



Jacksonville Human Rights Commission
Employment Committee
Youth and Social Media
Thursday, January 10, 2013
10:00 a.m.

Commissioners Present:	Commissioner Dane Grey
	Commissioner Susan Harthill
	Commissioner Walette Stanford
Commissioners Absent:	Commission Michael Stovall, Jr.
	Commissioner Cindy Watson
Staff Present:	Charlene Taylor Hill, Executive Director
	Linda Grant-Hunter, Assistant Director
	Wayne McGovern, EO/EA Specialist
	Joan Dolbear, Executive Secretary
Guests:	Ms. Devan Coughlin, Director, Career Development, Jacksonville University
	Kathy Payne Foreman, Director, Career Services, Edward Waters College
	Tanzy P. James, Program Manager, The Bridge of Northeast Jacksonville
	Lolita Middleton, The Bridge of Northeast Jacksonville
	Candace Moody, Vice President, Communications, WorkSource
	Rick Roberts, Director, Career Services, UNF
	Andrea Fourman, Career Services Counselor, Florida Coastal School of Law

Commissioner Dane Grey, Committee Chair, welcomed the guests to the JHRC meeting. Introductions were made by the committee members, guests and staff. Commissioner Susan Harthill facilitated the meeting.

Types of Background Checks Being Used:

- Google search
- Facebook
- Background checks
- Drug screening

Social Media Consideration:

- Confusion about legalities
- Do I need to disclose?
- Formal and informal background checks
- Educate students on taking off inappropriate pictures on Facebook
- Credit checks
- Images never go away—they are the first to show up
- Your social network shows up second
- All social media is date, time and geography stamped
- Conduct unbecoming the company – employees being fired (videos)
 - Employee berating Chick Fil A employee

Using Social Media Positively

- Linked-In is a great resource
- Use Twitter for professional purposes
- Answer emails
- Teach professional use of communication
- Follow professionals on Facebook
- Get engaged on social media
- Develop relationships
- Follow publications on Twitter
- Use Social Media in the job search process
- Campaigns to promote themselves—portfolios of work on Utube.
- Tutorials – refer employers directly to links.
- What are our rights?

Education Being Used

- Educate staff
- 8 weeks of training—interviewing, etc.(The Bridge of NE Jacksonville)
- Workshops/forums for staff, parents and students at the library
- Career planning, workshops, resume writing, employer panels, chamber of commerce workshop on social media
- Identify people who can conduct workshops—someone they can relate to.
- Google is your new resume

How Can the JHRC Help

- Monitoring social media at work
- Follow-up sessions
- Reach out to the youth—on-line forums
- Readit.com experts on-line answering questions

Commissioner Dane Grey thanked the guests for their input and stated the committee would get back to them regarding how it can help with this effort.