

August 16, 2022 2 p.m. – 5 p.m. in person @ Cumberland County Courthouse - Room 119

DEI Advisory Committee Notes

Attendance

General Manager/Co-Convener, Vicki Evans

Interim HR Director, Brian Haney (absent)

PIO/DEI Admin, Cheribeth Thomas (absent)

Members Present:

Al Florez, Ivonne Mendez, Jennifer Green, Kelly Moore, Mia Kaleiwahea-Perry, Nora Armstrong, Ricky Hair, Terry Streets, Tim Middleton, Vincent Evans, Yaminah Vereen
Tanesha Slaughter, Health Equity Specialist, Public Health

Members Absent:

Alissa Brashear, Alvin Chestnut, Ann Thomas, Cynthia McKinley, Denise Schunk, Garry Crumpler, Hardin Brown, Megan McLaurin, Sara Reyes, Telise Chavis, Tye Vaught

Welcome & Introductions

- Tanesha Slaughter, Public Health, Health Equity Specialist – introduction included background, guessing the truths and lie activity, and why being a part of DEI is important

General Discussion

- Committee through consensus reviewed and approved the July 19, 2022, meeting notes (after changes)
- Recent updates to the DEI webpage include
 - Solution Analysis added
 - Committee Member names updated
- Discussion on the importance of including Staff Recruitment, Initiative 9 within the RFP for the Compensation and Classification Study that is to be released soon
- Updates were provided on Chief Diversity Officer recruitment/hiring process
 - County management actively working with consultants
 - First round interviews to be conducted by the end of August

- Discussion on Town Hall comment/question about the DEIAC demographics specific to gender identity/sexual orientation
 - HR system does not currently include that data – including the option add to the demographic data in the future may be something to consider
 - Group wants to be clear that the DEIAC welcomes all demographics, and the application process does not exclude anyone, regardless of demographic data
- Discussion on pronouns being allowed on employee email signature blocks
 - Committee recommendation – add this as task #8, under Internal Operations Initiative 7: Promote DEI Value Internally to Staff
 - DEIAC Convenor will make the recommendation to the Executive Team and will bring back feedback
- Reviewed current status provided on DEIAC Initiative Tracking – (see attachment)
 - Input on updates received during the 8/16/22 meeting are shown in bold font
 - Items that require a response remain highlighted in yellow as shown on the meeting agenda

Next Meeting

- Attendance
- Moving forward in planning out additional tasks for prioritized initiatives

Adjourned

- Meeting was adjourned at 4:50 pm.