

**GREEN COLLAR JOBS ROUNDTABLE
THIRD GENERAL BODY CONVENING
JUNE 17, 2009**

GENERAL BODY CONVENING COMMENTS

I. Vision Statement Feedback:

“While the vision statement is important I think that our recommendations on how to make that happen are where the real value lies and those should be reincorporated.”

“I support the revised vision statement.”

“I support the revised statement and feel it critical to be inclusive. The grammatical issues can be finessed. By not being specific, you leave it to the dominant paradigms to create these definitions—very dangerous waters!”

“Leave as is—leave out the specifics on individuals.”

“Under revised vision statement, all the add-ons after “All New Yorkers” are unnecessary and may provoke feelings of inferiority among the groups you singled out to “prioritize.” Continuing to single out groups does not promote advanced thinking. It sets us back. This is NYC. It is a given that people of various backgrounds reside here. We should lead the world by example, which is to say, we recognize all sorts of people as simply people, with no one group being inferior to another. Populations tend to follow the tone you set. If you single out certain people, it is then that anyone left out will be object to your goals. Simple the word “all” is inclusive of everyone by definition. It is simple, not vulnerable to being picked apart in committees, and reflects far more advanced thinking over affirmative action in both its proper spirit and literal definition. In the end, whether or not Urban Agenda clearly works for all New Yorkers will be seen in its actions. Action will be delayed the longer everyone debates the vision statement.”

“Agree with recommendations that have been made. Especially the specific groups to be targeted on inclusivity.”

“Suggested edit for 2nd bullet: take out the phrase, [to level the playing field.] This sentiment is okay, but it will strike some as confrontational and risks detracting from the positive message of including/recognizing low-income communities.”

“Agree with recommendations that have been made.”

“Keep original goal “Empowers all New Yorkers to shape more sustainably just communities.” A laundry list does not make it a stronger statement. AND EJ, equity, etc. empowerment is clear and well-expressed in the 2nd bullet, “Prioritizes environmental remediation and targeted outreach...” ALSO, stick to your original understanding that the vision statement is a billboard. A billboard doesn’t work when it reads like a policy paper. Rebecca Lurie and Ramon Cruz’s recommendations were terrific! This is where the Roundtable’s work and contribution really shines. A shout-out too for Kellie and Laura.”

“I believe the language in bullet five should be further revised. The phrase “prioritizing opportunities” could be amended to read “assuring fair and equal access to opportunities ” this would capture the spirit of inclusivity without creating the danger of divisiveness.”

“I strongly agree to accepting the expanded wording in the vision statement and to include the EJ additions.”

“I support the changes. I stress the importance of the inclusion of the specific list of groups in point 5 including differently-abled populations. We cannot pretend that “all” will be a word that officials automatically make inclusive of the listed populations. Our history is evident of that. It is our duty to be direct and purposeful with our words.”

"When populations are itemized, then there is always someone left out. If social justice is to be addressed, every possible marginalized segment of the population should be included. Then I ask you to include mature workers who also fall into each of the other categories be listed as a separate entity to combat age discrimination."

"In regards to the revised green collar jobs vision statement, it is important to leave in the prioritization of groups that have been underrepresented and marginalized. It would be important to include disconnected young adults, ages 16 to 24, out of school and out of work, who are mainly Hispanics and African-Americans and are our future workforce. In addition, training needs to be emphasized."

"Empowers all New Yorkers to shape more sustainable, just communities by prioritizing communities with barriers difficult to employee targeted populations such as, but are not limited to, people of color, low-income, immigrants, incarcerated, formerly incarcerated, youth, women and disabled people and provide/create equal and high quality opportunities." (Barbara Alvarez, Goodwill Industries)

"Regarding vision, maybe create a subcommittee to wordsmith, but I support the revised statement as it currently stands. NEED the EJ clause, the naming of groups/populations."

"I think it's too clunky- too everything but the kitchen sink. Has to be strengthened- not sure I would read it as is (but I'm not a politician)."

"I agree with the changes to the Vision Statement that enhance inclusivity, training and union support."

"Change [I] to [we] regarding the vision statement to note the importance of collective action."

"I support the vision statement and can get more support from within my organization."

"I agree with the vision statement as is (with today's additions)."

"5th bullet point: empowers all New Yorkers...by prioritizing opportunities for populations typically facing/experiencing barriers to employment including but not limited to..."

"[I will support Vision Statement] once the changes are made final."

"I am comfortable with any or all of the changes recommended from the floor on the Vision Statement."

"The people leading the vision for this program should listen to the ideas but ultimately choose what works, throw out what does not and move forward with a vision that will draw strong support. That being said, "prioritizing opportunities for..." is a very divisive statement and will exclude several parties no matter how many additional groups you include (i.e. persons with disabilities). The better way to state is would be that "sustainably just communities including for people of color..." similar to job descriptions that state "this company is an equal opportunity employer including..." Why exclude someone because they don't happen to fall into these groups! Unions have traditionally had a very positive effect on workers and also can have a negative on workers. It is a bit concerning that unions have such a strong grasp on the process and are steering the agenda."

"For the vision: bullet #2, insert [that] between [recognizing] and [low-income]."

"As succinct as possible, we should not repeat ourselves."

"I suggest a two-part vision statement- the first, short and general, per the yellow sheet, and referencing to a second expanded and more comprehensive one that everyone could "have at", to be approved at a later date. Failing that process, I would go along with the "White revisions" with restoration of bullets deleted from the original yellow version."

II. If you could ask a City Council candidate one question based on your discussion, what would it be?

48 of you responded with the following questions:

(8) WORKING WITH CBOs/EJ COMMUNITY/UNDERSERVED:

- How do you intend to work with CBOs and other interest groups that work with target populations to develop the workforce that is needed to sustain the new green economy?
- What is your strategy to link current economic disparities with the opportunities in the emerging green economy in a way that includes local community boards, public agencies and organizations?
- What will you do to ensure low-income, people of color and Environmental Justice communities not only have a seat at the decision-making table in defining a green economic initiative in NYC, but also have these communities be models for just alternatives that are informed by all the work they have been doing to address these issues in their communities?
- How do you intend to collaborate with CBOs and community leaders in economic, environmental, and workforce development planning?
- How will you work to make sure the community groups in your district have a voice in both green jobs training funding and environmental justice issues?
- How will you prioritize workforce development for disadvantaged communities in the city's sustainability initiatives?
- How will you partner with communities to get training/green-collar jobs started, particularly in EJ communities?
- How can the Council support the creation of a green economy at all levels, making sure that unemployed and underemployed get a shot at new jobs?

(8) FUNDING:

- What plans are in place to ensure that the green economy is thriving once stimulus monies cease?
- How do you plan to tap federal green job training funding?
- What's your priority on funding PlaNYC?
- Will you prioritize funding to organizations which train for, and provide, permanent green positions, as well as pathways to real career advancement with comprehensive benefits packages?
- What is your commitment to funding green jobs and education for unemployed and underemployed citizens?
- How is funding being allocated to sustain programming in CBOs that include green education, training and employment for its constituents?
- Will you work to link business opportunities, green funding and local and city-wide projects to your constituents? How?
- What steps is the city taking to ensure that there are jobs available for all of the people we are training with the funding from ARRA?

(5) TRAINING:

- How can we connect community job readiness training with CUNY green collar certification programs?
- How will you help ensure that green job training and the city's green jobs reach the targeted populations- the unemployed underemployed marginal populations?
- What have you done to support green jobs training in your district?
- What are the needs of your business constituents that we can satisfy with training programs and incentives?
- How would you use certifications/training to ensure workers can meet the needs of green economy?
- How will you link the city's existing training and literacy programs to the green jobs career ladder?

(4) COLLABORATION:

- How would you be active in harnessing and supporting cross-collaboration among the city and the various groups within to make green jobs a reality
- How would you create common solutions to avoid double work?
- How can CBOs and city-based workforce initiatives best work together?
- How can we best coordinate city-wide efforts?

(4) TAXES/INCENTIVES:

- Can you extend the solo PV system property tax abatement?
- Will you push incentives for green collar businesses or tax breaks to create more green collar jobs?
- What incentive programs does City Council provide for private sector?
- What tools can you put into place to guarantee the land (space) and support (sourcing incentives) for local businesses to produce the products being implemented and used by green development projects?

(4) SPECIFIC DEMOGRAPHICS:

- Do you plan to advocate for previously incarcerated to help strike down their barriers to employment?
- What is your plan to address the 50% unemployment rate among black men in NYC?
- How will you support and ensure that individuals who are limited-English-proficient and cannot or do not want to go back to school for GED or H.S. diploma be included or assisted to get the skills to compete for the jobs in this emerging field?
- Will you stop the obvious overdevelopment happening in Queens that negatively impacts the environment?

(3) CODES/REQUIREMENTS/ ENFORCEMENT MEASURES:

- Will you support placing the following requirement on publicly-funded green collar projects: recipients must commit to providing a living wage, follow all labor standards, and provide safe and healthy working conditions?
- How will you be taking the lead on legislative sponsorship for bills pertaining to increasing state energy code standards, lighting standards, energy use benchmarking, energy audits for efficiency, etc. at the local, state and national level?
- There is a great potential of jobs through retrofitting....How will you make retrofitting mandatory for all buildings with clear enforcement measures?

(2) UNION JOBS:

- How will you ensure that the development of green jobs will be the development of good, career-tracked and often union jobs?
- Will green jobs be union jobs?

(10) MISC

- Will you commit to making vision statement goals your top priority in shaping the city's annual budgets?
- What jobs do you see in your district? And what jobs do you want to see... what role you are going to play in promoting green business?
- Why isn't there a "map" of green jobs and open access to training for these jobs?
- How can I help you to be involved in creating the new economy?
- How would you properly label "green" so it means something tangible?
- What current communities and task forces are in existence that focus on the going green initiatives?
- How will green and environmentally-friendly sustainability workforce impact the future of your community in the near and long-term?
- What initiatives in higher education are you supporting or initiated to create green jobs in NYC?
- Do you ever rely on recruiting or staffing companies to find qualified workers?
- What's your position on local sourcing (jobs and materials) on city procurement to spend money on green jobs (weatherization, for example)?

III. Are there any recommendations missing from the set that you reviewed and discussed?

A. Edits/Comments/Questions:

- Rework recommendations into a series of steps.
- Tie into national standards and even go as far as global standards.
- Define green- Urban Agenda and NYC do not have the same definition.
- Include preamble to the recommendations that encompasses a broader view of workforce development-- industries left out.
- We've done enough talking- families remain unemployed while we talk.
- We should have more information on current committees, terminologies and understanding of short, medium, and long-term means in regards to policies and implementation of these initiatives.
- How can we best coordinate our efforts to help this initiative succeed?
- Underscore that the most disconnected individuals need a path to employment longer than grants allow.
- Support green initiatives in different sectors that truly work together in order to make NYC cleaner, more open, less expensive and less stressful to live in.
- Think widely and deeply about all facets of the green building sector
- Address areas of health and toxins throughout the document.
- What are the existing training and certification institutions and how are we building upon or changing them?
- #5 streamline green certifications- what's wrong with USGBC, BPI, LEED, ASHRAE? You are describing the same standard. ASHRAE is part of LEED certification and USGBC is not a certificate but the organization that does the LEED certification.
- Add "accessible trainings and education" to the 3rd bullet, "Develop long term career tracks..." Perhaps include "vets" in opportunity groups.
- Join 1,2,3 and 4,5,6 together in the Business table as part of one main recommendation.
- Include language and action around evaluation of the federal stimulus funds (#4 recommendation #3) and its impacts (if any) in low-income, people of color EJ communities. These can help hold government (local/federal) accountable for future stimulus related monies.
- Clarify #5 from Breakout Session One seemed unnecessary as it is currently worded..
- Address gap between existing training programs and trainings geared toward specific jobs and sectors. We need a recommendation that speaks to training that fills the gap.
- Change "safety oversight" provision.
- Clarify map of green jobs- what are they, where are they- who is training and how to get universal access? Question on the sustainability of "climber" and "pruner" positions as sustainable employment and the first rung of a career ladder leading to sustainable employment. Perhaps there are better examples to use than something that is seasonal. It will be nearly impossible to integrate the thoughts and comments of all (or even most) stakeholders.
- Include technology in 6th bullet point.
- Include education as well as training because the two are different. If you want to include professionals and green careers, you need to include education.
- Add greater emphasis on PLAs and CBAs.
- Revise language in bullet #5. The phrase, "prioritizing opportunities" could be amended to read, "Assuring fair and equal access to opportunities". This would capture the spirit of inclusivity without creating the danger of divisiveness.
- Ensure quantifiable results in order to secure a "green" rating.

B. Recommendations:

- The City should create a GIS asset mapping
- Provide philanthropic sector with best practices in this area.
- Create an actual "career ladder"
- Create of a system that tracks emission reductions and energy efficiency thereby demonstrating effectiveness of efforts and promoting long term sustainability beyond stimulus funding streams.
- The City should train its own DOB, HPD, EDC inspectors/engineers/managers in sustainability principles and practices.

- Expand funding for transitional jobs- green jobs, especially in NYC as well as partnerships between training programs and employers
- Demand that workforce and entrepreneurs must be from within the community to develop community ownership.
- Support green businesses in the Renewable Energy and Energy Efficiency industry through tax breaks and credits so that these businesses can add jobs.
- Make sure Safety requirements in place before jobs created.
- Urge that living wage pensions must continue for civil servants and should be embraced by private sector.
- Make sure that current workers would not lose their jobs because of the greening of NYC, but be retrained to be part of the greening of NYC.
- The DOE should update their curriculum to include environmental education and green job curriculum in order to level the playing field so that these adults are ready in math and reading to get green collar job training
- The city should lobby for the access to green/sustainability education and training within the criminal justice system to prepare the incarcerated for the green workforce whose creation the City Council will be supporting.
- Convene state and local planning agencies and policymakers with a subset of the Urban Agenda to look at future plans and projects and to coordinate needs, agendas, and resources.
- Urban Agenda should convene meetings between city and state officials and community groups to focus priorities for where funds are allocated to make sure underemployed and unemployed are receiving training and comprehensive support as long-term pathways out of poverty.
- Green companies need to work more closely with small business and community developers.
- Link entrepreneurs to city-led sustainability projects.

IV. What would you like your role to be as the Roundtable enters into its next evolution?

[7] of you said you would like to help with advocacy/public policy

[7] of you said you would like to be sure to include grassroots and diverse communities in vision and strategy of the campaign—connect grassroots communities to work—and link communities of color, specific underserved communities, to training and job opportunities

[5] of you said you would like to help with communication

[4] of you said you would like to discuss workforce training/development

[2] of you said you would like to receive information on future meetings

[1] of you said you would like to discuss safety and health training

[1] of you said you would like to receive information on green jobs

[1] of you said you would like to participate in further networking and knowledge sharing

[1] of you said you would like to work with employers

[1] of you said you would like to work on ensuring a consensus between business, unions, social sector