

April 20, 2021 2 p.m. – 5 p.m. on Go- To Meeting

# DEI Advisory Committee Notes DRAFT

## Attendance

**General Manager/Co-Convener**, Vicki Evans

**General Manager/Co Convener**, Brenda Jackson

**Presenter**, K.L. Scott and Associates

**DEI/PIO Admin**, Cheribeth Thomas

**Members Present:**

Al Florez, Alissa Brashear, Alvin Chestnut, Anila Ashraf, Annie Thomas, April Kelly, Cynthia McKinley, Denise Schunk, Garry Crumpler, Ivonne Mendez, Jared White, Jennifer Green, Kelly Moore, Mia Kaleiwahea-Perry, Nora Armstrong, Ricky Hair, Telise Chavis, Tye Vaught,

**Members Absent:**

Hardin Brown, Sara Reyes, Timothy Middleton, Vincent Evans

## Welcome

- Co-Conveners welcomed the members back.

## Overview

- K.L. Scott and Associates
  - Informed committee the Staff survey would be available from April 19-30. Results from the survey will be compiled using the same process as the first survey, then K.L. Scott will produce solution analysis based on Key Performance Indicators as we move toward developing a strategic plan.
  - Explained that the four pillars of the Strategic plan were different from the four focus areas in the Board of Commissioner resolution. Training was replaced with Policy Development & Execution. Providing training will likely be an action item over all focus areas.
  - Reviewed Strength, Weaknesses, Opportunities, and Threat (SWOT) Analysis as well as heat maps and assessment results from the workshops.

- Opened the room for Q&A

## General Discussion

- Updates were provided on:
  - Personnel Ordinance with revised Holiday Schedule language was considered by the BOC. The action to approve did not pass with a unanimous vote. The BOC will vote again at the May 3, 2021 meeting. If it is passed, the policy will be updated and sent out to employees. The effective date of the revised holiday schedule is proposed to be June 1, 2021.
  - Nora has started a draft for newsletter submission and will send out the draft to the DEIAC by April 23, 2021.
  - DEI CCNCTV segment – volunteers should email Tye Vaught.
  - DEI Website page is active under the Board of Commissioners page of the County website.
  - March 16, 2021 meeting notes were approved through consensus.
- Room was opened for further discussion about heatmaps, swot analysis and potential survey results from all employees.
- Potential agenda items for the next meeting were discussed.
  - Member asked if we could meet in person in the future.
  - Term lengths of members
  - Update on Holiday Schedule
  - Review County Wide DEI Survey results

## Adjourned

- Committee members reminded of the next meeting date, time and location.
- Meeting was adjourned.