

Welcome – Katie Kaufmann

Opening Remarks – Dr. Jason Purnell

Framing Remarks – Cristina Garmendia

- What is currently happening in the work place post-COVID 19

Panel –

- Leslie Gill, President, RUNG for Women
- Flint Fowler, President, Boys and Girls Club of Greater St. Louis
- Keri Koehler, Executive Director, Women’s Foundation of Greater St. Louis
- Kendra Holmes, SVP and COO, Affinia Healthcare
- Sharonica Hardin-Bartley, Superintendent of University City School District

Keri Koehler –

- Women/Economic/Workforce space
- Scorecard centered around gender and racial equity among workplaces
 - Looking at unique challenges in the workplace
- Performance reviews – what do they look like now?

Kendra Holmes –

- Healthcare space
- Adjusted quickly to meet needs of their employees
- They realized that they should have always been doing these things that were implemented

Sharonica Hardin-Bartley –

- PreK- 12 space
- Reality was that they were not prepared initially. In the space of two weeks, things changed drastically.
- Students in U City were virtual through November.
- As an employer, they wanted to create a system that was safe, gradual and kind
- Challenge surrounded parents in the school district who were not afforded flexibility in their workplaces that affected their livelihood and ability to care for their families
- Trauma and stress that has been added due to COVID is real. We need to give grace to people as we come out of the pandemic

Flint Folwer –

- Youth development space

- They were always a safe space for children to spend time outside of school
- They had to pivot to serve children where they were, rather than in the club.
 - Children became tired of online learning and activities after doing online learning all day for school
- Created a green team to find out what others were doing in their workplaces
- Tried to focus on what they could do well for employees and for those they serve

Leslie Gill –

- Economic/workforce development/women space
- Where is the workplace going?
 - The new buzzword is OPTIONS
 - How can we create space for flexibility for staff and members?
 - Virtual programming
 - Safe when in person
 - Women are sandwiched between work and family
 - Give yourself and colleagues grace
- Workplace shift
 - Options again
 - Women wanting a variety of options for how they can work
 - Virtual or remote is not possible for everyone but where it can work, people will be less likely to leave

Questions/Discussion -

- Vaccines – required or not?
 - Affinia – not required but encouraged. About 70% of staff is vaccinated
 - Vaccine hesitancy in African American population
 - Community – they are working hard to vaccinate the community and being present
 - RUNG – not required but encouraged.
 - University City School District – strongly encouraging their community. Nervous about Delta variants and the pace that it is increasing
 - Because they deal with children, there is a high risk to that population
 - Boys and Girls Club – not required but highly encouraged
 - Incentives were discussed but not implemented yet
 - 60% of their population is under 13 so not able to get vaccine
- Remote workers -
 - increase in remote work during COVID has been good.
 - RUNG –
 - Require all employees be in the office on Monday and one other day of the week. The rest of the week they can flex. It has been in place since August 2020 and has worked well.
 - New level of comfort for people to be in person.

- They are letting staff determine how long to wear masks. They discuss weekly at the Monday meeting.
- Boys and Girls Club –
 - Still using masks and meeting children outside
 - They want to wait until more children can be vaccinated and/or we are clearly through the pandemic
 - Design changes to office space
- Affinia –
 - They are seeing some departments are working better and are more productive remotely. If possible to work from home and productivity is up, they are all for it.

Meeting Follow-up –

- Please take the Workplace Practices survey
- Sign up for the Wellness Summit July 15th – 18th at www.preparestl.com

Save the Date for the next CAN meeting

- Thursday July 8th at 3:00 pm
 - Discussion on the rise of the Delta variant in Missouri
- CAN meeting cadence will be the 2nd and 4th Thursday of the month