



Cumberland County

Diversity, Equity and Inclusion (DEI) Advisory Committee

November 21, 2023, 3 p.m. – 5 p.m. in person @ Headquarters Library – 300 Maiden Lane – Pate Room

DRAFT DEI Advisory Committee Notes

Attendance

Interim Chief Diversity Officer/Human Resources Director, Dominique Hall

Assistant County Manager, Brian Haney

Executive Assistant, Cheribeth Thomas

Members Present:

Billye Rivas, Cynthia McKinley, SGT Edward Mckoy, Ehsan Momeni, Jennifer Green, Mikala Glanton, Regina Williams, Samantha Belmont and Timothy Middleton

Members Absent:

Ann Thomas, Diane Pfeifer, Kelly Moore, Mahalia Gaines, Pricilla Webb, Terry Streets and Vincent Evans

Welcome & Introductions

- Welcomed all new and experienced members and called meeting to order.
- Assigned a timekeeper – SGT Edward Mckoy

General Discussion

- Committee through voting reviewed and approved the:
 - November 21, 2023, Meeting Agenda w/o changes
 - Meeting Notes for:

- September 19, 2023, will be held until the December 2023 meeting to be reviewed and voted on.
- CDO provided Updates:
 - Interim Chief Diversity Officer
 - Effective Immediately Human Resources Director, Dominique Hall, is the acting Interim CDO
 - Applications
 - Recently solicited applications for members to fill 6 vacancies on the DEIAC.
 - 13 applications were received.
 - Nominating Committee has reviewed and provided their new member recommendations.
 - Recommendations will be carried forward to the Executive Steering Committee, which is comprised of the County Manager, Assistant County Manager, Chief of Staff, Chief Diversity Officer, and Executive Assistant.
 - Once recommendations are approved, they will join the December DEIAC meeting.
 - DEIAC Members went around the room and shared why they wanted to be a part of the committee and what their goal is for the time they serve as a member of the committee.
- Topics of Discussion from DEIAC Members
 - Nominating Group needs additional members.
 - Quorum to be established.
- Monday.com Platform Overview
 - ITS Staff Kim Honan & Tyler Trimble provided a brief overview to the DEIAC committee of the Monday.com platform. The DEIAC Initiatives have transitioned from the NIFTY platform into Monday.com and will be used to track initiative progress. Members can view only CDO can make revisions, add or create.

Next Meeting Agenda Items

- Revisit & Review of Initiatives
- Sample/Template Department DEIAC Policies (Dr. Green)
- Creating internships in departments HD can provide overview on how they accomplished (Dr. Green)
- Nominating Group Member Recruitment
- Establishing Quorum
- Other Items

Adjourned

- Committee members reminded of the next meeting Tuesday, December 19, 2023
- Meeting was adjourned.