



Cumberland County

Diversity, Equity and Inclusion (DEI) Advisory Committee

April 18, 2023, 2 p.m. – 5 p.m. in person @ 300 Maiden St, Headquarters Library - Pate Room

DRAFT DEI Advisory Committee Notes

Attendance

Chief Diversity Officer, Nikeisha Waring

Human Resources Director, Dominique Hall

Assistant County Manager, Brian Haney

General Manager/Co-Convener, Vicki Evans

Admin, Cheribeth Thomas

Members Present:

Garry Crumpler, Jennifer Green, Kelly Moore, Mia Kaleiwahea-Perry, Nora Armstrong, Terry Streets, Timothy Middleton, and Yaminah Vereen

Members Absent:

Alissa Brashear, Ann Thomas, Cynthia McKinley, Ivonne Mendez, Sara Reyes & Vincent Evans

Welcome

- Welcomed members and called meeting to order
- Assigned a timekeeper – Kelly Moore

General Discussion

- Committee through consensus reviewed and approved the:
 - April 18, 2023, Meeting Agenda

- March 21, 2023, meeting notes
- DEIAC Discussed, Review and Revised the following:
 - Report on DEIAC survey
 - Results have not all been received so will report out at next monthly meeting.
 - DEIAC Application
 - 18 applications for the April 2023 DEIAC Recruitment
 - Diverse Hiring Panel Policy
 - Policy is being reviewed by HR once reviewed by HR the policy will be brought to the committee for review.
 - County Government Week
 - A Place at the Table DEIAC effort for County Government week will place unmanned tables in different departments. The intention is to communicate to both staff and citizens that we have a diverse workforce along with opportunities for all with Cumberland County.

Practical Exercise 1 - Breakout Session

- Co-Convener explained the charge for today's breakout session. Members were given instruction on what will take place in the breakout session.
- Committee split into 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.
- Review Initiative(s) and determine/prioritize
 - Initiative(s) the group would like to move forward
 - estimate the timeline to fully implement
 - effort and resources involved
 - next steps

Practical Exercise 1 – Report Out

- Each group's spokesperson shared their group discussion/recommendations
- **STAFF RECRUITMENT** – Initiative 14.1: Mentorship Program
 - Discussed mentor program
 - Difference between mentoring vs. coaching
 - Mentors should have leadership and/or DEI Training
 - Time Commitments for mentor (1 year)
 - Set up a process for mentor program
- **INTERNAL OPERATIONS** – Initiative 7.6: DEI Digital Suggestion Box
 - DEI Digital Suggestion Box graphic is already created
 - Place link to cultural calendar book on intranet
 - House same materials that can be found on DEIAC Webpage on intranet

Adjourned

- Committee members reminded of the next meeting Tuesday, May 16, 2023
- Meeting was adjourned.