

April 19, 2022 2 p.m. – 5 p.m. in person @ HQU Library, 300 Maiden Lane

DEI Advisory Committee Notes

Attendance

General Manager/Co-Convener, Vicki Evans

Interim HR Director, Brian Haney

PIO/DEI Admin, Cheribeth Thomas

Members Present:

Al Florez, April Kelly, Denise Schunk, Garry Crumpler, Hardin Brown, Jennifer Green, Kelly Moore, Megan McLaurin, Mia Kaleiwahea-Perry, Nora Armstrong, Sara Reyes, Telise Chavis, Terry Streets, Timothy Middleton, Tye Vaught and Vincent Evans

Members Absent:

Alissa Brashear, Alvin Chestnut, Ann Thomas, Cynthia McKinley, Ivonne Mendez, and Ricky Hair

Welcome

- Co-Convener welcomed the members back.

Overview

- Committee reviewed and approved through consensus the:
 - March 15, 2022 meeting notes
 - CCDEIAC Charter
 - CCDEIAC Term Commitment

General Discussion

- Update provided on:
 - Nominating Committee Volunteers
 - Member Application for Committee Vacancy
 - Vacancy & deadline were posted, email notification sent out to all employees

- Recap from focus group report out from the 3.15.2022 DEIAC meeting were provided to the committee
 - Tye provided recap for the Staff Recruitment group and their recommended initiative priority order. Also discussing the existing DEI Departmental policies.
 - Al provided recap for the Internal Operations group and their recommended initiative priority order. Al shared an Internal Operations Tracker for the group to share their suggested next steps/tasks.
- Committee discussed the overlapping of initiatives between Focus Groups. Members shared their thoughts and specified the difference in the meaning of training for Staff Recruitment vs. the meaning of training for Internal Operations.

Practical Exercise 1 - Breakout Session

- Co-Convener explained the 1st charge for today's meeting. Members were given instruction on what will take place in the breakout session.
- Committee split into two Focus Groups: Internal Operations and Staff Recruitment
- Groups need to appoint a facilitator for the discussion, a scribe to document their discussion and someone to report out.
- Define next steps of top initiatives
 - estimate the timeline to fully implement
 - effort and resources involved
 - next steps

Practical Exercise 1 – Report Out

- Each group's spokesperson shared their group discussion/recommendations.
 - More in depth discussions of initiatives overlapping and/or their priority level
 - Resources that are needed
 - Stakeholders involvement
 - creating shared documents among group members to provide input

Adjourned

- Committee members reminded of the next meeting Tuesday, May 17, 2022
- Meeting was adjourned.