



**ROCKVILLE ECONOMIC DEVELOPMENT, INC.
WORKFORCE EDUCATION COMMITTEE**

MINUTES

Tuesday, February 2, 2021

4:00 PM – 5:00 PM

Via Zoom

◇ Attendees

- Raquel Bunai, Alexis Castillo, Kathryn Davis, Fizie Haleem, Kim Kelley, Cindy Rivarde, Annica Wayman

◇ Welcome

- The taskforce discussed that they are prepared for the roundtable on February 10.
 - Alexis Castillo should send out two more email reminders.
 - Marketing reach out to:
 - Dawn Wells, Rockville Chamber
 - Mary Lou Berg, City of Rockville
 - Ann Khademian, Universities at Shady Grove
- Dr. Kim Kelley emailed Dr. Joanne Bagshaw to discuss if she wanted to do the mindful exercise at the beginning or end of the roundtable and for how much time.
 - Dr. Bagshaw will do the exercise at the beginning of the roundtable for 5 minutes.
 - The agenda needs to be edited to reflect the mindful exercise.
- Dr. Kelley welcomed Fizie Haleem to the REDI taskforce. Fizie works at Montgomery College in Workforce Development & Continuing Education (WDCE). Steve Greenfield is her dean, who is also on the REDI committee. Currently, she’s focusing on Business Information Technology & Safety (BITS) which includes leadership management classes, IT, cybersecurity, data analysis, CDL, and the Hispanic Business Institute. All the courses are non-credit. WDCE is also able to provide customized training programs.

◇ Panel for February 10 Roundtable

Moderator	Monica Escalante	CFO/CCO, Montgomery Hospice
Panelist	Susan Webb	Director of Behavioral Health Crisis and Outpatient Services, Suburban Hospital, Johns Hopkins Medicine
Panelist	Meredith “Merry” Campbell	Attorney, Shulman Rogers
Panelist	Dr. Denise Dewhurst	Professor and Coordinator, Psychology, Montgomery College
Panelist	Dr. Joanne Bagshaw	Professor of Psychology, Montgomery College
Panelist	Kip Ingram	Director of Bereavement Care, Montgomery Hospice

◇ Next Roundtable

- Scheduled for Wednesday, March 10 from 12:00-2:00 p.m.
- Title - Turbulence on Re-Entry: Employers, Employees and the Vaccine
- Moderator/Panelists:
 - Michael Gottlieb as moderator has been confirmed
 - Dr. Joe Sliman, Emmes, Chief Medical Officer (confirm with Jennifer Hester)
 - Dr. Marion Newell, Emmes, Chief Innovation Officer (confirm with Jennifer Hester)
 - Michelle Greene, Emmes, researcher who has been leading the Remdisiver studies (confirm with Jennifer Hester)
 - Arlene Pietranton, Ph.D., C.A.E., Chief Executive Officer, American Speech-Language-Hearing Association (ASHA)
 - An attorney for the panel (ask Michel Gottlieb who he suggests – Ed Harrington will assist with this request)

◇ Focus of March 10 Roundtable

- Return to work
 - ✓ What are people thinking about?
 - ✓ Will they even return to work?
 - ✓ What are the legal implications?
 - ✓ Vaccines:
 - Are they safe?
 - What do employers/employees need to know?
 - How can employers present this to employees trying to decide if they should take the vaccine or not?
 - Attorney input:
 - Can you enforce the vaccine?
 - What if a person is allergic? ADA? Religious reasons?
 - What are the reasonable accommodations that an employer would be required to make to accommodate an employee?
 - What about the people who have already been out there working during the pandemic without vaccine access? Are they required to get one now?
 - Inviting an infectious disease expert to the panel might be a good idea.
 - ✓ How do companies decide if they go fully or partially remote?
 - Feedback from other companies would be helpful. What is the criteria for their decision-making?
 - What are the implications from surrounding businesses that have relied on these companies being in their physical locations (i.e., restaurants, grocery stores, childcare centers, hotels, etc.)?
 - What is the domino effect? What businesses will be able to re-open and thrive because companies have gone back to the workplace?
 - ✓ Reach out to Arlean Pietranton at the American Society of Association Executives (ASAE) as a panelist. (Fizie Haleem will contact her.)
 - ✓ Follow policy and policymakers to give insight on recovery (i.e., Senator Ben Cardin, Rep. Chris Van Hollen).

◇ Next Steps

- Think about questions for the March 10th roundtable. Email them to Dr. Kelley. Examples:
 - ✓ Thinking about what might directly impact employer's consideration of returning to work, what do you think would be some of the policies or behaviors of large corporations that would cause you to return?
 - ✓ If you have decided to go completely virtual, do your employees need to get vaccinated?
 - ✓ What are the accommodations employers need to be aware of around the vaccine?
 - ✓ How big of a factor will public transportation be in loosening policy?
 - ✓ What is going on with the residential real estate market? Homes in the suburbs are selling quickly.
- Invite David Childs from Bethesda North Marriott to the March 10 meeting to provide input from the hospitality sector.
 - ✓ What are they watching out for when they bring more staff back?
 - ✓ What are future plans for conventions?