

May 17, 2022 2 p.m. – 5 p.m. in person @ DSS 1ST Floor Conference Room A, 1225 Ramsey St.

DEI Advisory Committee Notes

Attendance

General Manager/Co-Convener, Vicki Evans

Interim HR Director, Brian Haney

PIO/DEI Admin, Cheribeth Thomas

Members Present:

Alissa Brashear, Alvin Chestnut, Ann Thomas, Hardin Brown, Jennifer Green, Kelly Moore, Megan McLaurin, Mia Kaleiwahea-Perry, Ricky Hair, Terry Streets, and Vincent Evans

Members Absent:

Al Florez, Cynthia McKinley, Denise Schunk, Garry Crumpler, Ivonne Mendez, Nora Armstrong, Sara Reyes, Telise Chavis, Timothy Middleton and Tye Vaught

Welcome

- Co-Convener welcomed the members back.

Overview

- Committee through consensus reviewed and approved the:
 - April 19, 2022 meeting notes

General Discussion

- Update provided on:
 - Number of applications received by the May 16, 2022 deadline for the one vacant seat on the DEIAC
- Recap from focus group report out from the 4.17.2022 DEIAC meeting were provided to the committee
 - Deputy Brown provided a recap for Internal Operations group

- Promote & educate on DEI values, start with leadership, educating on DEI values
 - Deploy to employees (bright signs, all staff meetings, trainings, intranet, county government week, promo materials, etc.)
 - Platform for employees to express ideas
 - Dashboard for community to see our progress
- Dr. Green provided a recap for Staff Recruitment group
 - Start with Diverse Hiring panels work on a base policy to be used county wide
 - Requesting a list serve of Affinity groups, Minority Social groups, HR Liaisons, Social Media department reps, Outreaches & Job fairs
 - Requesting a list of mentors for Mentoring Programs (different levels of mentorship), DEI training and internship program focus
 - Compensation Study

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 their 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.
- Focus groups will:
 - Define next steps of top initiatives
 - Resources & effort involved
 - Stakeholder involvement
 - Timeline to fully implement
 - Document next steps of the top initiative to present to Executive Steering Committee
 - Work towards drafting and written documentation if needed for next steps
 - Complete the steps above for every prioritized initiative

Practical Exercise 1 – Report Out

- Each group's spokesperson shared their group discussion/recommendations.
(Please see attachment for more details)

Adjourned

- Committee members reminded of the next meeting Tuesday, June 21, 2022
- Meeting was adjourned.