



BOONE COUNTY
UPWARD MOBILITY

Jobs and Workforce Development Workgroup Agenda
June 25, 2025, 1:30PM – 3:00PM
Boone Electric Community Building (1413 Rangeline, Columbia, MO) and Zoom

Meeting Objective: Progress in workgroup efforts focused on upwardly mobile business practices

Results Statement: Boone County is a flourishing community where everyone can live, learn, and grow.

1. Welcome and Introductions (5 minutes)
2. Spotlight: Supports for upwardly mobile business practices (40 minutes)
3. Workgroup Planning (35 minutes)
 - a. 2025 Workgroup Plan Review and Updates Next Steps
4. Closing (10 minutes)
 - a. Partner Updates
 - b. Comments and Questions

Upcoming Workgroup Meeting Dates and Content Focus (in person and via [Zoom](#))

- July 23, 2025, 1:30PM – 3:00PM – Increase Youth Leadership Opportunities
- August 27, 2025, 1:30PM – 3:00PM – Enhance supports for justice-involved individuals. Meeting location changed to Regional Economic Development Inc 500 E Walnut, Suite #102, Columbia, MO
- September 24, 2025, 1:30PM – 3:00PM – Implement upwardly mobile business practices

Upward Mobility is the idea that everyone deserves the chance to improve their lives and economic well-being, to be valued and feel like they belong, and to have power and autonomy. Thriving communities are those that support opportunities to boost upward mobility and aim to narrow inequities for children, youth, and adults.

Upwardly mobile business practices encompass holistic strategies, policies, and actions to create the conditions and pathways for advancement, skill acquisition, and livable wage employment opportunities for all-- especially for those who have been historically marginalized. Upwardly mobile business practices provide employees with a sense of power, autonomy, dignity, and belonging.

Ground Rules (*Adapted from University of Michigan Guidelines for Discussing Difficult or High Stakes Topics*)

Listen respectfully. | Listen actively and with an ear to 'understanding others' views. | Commit to learning, not debating. | Comment to share information, not to persuade. | Discuss ideas. | Avoid blame, speculation, and inflammatory language. | Avoid assumptions about any member of a social group. Do not ask individuals to speak for their (perceived) social group. | Allow everyone the chance to speak if they choose to do so.