



Cumberland County

Diversity, Equity and Inclusion (DEI) Advisory Committee

September 19, 2023, 3 p.m. – 5 p.m. in person @ Headquarters Library – 300 Maiden Lane – Pate Room

DRAFT DEI Advisory Committee Notes

Attendance

Chief Diversity Officer, Nikeisha Waring

Human Resources Director, Dominique Hall

Assistant County Manager, Brian Haney

Executive Assistant, Cheribeth Thomas

Members Present:

Billye Rivas, Cynthia McKinley, Diane Pfeifer, SGT Edward Mckoy, Ehsan Momeni, Jennifer Green, Mahalia Gaines, Mikala Glanton, Pricilla Webb, Regina Williams, Samantha Belmont and Terry Streets

Members Absent:

Ann Thomas, Kelly Moore, Mikala Glanton, Timothy Middleton, Vincent Evans and Yaminah Vereen

Welcome & Introductions

- Welcomed all new and experienced members and called meeting to order
- Assigned a timekeeper – Mahalia Gaines
- Committee went around the room and introduced themselves.

General Discussion

- Committee through voting reviewed and approved the:

- September 19, 2023, Meeting Agenda w/o changes
- Meeting Notes for:
 - July 18, 2023
 - August 15, 2023
- CDO provided Updates:
 - Initiative #5 – Platform Change Nifty > Monday -
 - CDO is working on everything being updated in Monday.com committee will have view only access due to cost. CDO has access to make edits. Once all information has been transferred over to the new platform committee members should receive an email invite to view.
 - Upcoming DEIAC Conference
 - Statewide quarterly training for Diversity professionals across the state, County Chairwoman, Toni Stewart will be doing opening remarks. CDO will be sitting on panel working with the City of Fayetteville Human Relations Department, CDO will be presenting the vision of Cumberland County and how DEI in the CDO roll correlates with the vision.
 - Committee member asked if was open to members, CDO will follow up with organizers and will follow up with the committee.
 - Topics of Discussion from DEIAC Members
 - Moving forward if members have any Topics they would like added to the agenda, prior to meeting date email the CDO so it can be researched and brought to the committee for healthy conversation.
 - Committee through voting requested to have meeting packets printed for each of the DEIAC meetings.
- CDO requested volunteers to man the table for two upcoming Cumberland County events:
 - World Mental Health Day; Tuesday, October 10, 2023; 11 a.m. – 2 p.m.
 - Employee Wellness Week; Monday - Friday, October 16-20, 2023; Time TBD
 - Cheribeth to create signup rosters and share with the committee.
- Committee discussed updates to the webpage on the Cumberland County website, verbiage and photos of former committee members need to be updated and revised.
 - Committee members suggested:
 - collage of headshots instead of group pictures that way when members change, we can update individual pictures.
 - Several revisions to the verbiage on webpage, also should include a recap of initiatives that have been completed.

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: Mentoring Program
 - the Breakout Group discussed:
 1. Training for Mentors
 2. Training for Mentees
 3. How many hours the pair (mentor & mentee) can use during worktime.
 4. Group reviewed and provided an approx. timeline for implementation of the Cumberland County Mentoring Program.
 5. Recommended a 15 pair cohort for the 1st round of Mentor Training
- **INTERNAL OPERATIONS** – Initiative 3 – DEI Recognition Program
 - the Breakout Group discussed:
 1. Creation of a DEI Recognition program
 2. Presence of a previously existing county employee recognition program, the committee determined that the program was no longer being used.
 3. Purchase of possible incentives
 4. Nomination process, who would make nominations at the department level (peers, supervisors, dept heads, etc.), who would make the selection (DEI Subcommittee?) and the recipients as well as how they would be recognized ((Commissioner's meeting, ceremony, County Manager award presentation?))
 5. The criteria for the award (categories of PRIDE applied to DEI) and how often it would be granted (annually and/or quarterly)

Next Meeting Agenda Items

- Internal Operations; Initiative 3: – DEI Recognition Program
- Staff Recruitment; Initiative 14: – Mentoring Program
- Other Items

Adjourned

- Committee members reminded of the next meeting Tuesday, October 10, 2023
- Meeting was adjourned.