

November 15, 2022 2 p.m. – 5 p.m. in person @ DSS 1ST Floor Conference Room 1225 Ramsey St.

DEI Advisory Committee Notes

Attendance

General Manager/Co-Convener, Vicki Evans

Interim HR Director, Brian Haney

Chief Diversity Officer, Nikeisha Waring

PIO/DEI Admin, Cheribeth Thomas

Members Present:

Al Florez, Alissa Brashear, Alvin Chestnut, Ann Thomas, Cynthia McKinley, Garry Crumpler, Hardin Brown, Ivonne Mendez, Jennifer Green, Kelly Moore, Megan McLaurin, Mia Kaleiwahea-Perry, Nora Armstrong, Ricky Hair, Sara Reyes, Telise Chavis and Yaminah Vereen

Ex-officio Member:

Health Equity Specialist, Public Health, Tanesha Slaughter

Members Absent:

Denise Schunk, Terry Streets, Timothy Middleton, Tye Vaught and Vincent Evans

Welcome

- Welcomed members and called meeting to order
- Chief Diversity Officer, Nikeisha Waring introduced herself and provided a brief overview of her background.
- Committee participated in icebreaker

General Discussion

- Committee through consensus reviewed and approved the:

- September 22, 2022, meeting notes
- CDO Provided Update on:
 - Application process – confidentiality agreement needs will be added
 - Cultural Calendar – to be placed on the DEI Webpage committee will begin researching observances/holidays to create a base line
 - DEI Training on NEOGov – Training is available currently but can be more robust
 - Discussing Policies with Human Resources
 - DEI Video – another more in-depth video will be created
 - New Employee Orientation – including a DEI aspect to the orientation process
 - DEI Committee Training Opportunities - CharMeck Conference available asked committee members to email if they want to attend the conference
- CDO asked for committee to update her on what work has been accomplished by the committee
 - Committee members discussed the Strategic Plan and the initiatives that were identified within; also providing a status update on items that were currently in progress.
- Discussed different ways to create diversity and inclusiveness within our organization
- Updates by the committee were provided on
 - Internal Operations
 - Policy for Diverse Hiring Panel
 - Policy for Requirement for Training
 - Staff Recruitment
 - Mentorship vs Internship

Adjourned

- Committee members reminded of the next meeting Tuesday, December 13, 2022
- Meeting was adjourned.