal: a diverse and inclusive workplace
  - Benefit of diversity and inclusion
  - Self-measuring
  - Hiring practices
  - Reveal common error practices
  - \* e.g.: removing addresses from resumes when considering applicants

## 2. Specific Training for small and medium size businesses

- Outreach to WPWDB vendors
- Communicate the principals & values of the WPWDB
- Reform bidding practices
- Increase diversity in boards of directors
- Incumbent training for HR professionals
- Business sector training opportunities
- Sharing of useful links
  - e.g.: “How to Increase Workplace Diversity” and “15 Steps you can take to build a more diverse workforce”

## 3. Panel discussions

- Unconscious Bias
- Partner with the Business Council of Westchester (BCW)’s “Anti-Racism Educational Series-Fostering Inclusion In The Workplace” (8 webinars)
- Partner with African American Men of Westchester/BCW for related breakfast panel
- Facilitate a “Youth Voices” panel to hear and listen to concerns of youth customers, many of whom have barriers to employment
- Outreach strategies: “Get on Board with Us”
- Partner with issues that “shine a light” on inequity and shared values

## 4. Expand upon the WPWDB’s ongoing practices and programs that have been particularly beneficial for those with barriers to employment, including:

- Workforce Development Academy for Youth (WDAY) (WIOA eligible youth 16-24)
- Summer Youth Employment Program (SYEP) (TANF youth 14-20)
- Re-Entry Programs
  - Westchester Young Adult Re-Entry Program ((WYARP) (justice involved youth in Mt. Vernon)
  - STRIVE Future Leaders Re-Entry Program (SFLRP) (justice involved youth in Yonkers)
- Foster Care Summer Employment

## 5. Additional Action Items

- Accumulate labor market data to determine if racial injustice and inequities exist in the labor market and in hiring practices
- Create an anti-racism section on the WPWDB website similar to that on the BCW’s site
- Outreach campaign to encourage more people to take advantage of ITAs, particularly for those in minority communities
- Schedule half day seminars on race issues for Board, staff and partners
- Self-assessment: the prior actions and inclusiveness of the WPWDB

**Required Action:** Authorize approval of the WPWDB Social Responsibility Statement and suggested action items