



*Cumberland County*

## Diversity, Equity and Inclusion (DEI) Advisory Committee

January 23, 2024, 3 p.m. – 5 p.m. in person @ C.C.J.E.M.B. Courthouse – 117 Dick Street – Room 119

# DRAFT DEI Advisory Committee Notes

## Attendance

**Interim Chief Diversity Officer/Human Resources Director,** Dominique Hall

**Executive Assistant,** Cheribeth Thomas

### **Members Present:**

Allfreda Chance, Billye Rivas, Devon Newton, Diane Pfeifer, Ehsan Momeni, Jennifer Green, Johnny Scott Lisa Childers, Pricilla Webb, Regina Williams, Samantha Belmont and Vincent Evans

### **Members Absent:**

Ann Thomas, Cynthia McKinley, SGT Edward Mckoy, Kelly Moore, Mikala Glanton, Jaya Manderson Mahalia Gaines and Terry Streets

## Welcome & Introductions

- Called meeting to order @ 3:05 p.m.
- Welcomed all new and experienced members.
- All members introduced themselves and participated in the Icebreaker explaining why they wanted to be a part of the committee.
- 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.
- Assigned a timekeeper – Regina Williams

# General Discussion

- Assigned new members to Focus Groups
  - Devon Newton, Lisa Childers and Jaya Manderson were assigned to Internal Operations
  - Alfreda Chance, Johnny Scott and Ebonee Moore- Brantley were assigned to Staff Recruitment
- Committee through voting reviewed and approved the:
  - January 23, 2024, Meeting Agenda w/o changes (Unanimous)
  - Meeting Notes for:
    - September 19, 2023 (Unanimous)
    - November 21, 2023 (Unanimous)
- CDO provided Updates:
  - DEI and Public Health Training
    - First training was held in January, had a great turn out. All classes are full but if there is more interest, we can hold another training. Members expressed interest in attending the next training.
- CDO and DEIAC Members discussed the Solution Initiative Analysis, reviewed the next steps for each of the 19 initiatives provided recommendations on how to move initiatives forward.
- Committee by Unanimous Vote decided to reprioritize initiatives in the Staff Recruitment Focus Area in the order below:
  - 12 – Enforce Diverse Hiring Panels 7 Participants
  - 8 – Establish DEI Training Program
  - 10 – Establish Partnership w/ Minority Affinity Groups, 11 – Ensure Partnership w/Minority Social Media Groups & 13 – Participate Host/Attend Job Fairs
  - 14 – Establish Mentoring Program
  - 9 – Administer Compensation Study

# Next Meeting Agenda Items

- Break Out Sessions
  - Staff Recruitment - Initiative 12
    - Diverse Hiring Panels
    - Calendar of All Department Events
  - Internal Operations - Initiative 7
    - Commercial
- Nominating Group Member Recruitment
- Establishing Quorum
- Other Items/ Department Updates
- KPIs - How will data be collected who will manage?

# Adjourned

- Committee members reminded of the next meeting Tuesday, February 20, 2024
- Meeting was adjourned.