

September 20, 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

PIO/DEI Admin, Cheribeth Thomas

Members Present:

Al Florez, Alissa Brashear, Alvin Chestnut, Ann Thomas, Cynthia McKinley, Denise Schunk, Garry Crumpler, Hardin Brown, Ivonne Mendez, Jennifer Green, Megan McLaurin, Mia Kaleiwahea-Perry, Nora Armstrong, Ricky Hair, Sara Reyes, Terry Streets, Timothy Middleton, Vincent Evans and Yaminah Vereen

Ex-officio Member:

Health Equity Specialist, Public Health, Tanesha Slaughter

Members Absent:

Kelly Moore, Telise Chavis, and Tye Vaught

Welcome

- Welcomed members and called meeting to order

General Discussion

- Committee through consensus reviewed and approved the:
 - August 16, 2022, meeting notes
- Update provided on:

- Chief Diversity Officer recruitment process – candidate was selected, offer pending, hopeful to have new CDO in place by October
- Initiative 7: Task 8; Pronoun being placed in signature block – has been approved, PIO is including recommended standard for use of pronouns in style guide.
 - POC Lead: Megan McLaurin assigned; Volunteers: Nora Armstrong, Mia Kaleiwahea-Perry, Cynthia McKinley & Alvin Chestnut
- Initiative 6: Task 2; Requested Sheriff policy, in order to pull language together

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, October 18, 2022
- Meeting was adjourned.