

July 19, 2022 2 p.m. – 5 p.m. in person @ Cumberland County Courthouse - Room 119

DEI Advisory Committee Notes

Attendance

Interim HR Director, Brian Haney

PIO/DEI Admin, Cheribeth Thomas

Members Present:

Al Florez, Alissa Brashear, Alvin Chestnut, Cynthia McKinley, Denise Schunk, Garry Crumpler, Hardin Brown, Kelly Moore, Mia Kaleiwahea-Perry, Ricky Hair, Telise Chavis, Timothy Middleton, Vincent Evans and Yaminah Vereen

Members Absent:

Ann Thomas, Ivonne Mendez, Jennifer Green, Megan McLaurin, Nora Armstrong, Sara Reyes, Terry Streets and Tye Vaught

General Manager/Co-Convener, Vicki Evans

Welcome

- Interim HR Director, Brian Haney, welcomed members back.
- New member, Yaminah Vereen, introduced herself to committee

General Discussion

- Committee through consensus reviewed and approved the:
 - June 21, 2022, meeting notes
- Updates were provided on:
 - Chief Diversity Officer – job was posted on Developmental Associates website on Monday, July 11 and will close Wednesday, August 10, it has been posted on county website and through a number of external sites:
 - ICMA
 - NFBPA
 - LGHN

- NBAA
 - Regional to Virginia Cities
 - a number of DE&I sites
 - and a number of HR sites
 - The goal is to have them on board by October.
 - Update on Career Fair – DEI will have a table, almost every department is represented, have advertised on social media, radio campaigns
 - DEI Video- near completion will be finished by Career Fair
 - Assigned schedule for DEI table coverage at Career Fair
 - Brian Haney, HR Interim Director asked committee for any ideas they have for retention
 - Remote/flexible schedules
 - County day care center
 - Time in service pay
 - Bringing back longevity
- Some notes about retention incentives and acquiring data seeing why folks are leaving -Trying to provide incentives that are just not monetary - Exit interviews are not conducted for everyone just those who request*
- Initiative tracking sheet – reviewed initiatives with committee, current volunteers assigned to carryout initiative recommendations and updated new volunteer committee members.
 - Updates were provided on leadership academy
 - Question about leadership not being aware of where DEI initiatives came from or how they were created. Committee members asked if we should provide an update to leadership team on a timely basis.

Adjourned

- Meeting was adjourned.